

TENNESSEE

PHCC

PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION*

Best People. Best Practices.™

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TN PHCC Newslink

Spring 2022

Plumbing & HVAC

Tailgate Expo

May 12, 2022

BBQ - New Products - Displays - Contests
Free Admission and Parking - Rain or Shine

11am-3pm

Knoxville Expo Center Parking Lot
5441 Clinton Highway

29th Annual TN PHCC Danny Burnette

Golf Classic

To Benefit the Tennessee PHCC Scholarship Fund

Wednesday- May 11, 2022

Egwani Farms Golf Course
3920 S. Singleton Station Road, Rockford, TN



Member News

Upcoming Date Reminders...

- May 1- PHCC Education Foundation Scholarship Application Deadline
- May 11- TN PHCC Golf Classic, Egwani Farms, Rockford
- May 11- Knoxville PHCC Apprentice School Graduation and Awards Banquet, Knoxville Grande Event Center
- May 12- TN PHCC Tailgate Expo Knoxville Expo Center Parking Lot
- May 12- Apprentice Contest, Knoxville Expo Center
- May 13- TN PHCC Spring Board Meeting, State Office
- July 23- TN PHCC Summer Board Meeting, Fall Creek Falls Lodge, Spencer TN
- September 30- TN PHCC Clay Shoot Challenge, Iron Mountain, Kodak TN
- October 5 to 7- PHCC National Convention CONNECT in Charlotte, NC
- October 7- TN PHCC Fall Board Meeting, Charlotte, NC

Please note- All members are invited and encouraged to attend state board meetings, please RSVP to the State Office.

Our Mission Statement:

"The TN PHCC 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 New Contractor Members:

Airtech Service Co, Inc.

7140 Small Creek Way
Powell, TN 37849
865-938-7826
Contact: Todd Stansberry

Abbey Road Heating & Air

4181 Nakomis Ave.
Memphis, TN 38117
901-326-6797
Contact: Marisa Laudadio
Abbeyroadheatingandair.com

Do You Have an Amazing 3rd or 4th year Apprentice in Plumbing or HVAC?

Our annual state-wide contest will take place on May 12th at 8am and continue through the tailgate expo at the Knoxville Expo Center. The winners from the Plumbing and HVAC contests will receive an all expense paid trip to the National PHCC competition in October in Charlotte to compete. Please call the state office for an application.

TN PHCC Contractor and/or Associate Member of the Year Nominations Due

Do you know a member that stands out with their dedication and service to the industry and the association? Get them recognized! Nominations are due by April 1st to the State Office.



And the Best Spaghetti Sauce Winner is...

The Knoxville Chapter held a Charity Event benefitting the Boys and Girls Clubs on February 10th at the Lighthouse in Knoxville. The event featured a spokesperson from the Boys and Girls Club detailing how the contributions help kids in need. The event also featured a spaghetti sauce cook off and there were 8 entries. Jennifer Jacoby won the competition and Bill Jacoby, Jennifer's husband of Hobbs & Associates, said that he also "helped" with the winning sauce. The event was a great time with families gathering to help those in need.

In Sympathy

Our condolences and prayers to our Executive Director, Beth Killen and her family at the passing of her father, Kenneth Masters on Dec 11th. He passed away six months to the day from her mother, Catherine. They were married for 60 years. One of his sayings was, "It's not what you have in life, it's what you can maintain. Whether it be your car, house, boat, wife or kids." Words to live by.



It's Event Time!

With 2021 behind us and the forecast for a better 2022 ahead, let's have fun, tailgate, learn new things, play golf and watch apprentices show their skills!

- **Wednesday, May 11- TN PHCC Golf Classic**, Egwani Farms, Rockford
We are back at a favorite course to support our scholarship program
- **Wednesday, May 11- Knoxville PHCC Apprentice School Graduation**
and Awards Banquet, Knoxville Grande Event Center
Always a rewarding event to showcase the apprentices
- **Thursday, May 12- TN PHCC Tailgate Expo** Knoxville Expo Center Parking Lot
Learn about new products and services in a relaxed casual atmosphere while enjoying a BBQ lunch and seeing friends and associates, (rain or shine, if it rains it will be moved inside). We have lot spots available for exhibitors
- **Thursday, May 12- Apprentice Contest**, Knoxville Expo Center
Watch the apprentices show their talents. Contest held during the tailgate expo event
- **Friday, May 13- TN PHCC Spring Board Meeting**, State Office
Your association needs leadership for the future, please attend a board meeting and see what your association governance meetings are all about.

Registration forms for events can be found on taphcc.com

When is the Annual Convention?

The Tennessee Association Plumbing-Heating-Cooling Contractors was chartered in 1897, therefore 2022 would be time for a 125 year celebration anniversary of the dedication of our members. However, with the pandemic in 2020, we did not have an annual convention so this year is only our 124th convention.

The Board of Directors has decided to hold a gala event this fall for the 125th year celebration with an annual meeting and President's Event. More information will be available after May's annual events.



Thank you- 2022 Sponsors:



GOLD



SILVER

State Chapter News

And the Winner Is...Tennessee!

Tennessee PHCC hosted the annual PHCC Zone 2 Meeting in Chattanooga from March 11th to 12th. PHCC of Georgia and PHCC of North Carolina attended. Dinner at the Read House was sponsored by Federated Insurance. During the morning meeting, the members of each state's Executive Boards discussed issues facing the industry and offered solutions. Daniel Hill, PHCC Zone Director discussed PHCC national's strategic plan and their focus for the future.



The afternoon annual Olympics featured a team bowling competition and a laser tag game. Tennessee beat North Carolina in a hotly contested bowling match, 494 points to 490 team points for 2 games. Tennessee, (score 100,100 points) secured the win with laser tag by beating North Carolina (score 87,950 points) and Georgia (65,550 points).

The annual Zone 2 event was not held in 2021 so the new line for 2022 will be engraved to read- TENNESSEE AGAIN

The event's purpose is to share information and develop bonds for the industry and the trades within the Zone PHCC Chapter. Our Zone has developed a great channel of communications within the PHCC because of the relationships we have built over the years. Although we discuss "business," we also have fun during our meetings to encourage networking with friendly competition.



Next year's meeting will be hosted by PHCC of NC and they are considering hosting it at Cherokee Resort and Casino in the Spring.

"The Power of PHCC is in the relationships we build."
- Beth Killen, Executive Director PHCC Tennessee



Daniel Hill, PHCC Zone 2 Director

Thank you to our Event Sponsors!



State Chapter News

Tennessee Featured in PHCC Podcast

In an effort to better tell the story of how PHCC positively impacts the plumbing-heating-cooling industry, National PHCC has commenced a series of podcasts with different state PHCC Chapters to highlight and share each state's projects and successes.

Joel Long, PHCC President from PHCC of North Carolina has spearheaded this project to enhance communication within the PHCC and its Chapters from all over the country. All of the podcasts are available on YouTube and highlight achievements.



Gordy Noe, TN PHCC State President and Beth Killen, Executive Director participated in the podcast highlighting our apprentice program, Ride and Decide and our goals for increasing the workforce.

[Episode 7- Hope in PHCC of Tennessee](#)

Please visit the other podcasts which can be viewed or heard at [PHCC Rocks Podcast](#) to gain valuable insight about PHCC across the country.

Listen in and you'll quickly discover why we're calling this episode Hope in Tennessee! Listen in to PHCC—National President Joel Long's conversation with PHCC of Tennessee's: Beth Killen, executive director & Gordy Noe, president.

TN PHCC Association Leadership

The current Board of Directors consists of a President, Vice President, Chairman of the Board and Treasurer with four directors from local chapters and two associate members.



There are a couple of board members that are considering retirement and we need to fill their positions. Have you ever considered taking part in a group of dedicated professionals to guide and lead your association to the future?

The Board meets four times per year and the association pays for your board dinner the morning board meeting and breakfast. Board members are responsible for their own travel and lodging expenses other than the President.

If you are interested, you can attend any board meeting or volunteer on a committee and work your way up to leadership. Questions? Call Beth at 865-531-7422.

Online Apprenticeship School

Do you have employees that need training but you are too far from a brick and mortar school?

The TN PHCC online apprenticeship program allows students to learn Plumbing or HVAC at their own pace while working during the day at your company. The hybrid approach features a textbook and online access to the curriculum and module review while requiring hands-on performance tests periodically. Testing must be done with a proctor either online via Zoom or at your location.

The program is registered with the US Department of Labor Office of Apprenticeship.

If you are interested, please contact the state office for more information and a review of the curriculum.

Ride and Decide



The program kicks off this year on May 18th at Central High School. Last year's smaller program netted at least 3 new employees for contractors. We are looking for a few more employers for this worthwhile , please contact the State Office.

PHCC News

Upcoming PHCC Webinars:

Outlook for the Economy and the PHC Industry

April 6, 2022 at 2pm ET

Duration: 1 hour



Overview:

COVID-19 and its variants; sanctions against Russia for invading Ukraine; financial markets reacting to the Federal Reserve's plans to raise interest rates. These and other factors are affecting the outlook for the economy and construction. Join PHCC in a webinar with economist Dr. Bernard Markstein to examine the current state of the economy and construction as well as the near-term and longer-term outlook for the economic and construction activity and the impact on the PHC industry. Will the recovery continue, or will the economy slip into recession? How fast will the Fed raise interest rates and by how much? When will supply chain issues be resolved? What is the outlook for inflation in general and building materials prices in particular? Dr. Markstein will answer these and other questions. His discussion will include the outlook for the following sectors of construction: residential (both single-family and multifamily construction), lodging, office, retail, education, and health care.

Learning objectives:

1. Understanding the major forces affecting the national economy currently and the implications for the PHC industry
2. Understanding the economic outlook and the risks to that outlook and the implications for the PHC industry
3. What the implications of supply chain issues and the outlook for their resolution are for the PHC industry

Presenter:

Bernard M. Markstein is President and Chief Economist, Markstein Advisors, an economic consulting company providing analysis and forecasts of the national economy and construction activity. Dr. Markstein's experience includes analysis and research in residential and nonresidential construction, housing, real estate, financial markets, macroeconomic issues, and regional markets. Dr. Markstein has appeared on Bloomberg Business, CNBC, Fox Business, and Nightly Business Report (PBS). Among publications where he has been quoted are the New York Times, Business Week, Wall Street Journal, BankRate.com, and Forbes. He is a regular participant in the quarterly Bankrate Economic Indicator survey, the AIA Consensus Construction Forecast survey, and the National Association for Business Economics Economic Policy survey. He is a Senior Adviser to Econsult Solutions, Inc.

The Importance of Leak Detection to Your Customers and Your Bottom Line

April 13, 2022 at 2pm ET

Duration: 60 minutes or less



Overview

The plumbing leak detection product category is growing quickly and these devices will become as commonplace as burglar alarms in homes and businesses. Yet many plumbing contractors have yet to install leak detection, while others actively avoid installations because they don't understand the relative simplicity and potential profitability of embracing these smart plumbing technologies. This webinar will outline why leak detection needs to be part of any successful plumbing operation's business today and will demystify the technologies to help you embrace and sell leak detection install jobs with confidence.

Learning objective:

1. Why the leak detection market is ripe for plumbing contractors today
2. How smart leak detection technologies work and get installed
3. How to effectively sell leak detection

Speaker

Ian Greene is Marketing Director at FloLogic, the pioneering brand of flow-based smart plumbing leak control with auto shutoff. Ian has been a featured speaker at national and regional PHCC conferences and is a guest columnist in home security and plumbing industry publications. Prior to FloLogic, Ian was a marketing and advertising consultant for brands including Home Depot, Lowe's, Char-Broil Grills and Corona Tools.

These webinars are free to PHCC members and \$35 for non-members.
For information on joining PHCC please visit taphcc.com

Register here: [Upcoming Webinars - PHCC \(phccweb.org\)](http://Upcoming Webinars - PHCC (phccweb.org))



**PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION**
Best People. Best Practices:

PHCC News

Regular Updates to Your Pricing Are Not Optional

Uncertainty and commodity shortages are causing prices that were already rising fast to now spike. World events will continue to increase the costs to run your business.

Even in a normal economy, healthy businesses must do regular examinations of their materials, labor and overhead costs and adjust their pricing to match current realities. In periods of rapid price changes, these reviews must come more frequently.

The Foundation developed our Overhead and Profit Calculator software to help service contractors accurately calculate their costs and determine a profitable selling price for their work. The software walks users through a series of Excel spreadsheets, keeping this powerful tool simple to use.

A.O. Smith provides a sponsorship for this program, allowing the PHCC Educational Foundation to provide it to you at **no cost**.

[Click here](#) to get your copy from the PHCC website and run your pricing numbers. You can also watch a webinar recording that demonstrates how to use the worksheets.



2022 National PHCC Scholarship Applications Due May 1st

-John Zink, Foundation Vice President of Development and Communications

Get Help With Training Costs for New Apprentices!

Need help with recruiting and covering the costs of training new apprentices? The Foundation's Scholarship program can help!

This year the PHCC Educational Foundation has \$160,000 up for grabs through 61 scholarships.

Who is Eligible to Apply?

- Plumbing or HVAC apprentices who are working full time for a PHCC contractor member.
- Trade school or community college students taking plumbing or HVAC classes.
- College students pursuing majors directly related to the plumbing-heating-cooling industry.
- A max of 4 apprentices per company can win, so only have your top contenders apply.



How Does Someone Apply?

- Visit phccfoundation.org/scholarships
- Gather required submission materials (letters of recommendation and background info).
- Complete the online application form, uploading the required documents.

When is the Deadline and When Are Winners Selected?

- Applications and all required supporting materials are due by May 1st.
- The Foundation Scholarship committee reviews applications over the summer. Winners are notified in late July and award checks are mailed directly to schools in August.

The scholarships are funded by contractor donations to the PHCC Educational Foundation and by these corporate sponsors: A. O. Smith, Bradford White Corporation, Delta Faucet Company, Moen, RIDGID, Scorpion Home Services Marketing, State Water Heaters, and Viega.

The PHCC Educational Foundation, a partnership of contractors, manufacturers, and wholesalers, was founded in 1987 to serve the plumbing-heating-cooling industry by preparing contractors and their employees to meet the challenges of a constantly changing marketplace. Information on the Foundation's training and educational programs can be found at <https://phccfoundation.org>.

Business News

3 Reasons Why You Should Actively Recruit Gamers - Nicole Needles

What if someone told you that the young people who are putting video games at the top of their birthday and holiday lists should also be at the top of your job recruiting list?

When gamers are leveling up in a digital world, their skills that would make them the perfect construction professional are also making their way toward the boss level.

Industry recruiters should encourage gamers to seek out construction jobs. Not only are gaming fanatics needed in the construction industry, but this unique hobby that develops motor and mental skills makes them ideal for the role of a craft professional. What else makes gamers the perfect fit for the industry?



1. Developed Technology Skills

Several careers in construction include skills in the realm of computers and technology. Someone who is not as familiar with computers may take longer to adapt than a gamer who is familiar with adjacent terms, functions and programs that are prominently used in construction. Video game enthusiasts are predisposed to success on the job site. This is not exclusive to computers however, the controls and functions of heavyweight equipment such as a crane are similar to a virtual machinery or piloting game. Gamers are well adept at memorizing controls, their location and functions, as well as utilizing them with precision and accuracy.

2. Familiarity with Architecture and Building

Architecture games such as Minecraft are appealing to gamers because of the ambition of the finished product. Having a vision and doing what it takes to accomplish said vision is what would make an avid gamer an engineer or architect when it comes to the design side of construction. Thinking and planning out the logistics of a structure is a specific track of thinking that gamers are extremely skilled at. On the execution side, a carpenter or a mason may be the ideal career for the gamer who prefers to get the plans done and see the finished product out. Enjoying the act of building a digital world is something that can apply to the real world as well and be beneficial on project sites.

3. Excellent Problem Solving

Playing video games is a task and goal-oriented activity. The challenge of solving a puzzle, finding something hidden or conquering an impossible level is largely the appeal to gamers. They love overcoming a feat. This tenacity can be translated to a construction job when it comes to the details and roadblocks of a project. Absolving mishaps or issues with materials or using critical thinking to reach a conclusion that may not be obvious to everyone else are abilities that gamers are developing with each new online quest they embark on.

Gamers are often told they'll thrive in the video game industry. While this is probably true, what they aren't told is how many other industries they can find their niche, utilize their skills and do what they love. One of these industries is construction. The vast diversity of careers and well as the variety of day-to-day projects make the possibilities virtually limitless. It is important that gamers are not only let in on this fact, but that they are actively sought after when searching for talent.

When speaking with students, providing them with career exploration resources are much needed in the construction industry and there is a career just for them. When seeking out more seasoned talent, highlight those who play video games often as a hobby and make it a talking point.

Nicole Needles is the communications coordinator at NCCER where she assists with the Breaking Ground Newsroom and other marketing efforts. This article is from the NCCER Breaking Ground Blog.

Brasscraft Scholarship Program for Plumbing Apprentices

The [2022 BrassCraft Zell Scholarship](#) (⇨website link) program is open for applications until June 3, 2022. The TN PHCC has had apprentices in the past receive scholarships through this program.

Winners will be notified in July, all scholarship funds will continue to be sent directly to the recipients school.

To qualify for this program applicants must be enrolled in an accredited four or five-year plumbing apprenticeship program and work full-time for a licensed plumbing contractor. Proof of enrollment and work is required.

This marks the ninth year BrassCraft has offered financial assistance to plumbing apprentices. Since the program's inception, they have awarded more than a half million dollars to apprentices across the US.

Questions regarding the requirements, details, or updates? Please email scholarships@brasscrafthq.com.

Business News

The “Year of the Worker” 2022- *By Bob Dunlevey*

From the dramatic expansion of governmental regulations – both pro-employee and pro-union – to the large increases in wages and benefits being accorded by employers to stave off employee job hopping, the trend is clear – **employees are empowered like never before**. Understanding these and other current trends will assist employers in coping.

Worker unavailability is causing employers to pay more in compensation and benefits and to expect less from employees than in decades past. There are two to three openings for every two unemployed workers. Approximately four million workers have been leaving their jobs monthly. Workforce turnover is at an all-time high giving rise to the term “The Great Resignation.” Almost one-half of the current workforce wants to make a career change this year. **Employers must evaluate how they are treating their employees and devise strategies for retention now.**

Employees are empowered like never before

Exacerbating the problem, Washington has empowered organized labor through its pro-union/pro-employee agenda which has been widely touted by President Biden. In late 2021, there have been far more strikes, higher union demands, and increased workforce friction – approximately 250 strikes in 2021. The recent Kellogg cereal strike of 11 weeks in December, 2021, culminated in very favorable terms for its workers including a cost of living wage escalator, decreased work schedules, elimination of a two-tiered wage system and a no plant closing pledge. John Deere faced a bitter five-week strike by its 10,000 UAW employees culminating in the union extracting a whopping 20% wage increase over six years (10% in Yr. 1), plus a handsome signing bonus of \$8,500 per employee. The new contract maintained premium free health care and COLA. These are highly publicized settlements which your employees see and things they come to expect. In 2021, negotiated wage increases were averaging 3.8 to 4.8% while non-union employees received 3.9% wage increases – the biggest increases in 20 years. Anticipate higher negotiated settlements and conflicts to secure those settlements. In the non-union sector **anticipate 2022 wage increases to be no less than 4%** driven by 7+% inflation – the highest in four decades.

In addition, union organizing has seen a resurgence with prominent employers such as Google, Amazon and even Starbucks facing demands by their employees to recognize and negotiate with various labor organizations. President Biden even produced a video message to the Amazon employees supporting their efforts to organize – something no President has done in recent times. He also urged his appointed pro-labor NLRB to become more aggressive in carrying forward his agenda. The head NLRB attorney has pledged to revisit approximately 40 Trump Era pro-employer rulings with an eye to overturning them. A related PPP Program even contained a provision requiring larger employers obtaining loans to stand neutral in the event of a union organizing attempt – not being able to speak of any advantages to union-free management. Recent Union organizing activities dictate that **employers desiring to remain union free must develop an effective avoidance program.**

State and local governments are also enacting pro-employee legislation such as San Francisco’s portable paid leave benefits for domestic workers. New York City is requiring employers posting job openings to declare the salary ranges for the job so that everyone knows what to demand in wages. Other states are forbidding employers from inquiring about an applicant’s prior criminal record making the selection of a suitable applicant even more challenging. Just knowing employment law developments at the federal level no longer is an option. You need to stay abreast of local and regional regulations controlling your operations.

Job content is changing as well thanks to COVID. Employees are opting to work from home whenever possible and are “re-skilling” to secure different jobs being created. It is estimated that 19% of the workforce will not return to their workplace moving forward and 28% will change occupations by 2030 – 17 million workers. Employee demands for additional paid time off and schedule flexibility have been fueled by the Pandemic. So, **reinventing your workplace is no longer just an option.**

To further empower employees, the Administration has asked the Department of Justice to consider whether employment agreements containing certain covenants not to compete and agreements among employers not to poach employees should be struck down through the use of current anti-trust laws. Civil and criminal liability for the companies and their officers is being considered by the DOJ. This could cause employees to be able to demand more in wages and benefits not to job hop and to extract other concessions as well. The currently debated Build Back Better Act includes \$2.1 billion of funding for “labor focused” federal agencies to conduct more vigorous and expansive enforcement activities – \$707 million for OSHA, \$350 million for NLRB and \$405 million for the Wage-Hour Division, to name a few. **Your H.R. department must be postured to deal with these challenges. Your company must care, listen and respond to employee needs.**

By now you can better appreciate how strong and multi-faceted this pro-employee/pro-union movement has become since Inauguration Day 2021. This trend may very well lead to a substantial rise in wages and benefits for almost all workers in the near future and a more flexible and accommodating workplace resulting in decreased efficiencies and decreased productivity. Employers need to have a keen awareness of these labor trends as well as the federal, state and local pro-employee initiatives which can severely impact operations and even threaten the existence of a business. Employers also need to advance their own interests publicly in an effort to strike an equitable balance between labor and management. But for now, the pendulum of power has swung and the “**Year of the Worker**” is here.

Bob Dunlevey, Board Certified Specialist in Labor and Employment Law, at rdunlevey@taftlaw.com or (937) 641-1743

Business News

A Company Vehicle Crash Could Impact Everyone

A devastating company vehicle crash can leave a lasting impact at your business in more ways than you may realize. Businesses may need to consider the negative repercussions stemming from “social inflation,” or, negative public sentiment and mistrust towards businesses among jury members. They may also need to contend with “nuclear verdicts;” an award that is significantly higher than would be expected given the facts of the case.



In litigation, jurors are sending a clear message that businesses can be held accountable for the actions of their employee drivers; but have you considered the long-term effects that the crash itself could have on your employees - or your business?

Employee Impact. As your most valuable asset, your employees need to understand the real dangers of operating company vehicles in order to avoid potential life-altering, or life-ending crashes.

A crash could be a traumatic experience, not only for the driver or passengers, but for their fellow employees. Knowing that one of your employees may have sustained severe injuries, or perhaps did not survive, could have a lasting impact on everyone at your business. Any injuries or long-term disabilities sustained might lead to costly workers compensation claims and settlements. On top of that, your employee may be out of work for an extended period of time.

Business Impact. With the costs of nuclear verdicts continuing to rise, your business may be on the line as well. For example, if a jury awards a claimant a nuclear verdict, insurance may only cover a portion of that payment. The rest of the cost could go to you as the business owner, which may lead to bankruptcy if you cannot pay — and the loss of your business and your employees’ jobs. The harsh realities of these crashes occur all too often. Using proper training and creating a strong company driving policy could help avoid crashes and help to keep your employees - and your business - safe.

With the costs of nuclear verdicts continuing to rise, your business may be on the line as well.

Create a Strong Driving Policy. A strong policy could:

- Prohibit company drivers from using mobile devices and other distractions behind the wheel
- Where appropriate, incorporate driver standards and screening for company drivers
- Outline expectations for safe vehicle usage
- Clarify consequences for failure to follow the company policy
- Go beyond the minimum local, state, and federal laws applicable to your business

Every employee should be trained, and regularly retrained, on your driving policy.

Communicate, Demonstrate, and Enforce Your Policy. Every employee should be trained, and regularly retrained, on your driving policy. Be sure to keep records of any trainings that are completed by employees. Lead by example, and present information in a fresh and memorable way to increase retention. Follow through on the consequences of consistently failing to comply with your company driving policy.

Knowing that all employees have access to life-saving knowledge can benefit their health and safety, and your company’s bottom line. A strong commitment to workplace safety, and a solid driving policy, could help prevent vehicle crashes from occurring in the first place. Evaluate your company policies, look for opportunities to reduce distractions, reinforce your safety culture, and help make the roads a safer place for everyone.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Some of the services referenced herein are provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states.



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Our value is measured by your success. It's our business to protect yours.®

"Glenn Mechanical's positive safety culture is a direct result of our partnership with Federated. We communicate our safe practices on a regular basis and Federated provides the tools and support needed for our business to maintain a positive safety culture."

Brent McDiarmid, President
Glenn Mechanical, Inc.
El Dorado, AR

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The TN PHCC Newslink
 TENNESSEE ASSOCIATION OF PLUMBING -
 HEATING - COOLING CONTRACTORS, INC.
 1000 Dutch Valley Drive Suite B
 Knoxville, TN 37918

The real winners in life are the people who look at every situation with an expectation that they can make it work or make it better. - Barbara Pletcher

STATE ASSOCIATE MEMBERS SUPPORTING THE TENNESSEE PHCC:

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