

VOLUME 2 ISSUE 4 • OCTOBER 2024

The CW Tea



Quarterly Environmental Compliance and Training Newsletter
from CWT Training Academy

Spilling the Tea with CWT - Change is Beautiful!

Just as the trees are converting their energy into their roots to prepare for winter winds and the next growing season, we at the Academy are preparing ourselves for **a tremendous new year of content, services, materials and educational opportunities** through the stormy season of change. From elections, to permit revisions, to new compliance requirements – our economy, operations and businesses will see big changes going into 2025. To keep up, the Academy is offering brand new ways to support you and launching new educational content to those across all sectors.

In anticipation of the types of changes expected at the federal, state, and even local level, we will be revising this newsletter to reflect the needs of the industry and to be nimble and responsive in keeping you up to speed. **Starting in January, you'll receive a monthly iteration of the policy, regulatory, compliance, and training content you need** to stay on top of your permit requirements and other shifts that impact you and your businesses.

Take a look through this expanded edition of our **last quarterly newsletter for exciting updates** on new courses, trainings, and events, an overview of the improved community forums and support software, merchandise sales, Stormwater Defender content, and the launch of our career development pathways called the Human Centered Movement, happening in October.

As always, if you have ideas or want to get more involved with anything that the Academy has to offer, please reach out to me personally and lets talk! Like our career development instructor Glenn Akramoff says in his course Navigating the Change Road, “The change process – if it is done to you, you don’t like it and you resist! If it is done with you, you are more likely to move forward with it.”

The Academy is moving forward with you! 

Nathan Hardebeck, Owner of CWT and CWT Training Academy

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Introducing the New CWT Academy Education Portals and Educational Reporting System (ERS)!

The first of many new services and features we'll discuss throughout this special edition of the newsletter is the addition of our incredible new Education Portals and Educational Reporting System (ERS), which include reporting and tracking dashboards for team and individual certification simplicity.

Our Education Portals are built with you and your team in mind! They can be branded and customized to include the trainings you want, the certifications you need, and the ERS reporting that will help make your job easier! The ERS is an educational tracking system designed to consolidate all the training needs of your staff into a single location and generate easy, thorough, and engaging reports for recordkeeping and celebrating successes. Customizations and features such as alerts, logo dashboards and certification management are all available.



Features	ERS Level 1	ERS Level 2	ERS Level 3
Private portal branded with your logo	x	x	x
Your chosen courses, certifications and schools included	x	x	x
Roster list of Learners registered through the portal with course completion dates	x	x	x
Access to Public CWT Community	x	x	x
Timelines for renewals for each learner		x	x
Alarms sent to Learners and Portal Managers 3 months prior to certification expiration date		x	x
Seat usage trackers per course		x	x
Private Resource Library		x	x
Direct Access to Learner Certifications		x	x
Password protected levels of access for Portal Manager teams		x	x
Access to Private CWT Community		x	x
Addition of entity owned trainings			x
Tracking of non-CWTA trainings			x
Career Pathway Integration			x
Customizable Reporting to meet your needs			x

Additional courses, trainings, and other content will be added to a new Learning Center throughout the end of the year, including videos for social media or training events that you can customize or simply launch to your Portal through our newly expanded Resource Library.

Choose your courses, ERS customization level, and assign your learners, and you're off! Check out our exploratory page or reach out to discuss your specific needs and options.



POLICY DRIVER SPOTLIGHT ON: 6PPD and 6PPD-q

There are billions of tires being produced and used across the world every day, and many of them contain anti-degradation materials added to the rubber during manufacturing to reduce wear and promote longevity and safety. Since the 1960s, one such material has been 6PPD, a very widely used stabilizing agent. It wasn't until 2020 that scientists discovered that 6PPD produced a breakdown chemical called 6PPD-quinone (6PPD-q) when ozonated in the environment. These chemicals are extremely prevalent in road runoff, urban environments, and anywhere traffic or tires are present, and the presence in stormwater was linked to mass die-offs of Coho salmon and other species by Washington State researchers.

Agencies and regulators have moved quickly to get a handle on these stormwater pollutants by introducing monitoring requirements, and by requiring tire manufacturers to identify and implement replacement chemicals for 6PPD. In late August, the US Tire Manufacturers Association (USTMA) announced that their preliminary Alternatives Analysis investigating over 60 possible candidate materials was approved by the California Department of Toxic Substances Control, meaning they have the green light to research the most "promising potential replacements" in the next phase.

The USTMA secondary Alternatives Analysis report is due August 2026, with a progress report due August 2025.





National Regulation and Policy Updates

Follow-up: Federal Authority to Regulate Weakened

Update on the Revocation of the Chevron Deference

In last quarter's newsletter, we reported on the monumental decision made at the US Supreme Court level that overturned a 40-year old precedent requiring courts to give deference to federal agencies when creating regulations based on any ambiguous law. It previously gave these agencies wide powers to interpret laws and decide the best ways to apply them; now, we are seeing changes from this decision to environmental rulings at all levels.

In September, a DC-based appellate court cited the abolished Deference and sided with industrial interest groups when they ruled that the USEPA had improperly classified industrial boilers and overturned the more stringent pollution and emission standards previously applied. This ruling marks a shift in opinions and usage of policy in the absence of the Chevron Deference and *likely foreshadows more such cases in months to come.*

USEPA Finalizes Novel Strategy to Protect 900 Threatened and Endangered Species from Herbicides

Agency Releases Final Herbicide Strategy to Protect Listed Species

In August, the USEPA took an unprecedented step and released their final Herbicide Strategy, a type of approach never used before to protect species of plants and animals listed as threatened and endangered. This strategy will be utilized when it registers new herbicides and/or re-evaluates existing products for registration. It includes guidelines for protections for hundreds of listed species and will apply to thousands of existing products.

GET READY FOR THE RAIN!

SAMPLE PREPARATION CHECKLIST



Stormwater monitoring is a critical part of permit compliance at your industrial, construction, or municipal sites. As we move into wetter, colder weather, sampling during the fall and winter is often very challenging for permittees. Preparing your facilities, staff, materials, and schedules to make sure you collect the right water at the right time can be a lot to handle. There are several things you can do to make sure your rainy season sampling goes smoothly and showcases the good housekeeping on your site!

Watch the weather!

Many permits require samples to be collected from specific discharge events, which can often occur with as little as 0.10" of rain. Every site is different, so keeping an eye on the weather is vital!

Clean your site!

Performing good housekeeping on the property, including pavement sweeping, covering materials, disposing of refuse, etc. ensures you're ready for the results. Be sure to walk your site with an inspection form - keep a look out for and clean up any spills, debris, or other pollutants that you find.

Maintain your infrastructure!

Your site has many best management practices (BMPs), all of which need maintenance and attention in order to perform properly. Sediment and erosion control devices may need to be reinstalled or adjusted; filtration mechanisms may need to be cleaned out or replaced, media or chemistry may need to be recharged or refilled. Check around your site and get ready!

Ready your staff!

Nearly all permittees are required to have annual stormwater training - what better time than during the summer months, in preparation for winter weather? This training should cover sample collection protocols, health and safety information, spill response, and - of course - a review of the current stormwater plan including any revisions or updates that may be necessary.

Download this checklist to have on hand & share with your staff as you head into Q4.



Happy Sampling!



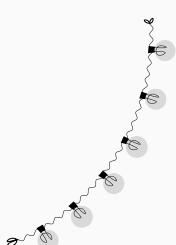


SPOOKY POLLUTANTS

The last few months of the year are always filled with fun, festivities, and feasting...but there are several environmental pollutants lurking in the shadows that you may not think about! Here are some ways to help your holiday merriment stay free of water, air, and other pollution...



Give your real Christmas tree a second life as compost, wood chips, or even enrichment for backyard chickens or other animals!



But be sure to remove any ornaments, tinsel, lights, or other objects before disposing! These items do not break down in the environment.



Polystyrene foam comes with many toys, electronics, and other products given as gifts. Seek out alternatives or find recycling to accept this kind of waste.

Deep frying or other means of cooking our favorite holiday treats can produce a lot of used grease and oil. Never pour these down the drain or into the garbage disposal!



It is estimated we produce 25% more trash between Thanksgiving and Christmas. Wrapping paper, packaging, and boxes can often be reused or recycled!



Those fallen leaves you rake up can cause major clogs in the storm drain system! Mulch them back into your lawn or check with your local government to see if they pick up.



PUDLE Gear Sales & Specials Celebrate in Style this Holiday!

We've got some fun seasonal specials for the stormwater geek in your life! Check them out at PUDLEgear.com.

October - Salmon Day Collection & Stormwater Defenders

November - Long Sleeves & Hoodies

December - Stocking Stuffers



Want Customized PUDLE Gear?

We can create apparel, posters, BMP guides and other communications with your logo, add unique slogans or artwork to your purchased apparel, design your own storm drain artwork with a marker or painted mural.

Check out
www.pudlegearcustom.com and
reach out to us with your ideas!



PUDLE Gear Sightings!



We love seeing you and your teams sporting our PUDLE Gear and PUDLE Gear customs products!

The City of Algona Public Works Department (above) loves our Stormwater Is One Word shirts, and the folks at O-I (right; glass bottle manufacturer) in Ohio took it one step further by getting their custom logo on the back and staff member names on the sleeves.

Let us know if customized merch is on your list this year!



November 16 is National Stormwater Day!

“On November 16, 1990 the Federal Register announced the promulgation of the NPDES Phase I Municipal Separate Storm Sewer System (MS4) program making this a defining day for the stormwater sector.” ~National Municipal Stormwater Alliance

An increased understanding of the impacts of emerging contaminants, such as microplastics, PFAS and 6PPDq, and the role of urban runoff in the dynamics of these pollutants, is driving the awareness of stormwater pollution as a national issue. In 2021, the American Society of Civil Engineers (ASCE) included stormwater a new infrastructure category of the first time in their Infrastructure Report Card, which also highlights the rising nature of stormwater pollution. To recognize these shifts in the stormwater sector and the significance of the start of the MS4 program, the National Municipal Stormwater Alliance has established November 16 to be National Stormwater Day. This recognition celebrates not only this date, but also the many efforts around the country to increase the awareness of stormwater. States such as California, Wisconsin and Ohio have established stormwater awareness weeks while jurisdictions such as St. Cloud Florida and Omaha Nebraska have also joined in the overall effort to raise the profile of stormwater. These examples highlight the organic and nation-wide desire to raise the issue of stormwater management.

Join the National Municipal Stormwater Alliance (NMSA) and USEPA for a webinar celebrating National Stormwater Day on **November 15, 2024**. This event will bring together stormwater professionals to recognize leading stormwater champions, provide an overview of the newly established EPA Stormwater Centers of Excellence for Stormwater Infrastructure Technologies (CESITs) and share updates on the 2025 ASCE Infrastructure Report Card for Stormwater.

[Click here to register for this webinar.](#)

This excerpt is from the NMSA website. [Read more here.](#)



2024 National Stormwater Roundtable

The 2024 National Stormwater Roundtable brings together federal and state municipal, industrial, and construction stormwater program administrators and managers to discuss permit implementation, share best management practices, showcase innovative federal and state programs and initiatives, highlight new technologies, facilitate discussion on national program enhancements and improvements, identify state resource needs including tools, training and guidance, and propose solutions to challenges and barriers faced by regulators and other stakeholders.

Virtual registration and attendance is still available for this roundtable on October 22-24. [Use this link to sign up](#), and check out page 10 of this newsletter for other events.





A Course for Everyone!

Check out the list of our current and upcoming courses; we are always developing new content and are growing this list every day!

Certification Program	Course #	Cost
Professional Source Control Inspector Certification (PSCIC)	WUS0115	\$ 650
Idaho IPDES Construction Stormwater Inspector Certification (ICSI)	WID0100	\$ 400
Idaho IDPES ICSI Re-Certification	WID0105	\$ 200
Montana SWPPP Administrator and Preparer Certification	WMT0100	\$ 400
Montana SWPPP Administrator and Preparer Re-certification	WMT0105	\$ 200
Oregon CESCL Full Certification with 1200-C Permit	WOR0100	\$ 400
Oregon CESCL Re-Certification	WOR0105	\$ 200
Oregon 1200Z Certified Industrial Stormwater Lead (CISL)-OR**	WOR0106	\$ 495
Washington CESCL Full Certification	WWA0100	\$ 400
Washington CESCL Re-Certification	WWA0105	\$ 200
Washington ISGP Certified Industrial Stormwater Lead (CISL)-WA	WWA0106	\$ 495
Professional Course Content	Course #	Cost
Building Your Public Works Maintenance Career	CUN0100	\$ 49
Keys to Workplace Morale	CUN0101	\$ 25
Idaho IDR100000 Permit Overview	WID0101	\$ 49
Montana MPDES MTR100000 Permit Overview	WMT0101	\$ 49
Oregon 1200C Permit Overview	WOR0101	\$ 49
Oregon 1200Z Permit Overview	WOR0107	\$ 95
Washington ISGP Permit Overview	WWA0107	\$ 95
Perimeter Controls for Construction Activity	WUN0101	\$ 25
Covering Controls for Construction Activity	WUN0102	\$ 25
Conveyance and Final Stabilization BMPs for Construction Activity	WUN0103	\$ 25
Developing an Effective Sampling Program	WUN0104	\$ 95
Environmental Water Treatment (EWT) Overview	WUN0109	\$ 95
Public Works Erosion and Sediment Control **	WUS0100	\$ 49
Illicit Discharge Detection and Elimination (IDDE) Overview **	WUS0101	\$ 49
Spill Control and Response **	WUS0102	\$ 49
Source Control Program Overview **	WUS0103	\$ 95
Public Outreach and Education Programs **	WUS0104	\$ 49
MS4 Infrastructure Inspections and Maintenance **	WUS0105	\$ 140
Municipal Separate Storm Sewer System (MS4) Program **	WUS0106	\$ 95
Stormwater Regulations Overview **	WUS0107	\$ 95
LID Inspections and Maintenance **	WUS0108	\$ 95
Introduction to the Stormwater Plan **	WUS0109	\$ 49
Introduction to Stormwater Sampling **	WUS0110	\$ 95
Clean Water Act Lawsuits	WUS0113	\$ 49
Professional Industrial Stormwater Management (PrISM)	WUS0114	\$ 475
Intro to an Industrial Stormwater Pollution Prevention Plan	WUS0116	\$ 49
BUNDLE Course Content	Course #	Cost
Erosion and Sediment Control BMPs - Bundle	WUN0100	\$ 49
STORM-E School - Bundle	WUS0111	\$ 650
IDDE/Spill Control - Bundle	WUS0112	\$ 95
Challenging Aspects of Industrial Stormwater Management	WUS0117	\$ 350

** Available in STORM-E School Bundle



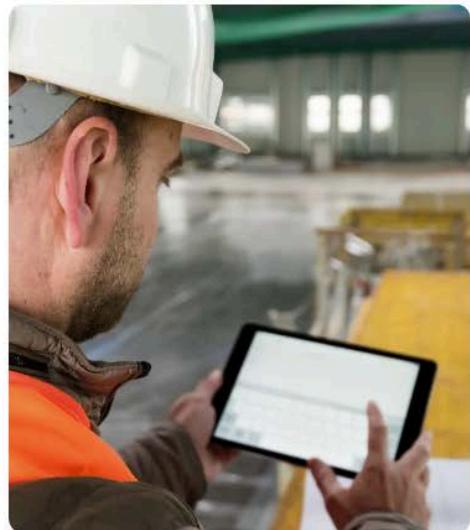
CWTACADEMY.COM
INFO@CWTACADEMY.COM





JOIN A CWT COMMUNITY!

Did you know that many of our environmental, safety, water, and career development courses offer access to an exclusive online forum to facilitate discussion among your peers? In 2024, we have seen exciting growth in the use of our Communities with folks exchanging ideas and sharing common obstacles, lessons learned, tips and tricks, and other content. Learners have been sharing their certifications on social media and furthering their careers in the industry.



Join the conversation and the Community today by registering for a CWT Academy course, and get the most out of the shared and institutional knowledge at your fingertips. Check out page 13 for sales, discounts, and other specials coming soon on your favorite trainings!



AKRAMOFF

Making Work Work.

CWT Academy Launches Glenn Akramoff Resource Center

CWT has partnered with instructor Glenn Akramoff to launch a new Career Development Program designed to build foundational skills, enhance career paths, and provide comprehensive certification tracking, ensuring that professionals are always equipped with the latest knowledge and credentials needed to thrive in their field.

Through our "**Human-Centered Movement**," we offer an innovative approach to learning that focuses on developing both technical expertise and essential soft skills, such as leadership, communication, and emotional intelligence, to create well-rounded professionals ready to face today's complex challenges.

HUMAN CENTERED MOVEMENT

Additionally, we present curated courses and resources personally recommended by industry experts like Glenn, tailored to meet the specific needs of those seeking excellence in environmental management, workplace safety, and many other career paths. Courses include:

- Navigating the Change Road
- The Whole Person - Creating Your Balance
- Getting to Know the Power of Self-Awareness and Improvement
- The Art of Feedback and Navigating Challenging Conversations to Success
- Being a Great Teammate
- Creating a Winning Culture

Check out more about our programs to fully unlock your potential and drive impactful change in your career and organization!





Congratulations STORM-E Graduates!

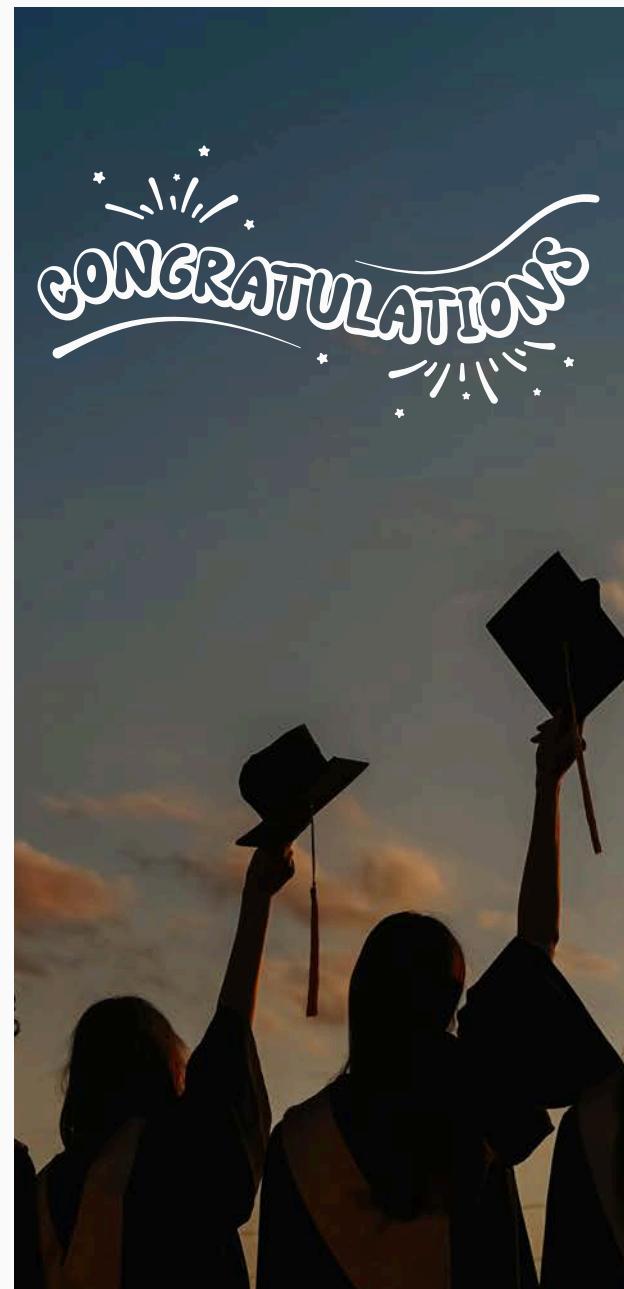
STORM-E (Stormwater Training for Operations, Road Maintenance and Engineering) School is a **CWT Training Academy exclusive** training program for municipal operations, managers, elected officials and engineers. Over the course of several weeks, students complete the certificate program comprised of 10 different topics that address stormwater program management content and make up a complete MS4 Program. CWT Training Academy is thrilled to recognize that the first cohort of STORM-E School participants will graduate this winter!!

Students in the STORM-E School have been learning, sharing, and mastering course content including:

- Public Works Erosion and Sediment Control
- Illicit Discharge Detection & Elimination (IDDE)
- Spill Control and Response
- Source Control Program Management
- Public Education and Outreach
- MS4 Infrastructure Inspection and Maintenance
- MS4 Program Management
- Stormwater Regulation Overview
- Low Impact Development (LID)
- Introduction to Stormwater Plan Writing
- Introduction to Stormwater Sampling

The content of each course has been developed with input from municipalities and regulators to provide the most comprehensive training program available - when you need it, when you want it, and on your own schedule. **We created STORM-E School to provide a platform of education unlike any other...**

STORM-E School can be your partner in education management for your ever evolving team. [Register yourself or your team for the next cohort in 2025!](#)





CWT Training Academy Sales and Monthly Specials!

As mentioned throughout this newsletter, big changes are coming to the environmental policy and regulation world. CWT Academy staff have been working hard to bring you the newest, most relevant, and highest quality training content on the market. We continue to innovate and react to shifts in the industry as well as requests from our users and students. We'll be offering sales, specials, and discount codes throughout the next quarter to help you find the right training content for you and your team!

Below is a sneak preview of some of the monthly specials coming your way:

October - Discounts on STORM-E School and Career Development trainings!

November - Discounts on CESCL and ESC trainings. Special training and merchandise sales on National Stormwater Day (Nov 16th) as well as Black Friday!

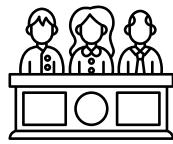
December - It's Cyber Monday and "End of Year Budget" discounts all month! Fill your stocking with specially priced PUDLE Gear, or fill your team's training stocking with bargain courses and classes!

We'll also provide early access to multi-week programs like STORM-E and PSCIC to allow you and your staff to take advantage of 2024 prices before the 2025 increase....this also allows for 'training points' on two years of your permit compliance!

Keep an eye on our social media and monthly mailings for additional coupon codes and other fun info, and check out page 6 for new products and merchandise.



We need YOU!



**DEFENDERS
DIGEST**
Fun and Games

CWT Academy Steering Committee Members Needed!

We are working on some exciting new products with the Stormwater Defenders and other tools, and we'd love to hear from you to better understand what you need for outreach and education programs. We are looking for members from government, education, nonprofit, and others who deliver stormwater programs to children and adults for our Steering Committee. This group will determine which assignments these heroes and villains take on, and how we tell their stories.

Reach out to us for more information if you're interested in serving on the Committee!



To learn all the Defenders origin stories and find out more information about integrating them into your educational content, head to www.stormwaterdefenders.com



UPCOMING EVENTS

Trainings, conferences, fun, and other happenings to keep you in the know

- [Industrial Decarbonization](#) - October 1-2, Pittsburgh, PA
- [WEFTEC!](#) - October 5-9, New Orleans, LA
- [Pacific Basin Nuclear Conference](#) - October 7-10, Idaho Falls, ID
- [Nalco Water Technology Conference](#) - October 8-10, Naperville, IL
- [ESG in Life Sciences Summit](#) - October 9-11, Boston, MA
- [Northwest Bioenergy Summit](#) - October 15-16, Spokane, WA
- [Paper and Plastics Recycling Conference](#) - October 23-24, Chicago, IL
- [Clean Air and Climate Workshop](#) - October 25, Seattle, WA
- [Waste and Recycling Expo](#) - November 5-7, Toronto, ON
- [Global Environmental Justice Conference](#) - November 8-9, New Haven, CT
- [Water Quality Technology Conference](#) - November 17-20, Schaumburg, IL
- [Industrial Reuse Conference](#) - November 19-21, Indian Wells, CA
- [NEBC Business and Environment Expo](#) - December 10-11, Portland, OR

Schedule your In-Person Training Now!

In-person class prices will be going up in 2025. All classes registered before December 31, 2024 will be honored at the current 2024 price.

To get a training on the schedule at the reduced rates, email Jen Lee at JenL@cwtacademy.com and book your in-person 2025 classes now! In-Person classes scheduled AFTER January 1, 2025, will be subject to the 2025 rates.

