

**Union**

The Union job family consists of positions required to support the essential physical plant needs of the University. The Union family includes jobs that support all indoor and outdoor services, such as building and grounds cleanliness; systems maintenance; heating and cooling; and the skilled trade services needed for effective plant operations.

Entry into jobs in this family ranges from holding no basic skill requirements to possession of the highest trade license or certification possible. Formal career ladders can be found in many job fields within this family, as an individual's skills and/or licensure advance. Few positions in this job family will require a formal post-secondary education. However, many jobs in the field have changed dramatically due to technological advances, most notably for HVAC titles.