

TENNESSEE



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CONTRACTORS ASSOCIATION®**

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The TN PHCC Newslink

May/June 2019

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Post Annual Event Issue

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Graduation and Awards**

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Member News

Upcoming Date Reminders...

July 19-20: TN PHCC
Summer Board Meeting,
Martha Washington Inn,
Abingdon, VA
(all members are invited,
group discount lodging rates,
RSVP requested)

August 19th: Knoxville PHCC
Apprentice School
registration, Fulton High
School, 5:30pm

Sept 6-8: PHCC Zone 2
Meeting, Chetola Resort,
Blowing Rock, NC

Oct 1-4: PHCC National
CONNECT 2019,
Indianapolis, IN
-www.phccweb.org for more
information and schedule

Oct 18-19: TN PHCC Fall
Board Meeting, The
Campbell House Curio
and Keeneland Racing,
Lexington, KY
(all members are invited,
group discount lodging rates,
RSVP requested)

Please inform the TN PHCC
Office if you plan to attend an
event so we may inform you
of the details and make
reservations.

Mission Statement:

*"The TAPHCC is dedicated
to serving and improving the
PHC industry by providing
opportunities for continuing
education, communication,
social networking, and
business improvement.*

*We are dedicated to the
protection of the environment
and the health and safety of
our society."*

Welcome Contractor Members:

Pipe Wrench Plumbing

(reinstated from 2011)
10641 Braden Dickey Lane, Ste 5
Knoxville, TN 37932
865-583-3957
Contact: Deb Baker

Scramlin Plumbing, LLC

PO Box 6691
Maryville, TN 37802
865-300-2601
Contact: Kenny Scramlin

Welcome New Associate Members:

Lytix

9785 Towne Centre Drive
San Diego, CA 92121
615-809-5570
Contact: Jeff Newman
Jeff.Newman@lytx.com



Protecting your drivers and reputation with the right Lytx® solutions for your fleet.

Founded in 1998, Lytx® is a leading provider of video telematics, analytics, safety, fleet tracking and productivity solutions. Using the world's largest driving database of its kind, along with proprietary machine vision and artificial intelligence technology, we help protect and connect thousands of fleets and more than one million drivers worldwide to produce proven results. The value Lytx delivers to clients speaks volumes, but the near-100 percent renewal rate says it all.

Keep your fleet and business safer thanks to best-in-class solutions enabled by Machine Vision and Artificial Intelligence from Lytx®. Quickly get the facts you need with the Lytx Video Platform, powered by Lytx DriveCam® Event Recorders that capture video and data of vehicles on the road and in the field. Monitor and manage risky driving and take action on your terms when you add the Risk Detection Service. Or reduce unsafe driving before a collision can occur through coaching with the Driver Safety Program, a comprehensive approach proven to change driver behavior. As the industry leader in video telematics, analytics, and safety solutions, Lytx makes the roads safer for your company, your drivers, and everyone else along the way.

Tim Morales & Associates, Inc.

PO Box 91421
Mobile, AL 36691
251-602-8333
Contact: Tim Morales
Tim@TimMorales.com



Tim Morales & Associates, Inc. (TMI) is a manufacturer's representative. In Tennessee, they represent clients such as TOTO USA, the World's largest plumbing manufacturer www.totousa.com. Led by native Nashvillian Tim Morales, their roots go back to 1957 when Joe & Grace Morales formed the J.H. Morales Sales Company in Nashville, TN.

Today TMI represents leading manufacturer's in the plumbing, HVAC and industrial distribution channels. According to Tim, "As the son of a mechanical contractor turned rep, our business model is centered on the vital role contractors play in the distribution channel. In turn, we are committed to delivering the highest level of service and support to the trades".

TMI was selected Rep of the Year in 2014 by "Supply House Times" magazine, the office publication of the American Supply Association.

*A Big Thank You to Gary Nave and NorWell Company for
Sponsoring the Spring Board Meeting!*

State News

Tennessee PHCC Online Apprentice Program Receives Department of Labor Certification

The TN PHCC State Office will be ready to launch our DOL approved online apprentice program this July for classes in August. The program will offer four years in two disciplines: plumbing and HVAC. The training schedule will include hands on activities monthly on a regional basis depending on the enrollment in areas of the state. The program will also feature 3D training techniques for realistic solutions.

"We are very excited about the program and hope to reach apprentices across the state that do not have access to a brick and mortar school like the one the Knoxville PHCC Apprentice Program operates," Beth Killen, Executive Director. "This program will further our reach to prepare students to be the next generation of professionals in the PHCC industry."

More information and registration guidelines will be coming out in mid-June, please consider enrolling your apprentices in the program.

PHCC of Tennessee was featured in the national publication-
PHCC Solutions Spring 2019 edition in the Chapter Excellence Section

CHAPTER EXCELLENCE

PHCC OF TENNESSEE BRINGS ENHANCED TRAINING TO STUDENTS

BY SHERYL S. JACKSON

An ongoing challenge for all plumbing, heating and cooling contractors is finding their workforce with qualified, well-trained employees who can ensure customer satisfaction and a successful business.

In Tennessee, contractors have been able to rely on the Knoxville PHCC Apprentice Training Program to develop skilled trade workers since 1959. This year, there are 174 students in the four-year program that offers three disciplines: plumbing, HVAC and sheet metal. Students attend class one Monday each week between September and May along with one additional Thursday per month to each 160 hours of class time. They also must log 2,000 hours of on-the-job training.

Although the ultimate benefit of the program is an opportunity for a valuable career for students and the addition of well-trained employees to the workforce for employers, the brick-and-mortar school adds some fun to the program.

"Graduation from the program is an important accomplishment, so at the end of the four-year program we hold a convocation ceremony and have students come up on a stage to receive their certificate," says Beth Killen, executive director of PHCC of Tennessee.

Family members, guests and other students in the program attend the ceremony, which includes awards for apprentice of the year as well as perfect attendance.

"The first year we presented the perfect attendance award, about 14 graduates received the recognition and a small gift such as a tape measure," says Killen. "The following year, over 60 students achieved perfect attendance, and when I asked them who the number one recipient, one student explained that he wanted the gift."

In addition to the gift that accompanies the special recognition, all graduates receive a toolbox filled with tools donated by sponsors.

While the program is successful, the staff is always looking for ways to improve graduation rates, says Killen. "We noticed that some of our students struggled with the math, so this past year we established a two-week construction math program in the summer to strengthen their skills," she explains.

A comprehensive math test given by the employer to potential apprentices helps identify people who might need the extra help prior to the beginning of their program.

"We now also spend the first 15 minutes of all 12 classes working on math skills," Killen adds.

The program expands about 10 to 15 percent each year, but Knoxville can be as much as an eight-hour drive for people in other areas of Tennessee," says Killen.

After evaluating the possibility of opening another school to offer the program in other parts of the state, the association determined that the expense of renting space and hiring an administrator and instructors was cost prohibitive.

"An online course that follows the same NCCCO curriculum as the Knoxville program will allow us to offer the program without having additional staff," explains Killen. "The same person who provides the reports to the Department of Labor can handle the responsibility for online students, and we will have one teacher teach each discipline for available from 6 to 8 p.m. one night per week to talk with or respond to emails from students with questions."

Members throughout the state are excited about the online program that will begin in fall 2019, says Killen. To make sure the program is serving those who can't easily travel to Knoxville, the online course is not available to anyone who works or lives within 60 miles of Knoxville, she says.

What about graduation from the online course? "We will look for a location that is centrally located to the majority of students to hold a graduation ceremony so they can celebrate their achievement," says Killen.

Sheryl S. Jackson is a freelance writer and editor specializing in education, leadership and marketing topics for several industries, including construction.



2019 Day on the Hill

On March 13th our members and State President met with over 30 legislators on Capitol Hill in Nashville to discuss issues about our industry, pending legislation and to offer our Association and its members as a resource for PHCC and business related issues.

Three of the bills we discussed were signed by the Governor, one was pulled and the Contractor Payment Rights bill is pending revisions for the 2020 session. We recently met with members of the American Subcontractors Association to discuss the proposed changes and the path to improve subcontractor payments for contract work.

If you would like to see a list of the bills that passed the 2019 legislative session: <http://www.capitol.tn.gov/> and click on the "Legislation" tab.



2019 Bills Discussed (partial list)

Contractor Payment Rights - Prohibits the inclusion of a condition precedent for payment clause in construction contracts that precludes a prime contractor from having to pay a remote contractor for services rendered until the prime contractor is paid by the construction owner client

Sewer Moratoriums - requires department or local governments that place moratoriums on connections to public sewer systems to grant permits for the installation of subsurface sewage disposal systems; requires permit holders to discontinue service to subsurface sewage disposal systems and connect to public sewer systems within 90 days of the moratorium being lifted

Employee Work Authorization—Prohibits governmental entities from contracting with a person who does not provide evidence of work authorization status for each individual to whom public money will be received under a public contract; requires private employers with at least six employees and governmental entities to verify the work authorization status of employees hired on or after January 1, 2020

Association Insurance - Clarifies that payments of fees to a trade or professional association exempt from income tax under § 501(c) of the Internal Revenue Code do not constitute an unfair trade practice in the business of insurance



Representative Wright meeting with members Gordy Noe and Steve Graham on Capitol Hill

State News

Scholarships Awarded by the Tennessee PHCC for 2019



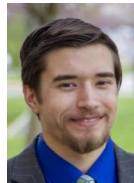
The TAPHCC Scholarships are presented annually and funded by the Tennessee PHCC Danny Burnette Golf Classic, held this year on April 26th in Knoxville.

The criteria for selection is based on scholarship, character, leadership, career goals and experience. Preference in selecting recipients is given to students who plan to pursue a career in business or mechanical engineering and who are preparing to enter the PHC industry following college graduation. Each student receives a scholarship of \$1000.

Congratulations to the 2019 recipients:



Alexa Brown, of South Fulton, is the daughter of Jamie and Melissa Brown. Jamie is a Project Manager at Ivey Mechanical, Gallatin Division. Alexa plans to study Nursing at Murray State University in Murray Kentucky.



Dallas McKinney, of Mayfield, KY is the son of Timothy and Tonja McKinney. Tonja is a Mechanical Designer at Ivey Mechanical. Dallas is studying Meteorology and Geographic Information Systems at Western Kentucky University in Bowling Green, Kentucky.



Lauren Jacoby, of Knoxville, is the daughter of Bill and Jennifer Jacoby. Bill is the Vice President of Hobbs & Associates in Knoxville. Lauren plans to study Business at the University of Tennessee, Knoxville.



Donovan McKinney, of Mayfield, KY is the son of Timothy and Tonja McKinney. Tonja is a Mechanical Designer at Ivey Mechanical. Donovan is studying Chemical Engineering at the University of Kentucky in Paducah, Kentucky.



Lillian McCampbell, of Knoxville, is the daughter of Jim and Jennifer McCampbell. Jim is a Project Manager for J&F Mechanical in Knoxville. Lillian is currently studying Chemical Engineering at University of Tennessee, Knoxville.



Samuel Sawyer, of Signal Mountain, is the son of Dan and Stephanie Sawyer. Dan is a Branch Manager at Kenny Pipe and Supply in Chattanooga. Samuel plans to study Business at the University of Tennessee, Chattanooga.

Richard Whillock Memorial Scholarship Awarded



This year's recipient of the Richard Whillock Memorial Scholarship is student Brandon Jacoby of Knoxville. Brandon is the son of Bill and Jennifer Jacoby. Bill works for Associate Member Hobbs and Associates in Knoxville.

Brandon has just completed his freshman year studying Mechanical Engineering at Virginia Tech University in Blacksburg, VA. He will continue his studies in the College of Engineering and Honors College at Virginia Tech.

The Richard Whillock Memorial Scholarship was started in 2015 in memory of Richard by his friends at Shoffner/Kalthoff Mechanical Electrical Service in Knoxville. Mr. Whillock retired after 24 years of service to Shoffner/Kalthoff and passed away in 2014. The scholarship award for 2019 is \$2000. The scholarship includes a focus on providing opportunities for students from Tennessee who are training to join the plumbing-heating-cooling industry.

Career Recruitment Continues



Meet Mario from the video game Mario and Luigi. Guess what? Mario is a PLUMBER and many students recognize him and ask about the PVC pipe stand that holds him on our table at career fairs for students.



The puppet starts a dialogue and what a fun way to promote the trades!



State News

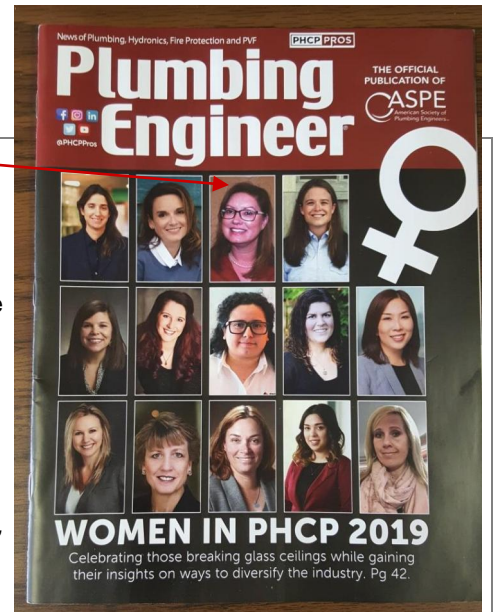
Tennessee PHCC Chairman and Owner of Keefe Plumbing, Kay Keefe Featured in PHCP Pros

Member Kay Keefe was one of only 14 women chosen to represent "Women in PHCP 2019," and the only Plumber in the April 1, 2019 publication. Here is the copy from the feature:

MICHAELA KEEFE- Owner, Keefe Plumbing & Heating Co.

For three generations, her family has been in the business of plumbing. Taking the torch from her father after he was given the torch from his dad, Keefe has been in the business since 1990 and bought the company in 2013. Her family has been serving the Chattanooga area for plumbing service, repair, remodeling and retrofit jobs since 1950. Growing up, Keefe would spend time in the work truck with her father. Her first foray in the PHCP industry happened when she was a teenager and began working in the shop and office. She learned the business from the ground up in all facets. In college, she realized that plumbing was her passion. Keefe attended Chattanooga State Community College.

To recruit and keep women in PHCP, the industry should: "Let women know that it is a great time to be a woman with all of the career choices we have available to us across industries. For those women who like working with their hands, technology and problem-solving, plumbing is a great opportunity. Also, for the women who want to own a business, plumbing is a great avenue. You can control your own destiny and be your own boss quickly compared to most professions."



Doug Mayes— Knoxville Director, Drew Dawson— Associate Director, Gordy Noe— President, Gary Nave— Board Member at Large, Michael Vance— Northeast TN Director, Donna Johnston— Knoxville Director, Scott Robinson— Vice President, Kay Keefe— Chairman of the Board, Steve Gammon— Board Member at Large and Terry Self— Treasurer. Absent: Bill Jacoby— Associate Director

TN PHCC 2019-20 Board of Directors

At the Spring Board Meeting, PHCC Zone 2 Director Jonathan Byrd swore in the 2019-20 Board of Directors. We are proud and privileged to have an amazing and dedicated group of professionals to lead our association.

If you would like to be considered for a Board position, please contact your local Chapter. If you would like to volunteer or are interested in serving on one of the association's committees, please contact Gordy Noe, President or the State Office for more information.

Big Thanks to Coastal Supply



Thank you to Eddie Jones and Coastal Supply for displaying our Trade Show information on their counter at their Knoxville location. All of our local supplier members were asked to help us promote our show and send in a picture of their team and the counter tent.



Coastal Supply Crew— Front Row: Jim Grubb, Russell Frye, Mark Capps- Back Row: Zach Eichelberger, Daniel Dickson, Jeremy Dickson and Eric Snoderly

Eddie (above) and the Coastal Supply Crew sent in the first response. Thanks again!

Chapter News

Knoxville Chapter:

The Knoxville Chapter bi-monthly meeting for May hosted Jimmy Hyams, noted sportscaster and radio talk show host.

Hyams is the sports director of WNML radio – the Sports Animal – where he is co-host of the state's top-rated talk show, *SportsTalk with John and Jimmy*, on Mondays through Fridays from 3-7 p.m.



The only person to win both Tennessee sportscaster and sportswriter of the year awards, he co-hosts the UT Football Finals radio show during the season, along with the SEC Notebook and Sunday Sports Soundoff.

After a discussion on the latest sports news, the audience asked questions about the Tennessee Vols and their upcoming seasons and drafts for 2019.



Middle Tennessee Chapter:

Contractor Member Name Change:

Total HVAC, LLC has rebranded to **Total Group, LLC**.

"This change was implemented based on our growth, new ideas, innovations and is also more reflective of the variety of comprehensive services that we offer" -Wayne Lowman, Vice President- Commercial Development www.TurnToTotal.com



Member CHC Mechanical Contractors in Cookeville Celebrates 50 Years



A resolution was signed by Governor Lee on 4/30/2019 and read: (partial copy)

"The General Assembly of Tennessee recognizes those Tennessee businesses that have a longstanding commitment to providing exceptional service to their customers; and one such entity is CHC Companies of Cookeville, which celebrates five decades in operation this year, a commendable milestone for this venerable Tennessee business.

Though much has changed throughout CHC Companies' existence, the common thread has been a commitment to excellence, professionalism, and safety, as well as a growth mindset that has served it well as it continues to set and reach goals; and the base of CHC Companies' operations rests in Cookeville

For fifty years, CHC Companies has been providing superior products and customer service, and it is fitting that this Tennessee business be recognized; now, therefore, BE IT RESOLVED BY THE SENATE OF THE ONE HUNDRED ELEVENTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE HOUSE OF REPRESENTATIVES CONCURRING, that we congratulate CHC Companies on fifty years of operation, wishing the organization much continued success in the future. "

For more information about their company please see chccompanies.com.

Congratulations to Gary Floeter and CHC Mechanical!



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October 2-4 THE WESTIN INDIANAPOLIS AND INDIANA CONVENTION CENTER

PHCCCONNECT2019

Ready. Set. **CONNECT!**

phccweb.org/connect

REGISTER NOW!

Consider CONNECT

This year the PHCC National Convention-CONNECT 2019 will be held in Indianapolis, driveable from most of our member areas. Cheer on our apprentices, meet new contacts and associates, attend state-of-the-art training and get updates on your national Association from October 2-4th.

Annual Convention Highlights

122nd Annual Convention

President Gordy Noe opened the 122nd TN PHCC Annual Convention and Trade Show on April 25th at the Knoxville Expo and Grande Events Center in Knoxville.

Gordy opened the annual meeting by thanking the attendees and encouraging all of our members to embrace our theme for this year. "Tools of the Trades with Tennessee PHCC is our theme this year and we hope that you will use your membership and your association as a tool to improve your business and your future in the industry. The PHCC has a unique heritage, proud past and promising future. I sincerely thank each and every one of you for your support and for being with us here today." Gordy spoke about the Association's accomplishments from our efforts with workforce development to our newly approved online Apprenticeship Program.

"We could not do these events without the help of our sponsors and our Events Committee. On behalf of our Board of Directors and especially our members I thank the Committee including Scott Robinson, the Annual Events Chair and Drew Dawson, Steve Graham, Donna Johnston, Teresa Mayes and Steve McRae. We also need to thank all of the people who volunteered their time and support for our annual Apprentice Contest. From getting the supplies here and setting up to organizing the event, donations, judges and apprentices, you are an invaluable part of our contest.



We are fortunate to have Federated Insurance and TIS Insurance as Diamond Sponsors this year, the highest level of support for our events.

We also thank our Food Booth sponsors for providing a free dinner for our contractors while attending the Trade Show: Knoxville PHCC Chapter, Middle TN PHCC Chapter, Hobbs & Associates, Interstate Mechanical, Lee Company, Scotts' Plumbing and ShoffnerKalthoff Mechanical Electrical Service.

The PHCC Educational Foundation and Kohler sponsored our convention seminars and we also need to thank the Tool Raffle sponsors: DeWalt, Hilti, Milwaukee and Rigid for providing us with tools to raffle to support our legislative efforts.

President Noe introduced Jonathan Byrd our National PHCC Zone 2 Director from the PHCC of Georgia Chapter who provided updates on PHCC National news and their

focus and strategic plan for the Association along with their goals for the upcoming year.

Michael Vance, the Scholarship Chairman, included a presentation at the convention on the six \$1000 scholarships awarded to worthy students this year and also announced the winner of the \$2000 Richard Whillocks Memorial Scholarship.



Michael Vance, Scholarship Chairman



Jonathan Byrd, PHCC Zone 2 Director

Annual Convention Highlights (cont)

122nd Annual Convention (cont.)

Our State President, Gordy Noe was pleased to introduce the Knox County Mayor as our Keynote Speaker for the convention. Mayor Jacobs is a strong supporter of encouraging the trades occupations to students and adults and spoke on the urgency of the mission to protect our future. Before becoming Knox County Mayor in 2018, Glenn Jacobs had a successful professional wrestling career (you may recognize him as "Kane,") that spanned nearly 25 years. Though this afforded him the opportunity to perform in front of millions of fans across the United States and in over 40 countries around the world, Mayor Jacobs chose to make his home in East Tennessee over 20 years ago.



Elizabethton for the celebrated milestone of 50 years of PHCC membership.

Mayor Jacobs' goals for his administration include keeping taxes low, finding efficiencies in government, supporting education and encouraging diversity.

Donna Johnston, Membership Chair presented the 2019 Member Tenure Awards with a special certificate to NorWell Company,



Knox County Mayor– Glenn Jacobs, Keynote Speaker at the 122nd Annual TN PHCC Annual Meeting



Member Tenure: Donna Johnston- Membership Chair, Leslie Persinger-NorWell Company and Gordy Noe

Member Tenure Awards:

Member tenure awards are given in five year increments to honor active continuous contractor members:

Jake Marshall Service, Inc.
Rock City Mechanical
HVAC Inc.
Comfort Systems USA

5 years of membership
15 years of membership
20 years of membership
20 years of membership

NorWell Company

50 years of membership!



"Thank you to Federated Insurance for sponsoring our Convention and Annual Meeting Luncheon this afternoon and to the PHCC Educational Foundation and Kohler for sponsoring our convention seminars," said Noe.

President Noe concluded with a plea, "If all of us continue to recruit and make finding and training the next generation a focus and a priority for our businesses, we will hopefully see great results in the next few years. Now go and enjoy the 'Tools of the Trades with Tennessee PHCC!'"



Two of the 5 education seminars offered at the 122nd Annual TN PHCC Convention

122nd Annual Trade Show

Tools of the Trades with TN PHCC

The 122nd Annual TN PHCC Trade Show kicked off on April 25th at the Knoxville Expo Center. There were over 50 exhibitors displaying their products and new technologies.

The state-wide apprentice contest and "hands on" displays were definite crowd pleasers. A big thank you to our sponsors and our committee!



Tennessee Association
Plumbing-Heating-Cooling
Contractors, Inc.

TENNESSEE
PHCC
PLUMBING-HEATING-COOLING
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Real People. Real Practices.
Established 1897

Tools of the Trades with TN PHCC

122nd Annual Trade Show and Convention Program
April 25, 2019 Knoxville, TN



Diamond
Sponsors:



122nd Annual Trade Show (cont)



The travelling TN PHCC Career and Ride and Decide booths were on display for our attendees



Over 400 attendees learned about new technologies, products available, networked and discussed the trades with their friends and associates. "It is a win-win for our members and associates when these state events come together. The members receive valuable information and make new contacts and the exhibitors get to show their products or services to a large group of people at one time," said Scott Robinson, Annual Events Chairman.



122nd Annual Trade Show (cont)



Annual Events (cont)

Future Leaders Reception, Tool Show, Tool Raffle and Silent Auction

The 2019 events had some new and some old favorites for our attendees. The Tool Show and the Future Leaders Reception are repeats from 2017 and received rave reviews again. The Tool Raffle with prizes donated by DeWalt, Hilti, Milwaukee Tool and the Silent Auction donated by our Board of Directors will help our legislative fund. Thank you to the attendees and the sponsors!



Tool Show Demonstrations (above) and Silent Auction items donated by the Board of Directors (right)



Angela Whitley and Robin Self of Interstate Mechanical attend the Conference Seminars



Some of the attendees at the Future Leaders Reception

Thank You to Our Annual Events Committee:

Scott Robinson– Chair
Donna Johnston (Trade Show)
Teresa Mayes (Silent Auction)
Gordy Noe (All)
Steve McRae (Trade Show)

Golf Sponsors and Committee

We could not do our events without our wonderful volunteers: Committee Chair Steve Graham and Committee: Drew Dawson and Eric Hibler. Hole Sitter Volunteers on next page, (the beautiful course views they had all day shown below!)

Thank you to our Golf Sponsors!

Event Sponsors:

Bradford White– Lunch
 Federated Insurance- Longest Drive
 Freeland Chevrolet- Hole in One

Goodie Bag Donations:

Ben O'Neal
 Gray Hodges
 Ferguson Knoxville
 Federated Insurance
 Premier Marketing

Tee Signs:

Coastal Supply
 Engert Mechanical
 Hajoca Corp Knoxville
 Hobbs and Associates
 Keefe Plumbing
 Kenny Pipe & Supply
 Mid America Marketing
 Milwaukee Tool
 Northwest Plumbing
 Nor-Well Company
 Quality Plumbing & Mechanical
 Toto / Tim Morales Inc. & Associates
 United Testing & Balancing



27th Annual Golf Classic

Scholarship Golf Event

The 27th Annual TN PHCC Danny Burnette Golf Classic was held on April 26th at Three Ridges Golf Club in Knoxville, TN. Golfers enjoyed unpredictable weather and braved rain, wind and sun to help deserving students through the TN PHCC Scholarship Program.



This year's hole sitters enjoyed the beautiful landscape and were great volunteers: Kay Keefe, Travis Scott, Gordy Noe, Jennifer Jacoby, Scott and Darrie Robinson. Although no Hole-in-Ones this year, still fun!



Tournament Results

1st Flight 1st Place **Air-Tech Service Team**

Todd Stansberry
Mark Heidel
Dahl Gosnell
Hunter Carmichel



2nd Flight 1st Place **United Testing & Balancing**

Tony Kennedy
Randy Wells
John Link
Chris McCarty



Worst Putter: Mike Williams of Kenny Pipe, distance of 77.5"!



Contest Winners

Closest to the Pin – John Burke of Monroe Truck

Longest Drive – Hayden Mason of Milwaukee Tool (pic left)

Putting Contest – Jim McCampbell of J&F Mechanical

(donated prize winnings back to scholarship fund!)

Grand Door Prize Winner– Milwaukee Electric Weedeater

Sandy McDaniel of Northwest Plumbing (pic right)

**A Big Thank You to Our Golfers
and Our Generous Sponsors and
Volunteers!**



TN PHCC Apprentice Contest

2019 TN PHCC State-wide Apprentice Contest

During the 122nd Annual TN Plumbing-Heating-Cooling Contractors Association Trade Show and Convention, seven talented apprentices competed for the title of state champion apprentice in Plumbing and HVAC.

The contest winners will be entered into the PHCC National Apprentice Contest to be held in Indianapolis, IN from October 1st -4th this fall. The PHCC National sponsors pay the travel and hotel expenses for the contest. Each winner received prizes, an award plaque and a \$200 gift card to be used for incidentals at the national contest.



The eight hour contest featured a written exam portion, a hands-on performance test, technical knowledge and skills testing monitored by two judges for each of the crafts.

The HVAC contest was extremely close and won by Lee Company apprentice David Wark. David's attention to safety performance earned him the title by six points. The Plumbing contest was also won by a Lee Company apprentice, Grayson Butler. Butler competed in the state contest last year and was the first to finish the assembly of the plumbing portion of the contest this year.

2019 Contestants:

Plumbing:

Charles Barbour II
Grayson Butler
Chris Painter
Shawn Robinson

Northwest Plumbing Co.
Lee Company (Winner)
Lee Company (Alternate)
Interstate Mechanical Contractors

HVAC:

Josh Henderson
Chris Robinson
David Wark

Pioneer Heating & Air
Pioneer Heating & Air (Alternate)
Lee Company (Winner)



Knox County Mayor Glenn Jacobs and TN PHCC Board Chair, Kay Keefe



We have high hopes for both of our state winners in the national PHCC competition. The winners of the national contest receive an average of \$5000 in tools for a first place finish. All of the national PHCC contestants receive tools and supplies to take home courtesy of the competition sponsors.

Knox County Mayor, Glenn Jacobs stopped by to watch the competition and discussed the trades with the participants and the judges. Mayor Jacobs is a staunch supporter of getting people interested in the trades. (pic left)

Thank you to all of our Contestants, Volunteers, Judges, Organizers and Sponsors!

TN PHCC Apprentice Contest (cont)

Apprentice Contest Winners



Plumbing Winner (left): Grayson Butler of Lee Company
HVAC Winner (right): David Wark of Lee Company

Thank you to our Contest Judges:

Dwayne Miller- Quality Plumbing & Heating (plumbing),
Leon Archer- retired (HVAC), Bill Stanifer- retired (plumbing) and
Kevin Rougeau – TN Valley Technical Programs (HVAC).

Thank you to our Contest Organizers:

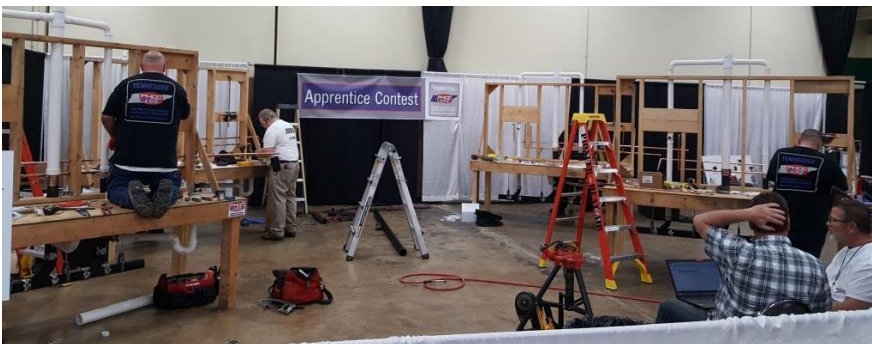
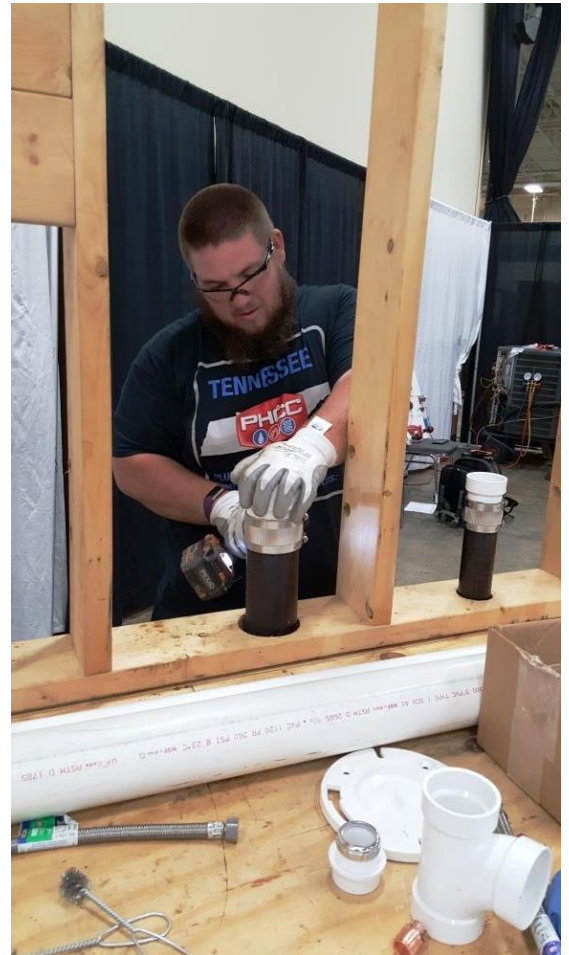
Scott Robinson- Scotts' Plumbing, Scott Balmer- SKMES, Steve Gammon- Ivey Mechanical
for the contest set up and monitoring and thank you to Lee Company
for allowing us to use their wiring boards for our HVAC contest.

Thank you to our Contest Sponsors:

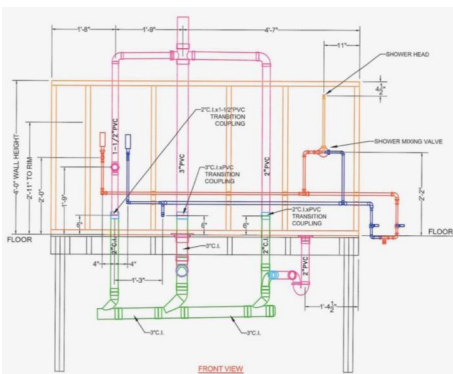
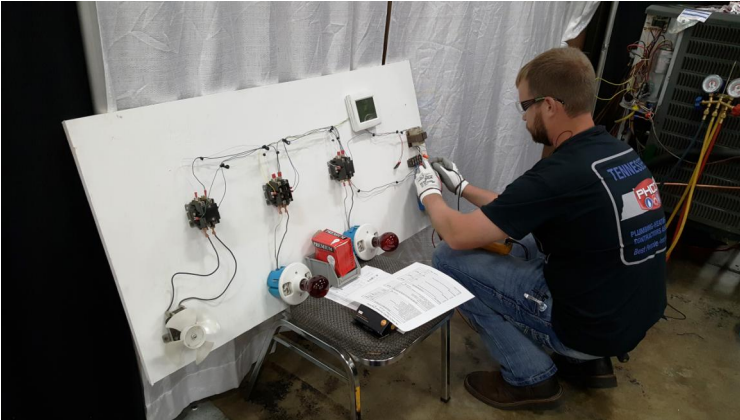
Milwaukee Tool, DeWalt, Ferguson, Scott's Plumbing, Pioneer Heating and Air,
Tennessee Valley Technical Programs and the Knoxville PHCC Apprentice School.



TN PHCC Apprentice Contest (cont)



TN PHCC Apprentice Contest (cont)



Ride and Decide Kick Off

Ride and Decide Kick Off

On May 15th the 2019 Ride and Decide Program officially kicked off for the fifth year with over 20 employers interviewing students for this summer's program.

After a general information meeting for the parents and students explaining the purpose and guidelines for the program, the students met with employers.

The students were given a list of the employers available that included a job description, location and number of positions. The employers then answered questions about what their companies do and the jobs the students would be performing at their companies.

At the end of the question and answer session with the students and employers, the employers and the students each turned in their preferences for summer employment. The employers and the students are then matched based on their preferences.

Over 50 positions were filled for the each of the months of June and July. The program's dates are June 3-28th for the first session and July 8-31st for the second session. Students switch employers after the first month so that they may be exposed to two different companies and in most cases, occupations.



Gordy Noe, founder of the program said, "This is the 5th year for the program and we have a great group this year. We are thrilled that each year the number of students that decide to make the trades their career continues to grow because of their exposure from this program."

If you would like more information about being an employer for the 2020 program, please contact the State Office.



KAPHCC Apprentice School

KAPHCC Celebrates 30 Years and Holds 2019 Apprenticeship Graduation and Awards Banquet

On April 24th the Knoxville Association PHCC Apprenticeship School held their Graduation and Awards Banquet at the Knoxville Expo Center. The Board of Trustees include: David Dugger- SKMES, Steve Graham- Northwest Plumbing, Eric Johnson- Quality Plumbing & Mechanical, Donna Johnston- Engert Mechanical, Gordy Noe- Pioneer Heating & Air, Scott Robinson- Scott's Plumbing and Terry Self- Interstate Mechanical.



The KAPHCC School is celebrating it's 30th year of enrollment.

Donna Johnston, Master of Ceremonies and Trustee, thanked all of the teachers, employers, sponsors, families and students for their efforts this past year. Graduation

diplomas were awarded along with Perfect Attendance and Apprentice of the Year awards (for each of the four years in the 3 crafts: Plumbing, HVAC and Sheet Metal) and gifts for each of the award winners were presented. The teachers and administrators for the program were also awarded appreciation gifts.



New this year: 104 students with a grade of 80 or higher and those who earned a perfect score on the Construction Math final exam were awarded gift cards for their achievement. An award was given to Cindy Hutchens for the 91.5 average score for the Construction Math exam for her Plumbing I class.

The 2019-20 KAPHCC School year will begin with registration on August 19th. The deadline to receive applications for the '19-20 school year is August 1st. The program is US Department of Labor certified and Tennessee PHCC members receive discounted tuition.



Please visit the TN PHCC website for more information and the application.



Thank you to our Award Gift Donors:

Brasscraft Manufacturing Company,
Coastal Supply, Conklin Industries, DeWalt Tools,
Ferguson Enterprises Knoxville, Gray Hodges,
IronAge Work Boots, Kenny Pipe & Supply,
Milwaukee Tool and Rigid Tool

Knoxville
PHCC
Apprentice
School



KAPHCC Apprentice School (cont.)

2019 Apprentice Graduates:

Plumbing:

Osbaldo Abrego
Charles Barbour II
Oscar Cuneo
Brandon Harvey
Houston Irwin
Matthew Mills
Eric Parker
Shawn Robinson
Dakota Tafer
Anthony Washington

Sheet Metal:

Travis Bell
Bobby Branam
Jordan Davis
Tyler Hartsfield
David Johnson
Christopher Kinkead
Christopher Parrish

HVAC:

Harold Dellinger
James Johannes
Jeffery Turner



Grand Prize Raffle Winner

KAPHCC Apprentice of the Year for 2018-19:

Plumbing 1 Russel Cochran
Plumbing 2 Nicholas Parton
Plumbing 3 Greg Smithemann
Plumbing 4 Charles Barbour II

Sheet Metal 1 Daniel Muratore
Sheet Metal 2 Logan Batts
Sheet Metal 4 Tyler Hartsfield

HVAC 1 Matthew Ehler
HVAC 2 Ballard Bailey
HVAC 4 Todd Turner



Perfect Attendance: Completed all 160 hours of classroom training for the year



Business News

Tennessee Employers Get Bullying Lawsuit Safe Harbor

Tennessee employers who want to avoid workplace-bullying lawsuits can now do so by adopting a compliant anti-bullying policy and they will enjoy immunity from such claims. An expansion of the Healthy Workplace Act, private employers can now take advantage of the law to shield themselves from troublesome legal claims spurred by allegations of workplace bullying. The new law simply extends the same immunity that had existed for public employers since 2014 to the private sector. Tennessee employers are currently exposed to state court lawsuits alleging infliction of mental anguish based on its employees abusive conduct. However, under the new law, an employer can receive legal immunity if they adopt a compliant anti-bullying policy.

For an employer to receive immunity from workplace-bullying suits, the anti-bullying policy must include eight elements:

- Statement of Commitment, Values, and Purpose;
- Definition of Abusive Conduct;
- Employer Responsibility;
- Employee Responsibility (including witnesses);
- Retaliation;
- Training for Supervisors and Employees;
- Complaint Process (Reporting, Investigation, Corrective Action); and
- Confidentiality



We recommend that you update your handbook policies and adopt a compliant anti-bullying policy that will provide you with the immunity that the law now offers you. This is true even if your current handbook contains an anti-bullying policy; it should be modified to comply with the new law. This policy, of course, should be complementary with your existing written anti-harassment policy, which should address all forms of unlawful harassment as defined under federal and Tennessee law and provide an effective complaint procedure. This might also be a good time for a general refresh of your entire handbook, so you may consider having all of your policies reviewed.

Note that the statutory immunity only applies to general abusive conduct litigation filed in Tennessee state court. Nothing about this law prevents you from being hit with a lawsuit alleging mistreatment based on race, sex, or any other protected class. For this reason, you need to educate your supervisors that this new law provides a nice shield from certain kinds of cases, but doesn't immunize your organization or them from many other kinds of cases that can spring from ineffective leadership or poor human resources practices.

Articles on this page courtesy of: SESCO Management Consultants. Their company specializes in developing and reviewing employee handbooks and compliant policies. You can contact SESCO by calling 423-764-4127 or e-mailing sesco@sescomgt.com

EEO-1 Report Update

Employers that have 100 or more employees, and federal contractors & subcontractors that have 50 or more employees & at least \$50,000 of federal business, are required to file an EEO-1 report each year with the Equal Employment Opportunity Commission (EEOC). The Obama administration issued rules requiring these employers to report, not only the traditional race/ethnicity & sex data (Component 1), but also report how much employees were paid by race/ethnicity & sex (Component 2).

The Trump administration suspended this pay reporting rule from taking effect in 2017, but in March 2019 a federal judge reinstated the pay-data reporting requirements. EEO-1 reports regarding race/ethnicity & sex (Component 1) are currently due on **May 31, 2019**. The EEOC informed the Court that it could complete collection of the required EEO-1 Component 2 pay data by September 30, 2019, but only if it utilized a third party data collector to do so. At this point, we don't know if the Court will approve that request or what it will do. The EEO-1 electronic filing portal is open for employers to file their 2018 reports, but the portal does not currently allow employers to report pay data. We will continue to follow this issue and will provide updates as they become available.

Terminating Employees Who are Critical of Employer on Social Media

The National Labor Relations Board (NLRB) has been aggressive in terms of ordering the reinstatement of employees terminated for posting comments online regarding their terms and conditions of employment, including comments that are critical of their employers. A recent advice memo from the NLRB shows this remains an area of enforcement. At issue in the case was an employee who made several comments on Facebook regarding workplace accidents and soliciting input from others, including coworkers, regarding ideas that may improve workplace safety at his place of employment. In his posts, the employee was critical of the company and, in some respects, of his coworkers. When the posts were brought to the company's attention by some employees who felt disrespected by the comments, the employer decided to terminate the employee based on the Facebook comments. The NLRB determined that the termination was unlawful and found the employee should be reinstated. The NLRB reasoned that the employee's posts on workplace safety at the company constituted protected activity under the National Labor Relations Act because they were made for the mutual aid and protection of his coworkers. This case reminds employers to continue to tread carefully when evaluating whether employee posts on social media can serve as legitimate grounds for employee discipline determinations even when such comments may be critical of the employer.

Charlotte Pipe, (TN PHCC Member) Wins Trade Case Against Chinese Cast Iron Pipe Producers- March 20, 2019: PHCP Pros www.phcppros.com

The International Trade Commission (ITC) voted unanimously in favor of Charlotte Pipe and Foundry and the Cast Iron Soil Pipe Institute (CISPI) in their antidumping duty (AD) and countervailing duty (CVD) petition against imports of cast iron soil pipe from the People's Republic of China. Charlotte Pipe and CISPI filed the initial AD/CVD case with the ITC on January 26, 2018.

As part of the investigation, the U.S. Department of Commerce determined that Chinese exporters had undersold and subsidized cast iron soil pipe in the United States in a range of 250.6 to 345.2 percent less than fair value. The AD/CVD duties or penalties to counteract these unfair trade practices will go into effect immediately.

"We are thrilled with winning this case so that we can protect American jobs against unfair trade practices," said Roddey Dowd, Jr., CEO of Charlotte Pipe and Foundry. "We finally have a presidential administration in Washington that is serious about enforcing existing U.S. trade law. For my entire career at Charlotte Pipe, we have had presidents of both parties ignore the brazen cheating from the Chinese. Those days are over."

In addition to the pipe case, Charlotte Pipe and CISPI filed a similar AD/CVD case against Chinese producers of cast iron fittings in 2017. In that investigation, the U.S. Department of Commerce determined that Chinese exporters had undersold and subsidized cast iron fittings in the United States in a range of 40.8 to 494.2 percent less than fair value. The AD/CVD duties to counteract these unfair trade practices have been in effect since August 2018.

Court Strikes Down Key Provisions of Association Health Plan Rule

A federal court invalidated two key provisions of the U.S. Department of Labor's 2018 Association Health Plan (AHP) rule that broadened the meaning of "employer associations" to include small businesses and self-employed individuals in March. The Court held that the provisions defining "employer" to include associations of disparate employers and expanding membership in these associations to include working owners without employees were unlawful. The Court reasoned that, because the associations can be formed solely for the purposes of offering an AHP with no other viable identity apart from offering an AHP, the rule violated the Affordable Care Act (ACA) and the Employee Retirement Income Security Act (ERISA).

On April 12 House Republicans introduced the Association Health Plans Act, which they said would expand health care options and lower costs for small businesses through association health plans. The Democratic leadership of the House is expected to block this GOP measure from advancing, although a companion bill in the Republican-controlled Senate, introduced a day earlier, may fare better.

The Republican legislation would "prevent thousands of people from losing their health care coverage" and "ensure the new new pathway remains available for small businesses to offer Association Health Plans under the DOL's final rule," according to the bill's sponsors.

On April 26, the U.S. Department of Labor (DOL) filed a notice to appeal a ruling by the federal district court in Washington, D.C., that struck down the department's final rule expanding small employers' access to association health plans.

On April 29, the DOL announced that, for now, it will not enforce violations stemming from good faith reliance on the AHP rule's validity, as long as businesses in an AHP meet their responsibilities to pay health benefit claims as promised. Nor will the DOL take action against existing AHPs for continuing to provide benefits to members who enrolled in good faith reliance on the AHP rule's validity before the district court's order, through the remainder of the applicable plan year or contract term.

From the Editor:

The TN PHCC continues to work toward an Association Health Plan and is consistently monitoring the legal hurdles that the new plan offering continues to face on a state and a national level.

Unfortunately at this time, none of the major health insurance carriers are offering Association group coverage to us for many reasons including the legal battles that continue to surface.

We are optimistic that at some time in the future an Association Health Plan will be available and we will update our members toward that goal.

Thank you for your patience.

Business News

Kevin O'Leary: A college degree isn't for everyone - 'be a plumber, they get rich'

Published Wed, May 15 2019, CNBC, MakeIt By: Sarah Berger

Some of America's highest paying jobs - such as surgeons, lawyers and psychiatrists - require years of school and multiple degrees. But star of ABC's "Shark Tank" and business mogul Kevin O'Leary says that going to college isn't the only route to getting rich.

"I don't recommend college for everybody," O'Leary tells CNBC Make It. "The fact is, there's a lot of trade schools that would help you make a lot more money.

"Be a plumber, they get rich," he says. "Everybody has to have a plumber, even in a recession."

"Be a plumber, they get rich," he says. "Everybody has to have a plumber, even in a recession."

The best way to think about school is to figure how much debt you'll incur and how you plan to use your education to pay that off, O'Leary previously told CNBC Make It. "You have to think about education as an investment because it's going to cost you money and it's going to create debt for you in many cases."

To that point, trade schools are often less than four years and the cost tends to be less than a traditional university education, especially when compared to out of state or private colleges. With U.S. student loan debt setting a new record of \$1.5 trillion owed in 2018, a new report from Merrill Lynch and Age Wave found that 36% of college graduates paying off student loans say that taking on that debt wasn't worth it. (Though there is research that shows increased educational attainment drives positive outcomes like longer life expectancy, higher earnings and lower unemployment.)

Meanwhile, CNBC Make It found seven occupations that pay more than \$55,000 a year that are rapidly hiring workers and do not require a college degree. Those jobs include makeup artists, construction and building inspectors and electrical power-line installers and repairers.

O'Leary says such "pragmatic careers" are a good option.

"Think about all the trades — roofers, construction, home building," O'Leary says. "There's so much demand for this that people often overlook them saying 'I'm going to poo poo that career.' Why? You can get rich there a lot faster than getting a history major."

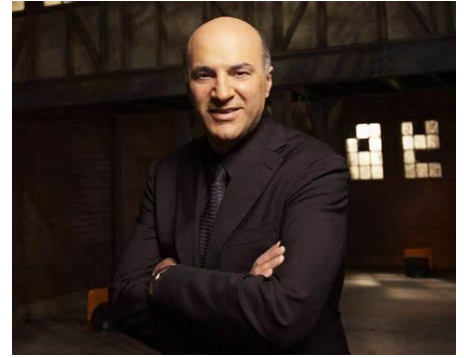
In particular, O'Leary advises if you're looking at trade schools, consider studying to be an electrician or a plumber.

"Every single building on earth wants to have electricity and plumbing working," he says. "Think about it that way. I don't care where you are, people are going to want your services."

Indeed, plumbers were ranked 59 on U.S. News & World Report's 100 Best Jobs for 2019, ahead of occupations like market research analyst, veterinarian and sales manager. Plumbers made a median salary of \$52,590 in 2017, according to the ranking, although the best-paid 25% made \$69,710, while the lowest-paid 25% made \$39,470.

The occupation has an unemployment rate of 4.7%, and the Bureau of Labor Statistics projected a 15.6% employment growth for plumbers between 2016 and 2026. As the U.S. News & World Report ranking notes, the most common way to become a plumber is through an apprenticeship.

"Find something where people spend on it every single day..." O'Leary adds. "These are careers that actually can help you provide for your family forever."



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*When you were born you were crying and everyone else was smiling.
Live your life so at the end, you're the one who is smiling and everyone else is crying.
-Ralph Waldo Emerson*

The TAPHCC Newslink

TENNESSEE ASSOCIATION OF PLUMBING -
HEATING - COOLING CONTRACTORS, INC.
9041 Executive Park Drive - Suite 220
Knoxville, TN 37923

STATE ASSOCIATE MEMBERS SUPPORTING PHCC

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Beaty Chevrolet Company	Hendersonville Winnelson Co.	South Knox
Ben O'Neal Company	Hobbs & Associates	Stowers Rentals
Boiler Supply Company	Hoffman & Hoffman	Sunbelt Marketing
Bradford White Corporation	James M. Pleasants Co.	Tennessee 811
Charlotte Pipe & Foundry	Kenny Pipe & Supply Inc.- Knoxville	The Underground Detective
Coastal Supply Company	Lewis Thomason- Knoxville	Tim Morales and Associates
Crawl Space Ninja	Lewis Thomason- Nashville	Titeflex Corp– Gastite Division
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SUPPORT YOUR CHAPTER PHCC ASSOCIATION



KNOXVILLE

President: Scott Robinson

Secretary-Treasurer: Jim McCampbell

Bi-monthly Meeting - 4th Monday, 11:45 am, Bearden Banquet Hall, 5806 Kingston Pike

RSVP- Rose Mayfield - appschool@taphcc.com

MIDDLE TENNESSEE

President: Jonathan Sadler

Secretary-Treasurer: Curtis Frizzell

Bi-monthly Meeting: 3rd Tuesday, 11:00 am, Piccadilly's at Murfreesboro & Wilhagen

RSVP - Jonathan at 256-759-3972 for details

NORTHEAST TENNESSEE

President: Mark Lucas, Vice-President: Keith Rhymer, Treasurer: Leslie Persinger

Meeting - 2nd Tuesday, 11:30 am

Call for Location: 423-926-2665