

# TENNESSEE



**PLUMBING-HEATING-COOLING  
CONTRACTORS ASSOCIATION®**

*Best People. Best Practices.™*

# The TN PHCC Newslink

Feb/Mar 2019

## TAPHCC Board of Directors

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## President's Message



Here we are wrapping up another good year and hopefully starting an even better one! Many thanks to all of you who worked so hard at making this a great association by being involved. We have lots of big things on the burner for this year so let's keep it going.

We are working on an Association Health Plan (AHP) and it seems like every hurdle we pass, another one comes up as this is a new program for all involved. The Online Apprentice School application has been submitted and we hope to roll out the program in August for the 2019-20 school year. The KAPHCC Apprentice School in Knoxville is using classroom space at both Fulton High School and Lincoln Park Technology School and has record numbers this year which should pay big dividends to all of us in the years to come by providing more skilled professionals to our trades. The new HVAC Lab at Fulton High School we built with a Workforce Development Grant will provide hands-on experience for the apprentices and a new Plumbing Lab is planned for next year.

Our Day on the Hill will be March 13th at Capital Hill in Nashville. We are watching at least 8 bills that can have consequences on our businesses. Be sure to attend, it is a worthwhile experience and your voice is needed for our industry.

Be sure not to miss the Annual Events: Future Leaders Reception, Convention and Annual Meeting, Trade Show, Tool Show, and Apprentice Contest again this year. It looks like it will be the best one yet. The day after the events we will have our annual Golf Tournament which always proves to be a great time. Although I do not golf, I do volunteer to hole sit at one of the Hole-in-One contest holes and from my observations, most of the people that play do not golf either! The golfers come out to support our Scholarship Program. The deadline to apply for the scholarships is March 1st, please encourage your students to submit their applications.

May 15th, we will be kicking off our 5th year of Ride and Decide with a Pizza Party and job interview session for the students in Knoxville. We need your businesses involved as contractors that will be hosting summer workers again this year so call our PHCC office and make sure you're on the list. I hope that all of you have a great year in 2019!

*You have to expect things of yourself before you can  
do them.*

- Michael Jordan

Thanks Again,

Gordy Noe, President

## Scholarship Deadline March 1st



- please go to [taphcc.com](http://taphcc.com)  
for application

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# Member News

## Upcoming Date Reminders...

March 1st: TN PHCC  
Scholarship Deadline

March 13: Day on the Hill,  
Capital Plaza, Nashville

April 24:

- TN PHCC Spring Board Meeting, State Office, Knoxville
- KAPHCC Apprentice School Graduation and Awards Banquet, Knoxville Expo Center
- Future Leaders Reception and Tools of the Trade Show, Knoxville Expo Center

April 25:

- TN PHCC Convention, Annual Meeting and Trade Show, Knoxville Expo Center
- TN PHCC Apprentice Contest

April 26: TN PHCC Golf Classic, Three Ridges Golf Course, Knoxville

May 6-8: PHCC Leadership and Legislative Conference, Washington DC

May 15: Knoxville Chapter Ride and Decide Kickoff, Central HS, Knoxville

July 19-20: TN PHCC Summer Board Meeting, Abingdon VA

September 6-7: PHCC Zone 2 Meeting, Blowing Rock NC

Oct 2-4: PHCC National CONNECT, Indianapolis, IN

October 18-19: PHCC Fall Board Meeting, Lexington, KY

## Welcome New Contractor Member:

### Marc Francis Plumbing

1019 Quality Circle  
Johnson City, TN 37615  
423-915-9260  
Contact: Marc Francis

## New Associate Members:

### Downtown Nashville Nissan

25 Vantage Way, Nashville TN 37228  
615-248-5100  
www.downtownnashvillenissan.com  
Contact: Derek Anderson, dnnfleet@gmail.com



Downtown Nashville Nissan is Tennessee's premier Nissan Dealership. Consistently the top volume dealer in the state, and a Commercial Fleet Sales Department that covers all of Tennessee and parts of the surrounding states. We are here to help keep your business rolling.

Our Commercial Department handles large accounts such as the State of Tennessee, T.W. Frierson Construction, Acme Auto Leasing, and many more. They are accurate, efficient and ready to help you find the right vehicle for the job. Some of our commercial vehicles even have "FREE" or discounted upfit options to make sure you have everything you need to get the job done. We here at Downtown Nashville Nissan welcome the opportunity to be associated with the PHCC, and look forward to serving you all.

### R1 of Middle TN, Inc.

2222 General Raines Dr., Murfreesboro, TN 37129  
615-849-7352  
www.restoration1middletennessee.com  
Contact: Jim Nephew, jim.nephew@restoration1.com



Restoration 1 of Middle Tennessee has helped many residential and commercial properties get back to normal after property damage. With a reputation for quick response, unparalleled quality, and highly-trained technicians who take defeating property damage personally. That's why when it comes to water, fire, and mold damage restoration, we bring you the top results in the industry.

At Restoration 1 of Middle Tennessee, we truly sympathize with homeowners and local businesses in our region that are facing a property disaster. We realize you have two great needs – to restore your property and to restore your life. That's why we bring you the best restoration team out there. Every one of our skilled technicians is certified by both the Institute of Inspection, Cleaning and Restoration Certification (IICRC) and the American Council for Accredited Certification (ACAC). These respected credentials help ensure our skilled techs always deliver the best results when they clean up and restore your property.

### Gastite

1116 Vaughn Parkway, Portland, TN 37148  
615-325-1103  
www.gastite.com  
Contact: Mark Harris, mharris@titeflex.com



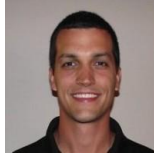
Gastite designs and manufactures flexible gas piping systems which are distributed throughout the U.S., Canada, and Europe and the manufacturing facility is located in Portland, TN. The Portland facility is also home to Gastite product engineering, customer service and business offices.

Gastite has developed three CSST product lines since 1991. The first product - Gastite yellow flexible gas piping (1995) became the most popular CSST brand in the country and the namesake for the Portland, TN company. In 2010 Gastite introduced the FlashShield Flexible gas piping system. This product line was designed to provide protection to the gas tubing from electrical arcing threats (such as lightning or fault current) that have sometime damage gas piping systems or gas equipment. This year, Gastite is introducing an upgrade to FlashShield CSST, called FlashShield+. FlashShield+ has all the safety advantages that FlashShield provided, but also adopts a design that allows for quicker fitting attachment process in the field.

# State News

## Welcome Drew Dawson, State Associate Director

Drew Dawson of Wiggs, Haun and Bohan was sworn in at the TN PHCC Board of Directors at the Winter Board Meeting. Drew is excited about serving on our Board.



Our members and friends that play in our golf tournaments know Drew and his stellar golf ability. Our President, Gordy Noe has already signed him up for the Golf Committee. Welcome Drew!

Thank you to Ferguson for sponsoring our Medical Gas Class in Knoxville last month by providing their classroom, bottled water and snacks for the students.



Thank you to Federated Insurance for sponsoring our Winter Board Meeting lunch!



### Mission Statement:

*"The Tennessee 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."*

## Scholarship Application Deadline is March 1st



Do you know a deserving student who may need a \$1000 education scholarship?

The annual TN PHCC Scholarship Awards honor and further the education of worthy students with \$1,000 per student annually. All contractor and associate members are encouraged to distribute the application at the back of this newsletter to their children, grandchildren and employees.

To be eligible for this scholarship award, the applicant must be either:

(a) the spouse, child or grandchild of a contractor or associate member, who has been a member in good standing of the TN PHCC for a minimum of one year preceding the application date, or the spouse, a child or grandchild of a deceased member who met the membership requirement; or,

(b) the spouse, child or grandchild of an employee who has been employed for a minimum of one year by a contractor who is a member of the TN PHCC.

The deadline to apply to March 1st. We hope that you will encourage your students and your employee's students to take advantage of this valuable member benefit.

We also are fortunate to offer the Richard Whillock Memorial Scholarship and our students are encouraged to apply.

*Please visit the TN PHCC website at [www.taphcc.com](http://www.taphcc.com) for a scholarship application.*

## New Associate Member (cont.):

### Crawl Space Ninja

6011 Ridan Drive, Knoxville TN 37909  
865-659-0390  
[www.crawlspaceninja.com](http://www.crawlspaceninja.com)  
Contact: Michael Church,  
[mchurch@crawlspaceninja.com](mailto:mchurch@crawlspaceninja.com)



**CrawlSpaceNINJA®**  
Crawl Space Encapsulation Experts

Crawl Space Ninja are Crawl Space Encapsulation Experts that takes a filthy, and many times dangerous, crawl space and turns it into safer and healthier environment for your customers to live with and you to work in. All plumbing, heating, and cooling professionals must enter the dreaded crawl space to fix problems and install solutions. We make the experience way better for you while fixing moisture and indoor air quality problems for your customers. We are one of the highest rated crawl space encapsulation companies on Google because we focus on customer satisfaction.

We look forward to get to know everyone involved in the Tennessee PHCC Organization. We are located in Knoxville, Johnson City, and Chattanooga with a Nashville location opening soon.

# State News

## Contractor and Associate Member of the Year Nominations due April 1st

**Know anyone that is an outstanding contractor or associate?** The criteria established for the TAPHCC Contractor/Associate Member of the Year is that the annual award will be given to an individual who has

***significantly contributed to the PHC industry and to the  
PHCC Association during the past year.***

We don't have an award winner every year, but when we do it's a testament to the dedication and volunteerism of our members. Please use the form on the following page to nominate your candidate.

### OFFICIAL NOMINATION

Nominee's Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Business Name: \_\_\_\_\_ Chapter: \_\_\_\_\_

The criteria established for the TAPHCC Contractor/Associate Member of the Year is that the annual award will be given to an individual who has significantly contributed to the PHC industry and to the PHCC Association during the past year.

Please state the reasons you are nominating this person: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Please note any achievements, contributions and/or special challenges for this nominee and please include any of the following attributes this nominee demonstrates:

1. PROFESSIONALISM - Training of personnel, programs designed to insure customer satisfaction, creative management procedures, etc.
2. MERCHANDISING SKILLS - Showroom development and utilization, journeyman selling, selling up, advertising, and public relations efforts.
3. MANAGEMENT SKILLS - Innovative management techniques and procedures.
4. TRADE INVOLVEMENT - Participation in apprentice training, industry funds, code committees and association leadership.
6. COMMUNITY SERVICE - Achievements in civic activities that enhance the public image of the PHC industry.
7. DEDICATION- Exemplary service to the industry through participation, volunteerism and/or innovation.

The TAPHCC Award Selection Committee will make the determination of the 2018 TAPHCC Award(s) from the nominations submitted. Awards will be presented at the TAPHCC Annual Meeting and Convention on April 25, 2019.

**Please fax completed nomination to: 865-531-7045 -or- Email to [taphcc@bellsouth.net](mailto:taphcc@bellsouth.net)**

Nomination submitted by:

Name: \_\_\_\_\_

Chapter: \_\_\_\_\_ Date: \_\_\_\_\_

Nominations may be submitted by any Tennessee PHCC member or the nominee. The member nominated must be a member-in-good-standing with the PHCC Association.



# State News

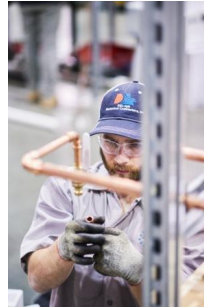
## Apprentices Needed

On April 25th as part of our Annual Events we will again be having a state-wide Apprentice Contest. The contest will start at 8am and finish at 4pm with written and performance testing.

We are looking for your awesome apprentices! We hope to have 4 plumbing and 4 HVAC students to compete for the state champion title and represent us at the PHCC National competition in Indianapolis in October. The winners, (one from each craft) will receive a plaque and a \$200 gift card to use for incidentals for the national contest. The national contest sponsors the travel, hotel and many of the meals for the apprentices in their contest.

The winners of the National PHCC contest receive thousands of dollars in tools and supplies and all of the contestants receive participation gifts.

Please let us know if you have a great apprentice!



## Exhibitors Needed

If you have a product or service that would benefit our members, please visit our website at [www.taphcc.com](http://www.taphcc.com) for an exhibitor packet. There are plenty of opportunities to showcase your company at our Annual Events, April 24-25 or at our golf tournament on April 26th.



*If I had an hour to solve a problem and my life depended on the solution, I would spend the first 55 minutes determining the proper question to ask, for once I know the proper question, I could solve the problem in less than five minutes.*

*-Albert Einstein*

## Cool Careers- Plumbing Heating Cooling HOT JOBS!

### Where are the JOBS?

- Plumbers and Heating-Ventilation and Air Conditioning Technicians are needed across the US.
- The US Dept. of Labor recently reported that most construction and mechanical contracting jobs could expect to grow by 20%-25% by 2022.
- 250,000 plumbers, HVAC technicians are needed in the next decade.

### What kind of MONEY could you make?

Apprentices (technicians in training) can earn up to \$25,000 average per year, depending on their skills, training and career path.

#### 2018 Average Wages:

Plumbers- \$27.00 per hour  
HVAC Techs- \$23.00 per hour  
([www.bls.gov](http://www.bls.gov))

### What kind of INTERESTS should I have?

- We highly recommend:
- Like to work with your hands and build things
  - Like to help people
  - Like to problem solve

### Why the TRADES?

- Great **PAY** and **BENEFITS**
- NEED**- As long as there are humans on the planet, we will need plumbers and HVAC technicians for our health and comfort
- NO COLLEGE DEBT**, work while you learn and earn money
- Cannot be **REPLACED** by a computer or technology
- Fast track to **OWNING** your own business if desired



## New Career Hand Out Developed

Two of the frequent questions we are asked when at our career booth are:

- How much do plumbers make?
- What do you have to do to be one?

The interesting part is that those questions do not just come from students but also from their parents, school counselors and teachers.

We have developed the card shown on this page, (front and back on left and right) to distribute. The card states information about pay rates, what interests you should have and why you should choose the trades. The reverse gives possible steps for the path to enter the trades.

The solution to get more people interested and working in the trades is complex and will require perseverance at all levels. We try to:

- Educate on the possibilities
- Show the path
- Counteract any negative perception
- Offer attainable goals for successful futures

Each person we talk to is a possible key to the future of the trades!

One out of every six NEW JOBS go to technical workers.

### How Do I Start Out In the Workplace?

- Start as an apprentice and learn on the job while in school and be **paid while you learn**.
- You learn from skilled instructors and textbooks and **work side-by-side** with journeymen and supervisors to learn the trade.
- Your employer usually **pays for your schooling**.



### The CAREER PATH

- Step One:** Participate in our Ride and Decide summer program, (ages 16 and up) to try out the trades, (if available in your area), while attending school.
- Step Two:** Complete high school. Taking plenty of Math and CTE courses will help your career.
- Step Three:** Get a full time job or contact our office for member employers that are hiring apprentices.
- Step Four:** Attend a registered Apprenticeship School during the evening for 4 years and graduate.
- Journeymen** are skilled workers who have completed their apprenticeship and can handle complex independent work.
- Master Plumbers and HVAC Technicians** are experts in their crafts who can handle specialty work or very involved projects. Licensing and an exam are necessary to become a Certified licensed master, but they are often their own contractors!

### Is College RIGHT for You?

Let's be realistic, going to a 4-year college is only one route of many to a profession.

- Average Student Loan Debt in 2017- \$34,000**
- Four out of five college graduates don't have jobs lined up after school.



One-third of millennials have been forced to move back in with their parents because of the lack of job opportunity.

**JOIN the TRADES!**

**Half of all college graduates do not find jobs in their college major.**

The air conditioning, heating, refrigeration and plumbing professions are about improving your life, not just about finding a job.

# Workforce Development

## Getting the Word Out

Sharing, promoting and enlightening the future generations about careers in the trade is a process. The lack of skilled, trained workers did not happen overnight and it will take years of due diligence to encourage workers to consider the trades and get them trained and in our workforce.

We are consistently expanding our reach by participating in every opportunity presented to promote our careers. In addition to middle and high school career events, we are attending school counselor training events, veteran recruiting events and state-wide CTE (Career and Technical Education) meetings and training panels.



Our newest member! Students recognize Mario from the popular video game at our booth and of course we tell them Mario is a PLUMBER!



Governor Bill Lee attended a presentation at South Doyle High School in Knoxville on CTE Programs and his new G.I.V.E initiative. The session was coordinated by Knoxville Mayor Glenn Jacobs and the Chamber of Commerce. Industry employers were included in the round table discussion and Kathy Crookshanks of member company SKMES in Knoxville participated.



## Career Promotion Events

From January until April of this year alone, we will have participated and or presented in 16 career events to promote our trades to students, parents, counselors and veterans.



Knox County Counselors Meeting in January



Metro Nashville Public Schools  
Academy Coaches Meeting In December



Presentation for the Knox County Construction,  
Transportation, & Welding Advisory Meeting  
at TCAT in Knoxville

*If you would like to be involved in presenting the trades or have a school or event in your area that you feel would be a good fit to share our benefits of plumbing and HVAC careers, please contact the State Office and we will coordinate.*



# Legislative News

## Tennessee PHCC- Day on the Hill

DATE: **Wednesday, March 13, 2019**  
LOCATION: **Cordell Hull Building, Nashville**  
TIME: **8:30am- 2:30pm**



**Your opportunity to make a difference by meeting face-to-face with your legislators to discuss topics affecting our industry !**

**Schedule:** (meeting with legislators approximate)

**8:30am** Meet at our reserved room in the Cordell Hull Building for a briefing/ schedule (continental breakfast provided).  
**9:30am** First meetings with our Legislators on Capitol Hill  
**12-1pm** Group Luncheon at the Capital  
**1-2:30pm** Second Meetings with our Legislators

Each appointment with our legislators is approx. 15 minutes. You will be given a brochure with our background, bills we support or oppose and a briefing prior to discussing the issues with legislators.

Here are some of the bills we are currently watching and may discuss depending on their movement through committees:

**HB 1064/SB 1336:** As introduced, requires contractors licensed after January 1, 2009, to complete eight hours of continuing education beginning January 1, 2020. - Amends TCA Title 4, Chapter 5 and Title 62, Chapter 6.

**SB 1000/HB 1124:** As introduced, clarifies that the board for licensing contractors must promulgate rules in accordance with the Uniform Administrative Procedures Act. - Amends TCA Title 4; Title 62 and Title 63.

**SB 0779/HB 0923:** As introduced, converts the department's construction manager/general contractor services (CM/GC) pilot program into a fully authorized project delivery method; establishes limitations for CM/GC contracts. - Amends TCA Title 54, Chapter 1.

**SB 0324/HB 0271:** As introduced, 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. - Amends TCA Title 62, Chapter 6; Title 66, Chapter 11 and Title 66, Chapter 34.

**HB 0165/SB 0178:** As introduced, 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. - Amends TCA Title 68, Chapter 221, Part 4.

**SB 1165/HB 1239:** As introduced, 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. - Amends TCA Title 4; Title 5; Title 6; Title 7; Title 8; Title 12 and Title 50.

Details: Business suit or PHCC suit jacket, comfortable dress shoes. Parking: A map of generally available parking lots will be emailed to you with your registration. Other: Please bring plenty of business cards.

COMPANY \_\_\_\_\_

ATTENDEE NAME(s) \*HOME Address and Contact Email

1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

\*We need to know your home address so we can arrange meetings with your designated state representatives ASAP  
THERE IS NO CHARGE TO PARTICIPATE IN THIS EVENT!

**FAX this form to TN PHCC at (865) 531-7045 or scan and e-mail to taphcc@bellsouth.net by March 1st**

# Convention Seminar Descriptions:

**Thursday- April 25th, Knoxville Expo Center, Knoxville**

## **Management Seminars:**

### **8am-10am      Turning Around Underperforming Staff**

Have you heard (or thought) these statements? "Motivation?!? They get a paycheck... that's motivation?" "They're professionals, they don't need motivation." "In our company... FEAR is our #1 motivator." How about this... "My people aren't producing... they need motivation."

Motivation is the most over-rated concept in management. Jennifer Goodrich will clearly define the four factors that cause productivity loss and the impact C.A.S.H. has on solving the underlying reason for under-performance.

Please think about the following before you come to class: What are common "cures" for un-motivated employees?, What's the difference between "Motivators" and "Incentives"? Also, please think about your team (staff or co-workers) and select 1-2 people who you believe are performing under their potential. We will create an improvement plan for them in class.

Jennifer Goodrich is President of Benchmark Leadership Training, a licensee of Crestcom which operates in 53 countries and >50 U.S. markets. Ms. Goodrich trains managers of leading organizations on subjects such as Multi-Generational Workplace, Emotional Intelligence, Customer Service, Time Management, Team Building, Employee Development, Organization, and Communication Effectiveness. She holds a B.A. in Economics from Clark University and an M.B.A. from University of Southern California and is currently working on her Ph.D. in Industrial and Organizational Development.

### **10am-12pm      Hot Topics in Employment Law: Discrimination, Sexual Harassment, Disability Discrimination, Background Checks and Hiring, Wage and Hour, etc.**

Mr. R. Eddie Wayland is a partner at King & Ballow and supervises the firm's litigation section. He has successfully argued before the United States Supreme court. He has represented clients in the the construction industry for over 35 years. Eddie has twice been selected Chairman of the Labor and Employment section of the Tennessee Bar Association. He was founder of the TBA Letter.

### **1pm-2pm      Business Would Be Easy if it Wasn't for All These People....(Employees)**

In this session, learn to better understand the behavior and motivations of your employees and team members and keys to maximize their productivity and engagement. You will leave this session with actionable ideas to improve your business relationships and overcome your leadership blind spots! -Jeff S McKinney (bio below)

## **Front Line Seminars:**

### **12pm-1pm      Identifying and Understanding Your Customer's Personality Styles**

In this session, learn to quickly read and understand the behavior and personality style of your customers and co-workers. Customer satisfaction and a happy workplace both depend on good communication. You will leave armed with tools to improve your business revenue and relationships!

Jeff S McKinney is a certified DISC Behavior Systems instructor and has been a top sales producer for every company he's worked for. Jeff also happens to be an introvert. From rural Mississippi beginnings to graduating top of his class in nuclear engineering to sustained success in technical sales, Jeff has learned to apply the gifts and personality strengths God provided. Jeff believes you can learn to focus YOUR strengths to maximize your productivity and success regardless of your industry, business or education. Jeff combines warm concern with a good sense of humor to make presentations fun and memorable.

### **1pm-2pm      No, It's Not Okay - Recognizing and Managing Workplace Harassment and Other Unwelcome Behaviors**

With the 360 degree news cycle on harassment cases and complaints in the media, employees are more aware than ever as to their rights and avenues for action. The number of workplace sexual harassment claims filed with the US Equal Employment Opportunity Commission spiked in 2018 since the #MeToo movement took off. Regardless of a business's services, products or size, all are now more vulnerable if not addressing problematic employee behaviors.

This session will discuss:

- Define Illegal forms of harassment
- What employers are required to do by law to prevent harassment
- How employers should respond to complaints
- Measures that employers should take to prevent harassment

SESCO Management Consultants, PHCC's preferred HR partner, is a national human resources and employee relations consulting firm located in Bristol, Tennessee and Richmond, Virginia. Contact them at 423-764-4127 or [www.sescomgt.com](http://www.sescomgt.com).



# Annual Events Schedule

**Wednesday– April 24th, TN PHCC State Office, 9041 Executive Park Drive, Knoxville**

**Spring TN PHCC Board of Directors Meeting:**

10am-3pm All are invited to attend, please RSVP, lunch will be served.

**Wednesday- April 24th, Knoxville Expo Center, 5441 Clinton Highway, Knoxville**

**Tools of the Trade Show:**

5:00-7pm: Open to all, free admission. Tools, demonstrations and technologies will be on display.

**Future PHCC Leaders Reception with Beer and Brats:**

7:00-8pm: All future leaders and managers are invited to meet and exchange ideas. (RSVP below)

**Thursday- April 25th, Knoxville Expo Center, 5441 Clinton Highway, Knoxville**

**State-wide Apprentice Contest:**

8am-4pm Support our apprentices in HVAC and Plumbing competing for a spot to enter the PHCC National Apprentice Contest in Indianapolis in October.

**Management Seminars:**

8am-10am Turning Around Underperforming Staff - Jennifer Goodrich, President and Leadership Development Expert at Crestcom

10am-12pm Hot Topics in Employment Law: Discrimination, Sexual Harassment, Disability Leave, Background Checks and Hiring, Wage & Hour Issues- Eddie Wayland, Partner of King & Ballow Law

**ANNUAL MEETING and Luncheon:**

12pm-1pm Annual Meeting, Awards and Keynote Presentation with Knoxville Mayor, Glenn Jacobs. All contractors and their employees are invited to attend. Lunch included with convention fee, pre-registration required.

**Management Seminars (cont.):**

1pm-2pm Business Would Be Easy if it Wasn't for All These People....(Employees)- Jeff S McKinney, certified DISC Behavior Systems instructor

**Front Line Seminars:**

12pm-1pm Identifying and Understanding Your Customer's Personality Styles- Jeff S McKinney, certified DISC Behavior Systems instructor, (lunch included)

1pm-2pm No, It's Not Okay - Recognizing and Managing Workplace Harassment and Other Unwelcome Behaviors - William Ford, SESCO Management Consultants

**Tools of the Trades**

**Trade Show: 2pm-7pm**

- Free Dinner for Contractors and their Employees
- Free admission and free convenient parking
- Exhibits, demonstrations and new products
- Prizes and contests
- Silent Auction and tool raffle.



**Diamond Sponsors**

**Friday- April 26th, Three Ridges Golf Club, Knoxville**

**TN PHCC Golf Classic**

8am-1pm Benefit for the Scholarship Fund with prizes, contests and awards. Sign up as an individual or team, tee sign sponsorships also available. Registration form in this newsletter.

**Event Fees:**

- Young Leaders Reception \$18pp
  - Annual Meeting (Luncheon Only) \$25pp
  - Management Seminars, Annual Meeting and Buffet Luncheon (3 seminars included) - \$150pp
  - Front Line Seminars (2 seminars included with box lunch) - \$99pp
- Registration form included in this newsletter.

# Tennessee Association Plumbing-Heating-Cooling Contractors

## 122nd Annual Events Registration Form: April 24-25, 2019



**Wednesday- April 24th, Knoxville Expo Center, 5441 Clinton Highway, Knoxville**

**Tools of the Trade Show:**

5:00-7pm: Open to all, free admission. Tools and technologies will be on display.

**Future PHCC Leaders Reception with Beer and Brats:**

7:00-8pm: All future leaders and future managers are invited to meet and exchange ideas. (RSVP below)

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**Management Seminars:**

8am-10am Turning Around Underperforming Staff - Jennifer Goodrich, President and Leadership Development Expert at Crestcom

10am-12pm Hot Topics in Employment Law: Discrimination, Sexual Harassment, Disability Leave, Background Checks and Hiring, Wage & Hour Issues- Eddie Wayland, Partner of King & Ballow Law

**ANNUAL MEETING and Luncheon:**

12pm-1pm Annual Meeting, Awards and Keynote Presentation with Knoxville Mayor, Glenn Jacobs. All contractors and their employees are invited to attend. Lunch included with convention fee, pre-registration required.

**Management Seminars (cont.):**

1pm-2pm Business Would Be Easy if it Wasn't for All These People....(Employees)- Jeff S McKinney, certified DISC Behavior Systems instructor

**Front Line Seminars:**

12pm-1pm Identifying and Understanding Your Customer's Personality Styles- Jeff S McKinney, certified DISC Behavior Systems instructor, (lunch included)

1pm-2pm No, It's Not Okay - Recognizing and Managing Workplace Harassment and Other Unwelcome Behaviors - William Ford, SESCO Management Consultants

**Tools of the Trades**

**2pm-7pm: Trade Show**

- Free Dinner for Contractors and their Employees.
- Free admission and free convenient parking.
- Exhibits, demonstrations and new products.
- Prizes and contests.



**Diamond Sponsors**

Luncheon and Seminars are included in the Convention fee. Pre-registration required for Annual Meeting, Luncheon and Convention Seminars

Name	Young Leaders Reception \$18pp	Annual Meeting, Luncheon & Convention Seminars		Annual Meeting Luncheon Only \$25pp
		Management Seminars 3 included- \$150pp (lunch included)	Front Line Seminars 2 included- \$99 (lunch included)	

**Free Catered Lunch Contest:** Order trade show contest entry tickets **before April 1<sup>st</sup>** (maximum 10 per company) and give them to your employees to turn in at a trade show booth and enter to win a free catered lunch for up to 30 employees at your company location (members only). A random drawing will be held to determine the winner. Winner must use free catered lunch by 5/15, value up to \$500, catering arranged by TN PHCC.

Number of Catered Lunch Entry Tickets Requested:

Company Name: \_\_\_\_\_

Contact Email: \_\_\_\_\_

Checks payable to TAPHCC, 9041 Executive Park Dr. Suite 220, Knoxville, TN 37923 865-531-7422 Fax: 865-531-7045 taphcc@bellsouth.net  
TAPHCC Members can be invoiced, non-members please include payment with registration.

Credit Card Payments circle: MasterCard Visa Amex (NOTE: A 3.5% credit card processing fee will be charged.)

Name on Card: \_\_\_\_\_ Card # \_\_\_\_\_

Exp. Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Code: \_\_\_\_ Card Zip Code: \_\_\_\_\_ Sign: \_\_\_\_\_

# TAPHCC 27th Annual Danny Burnette Golf Classic

## To Benefit the TAPHCC Scholarship Fund

### Friday- April 26, 2019

Three Ridges Golf Course  
6101 Wise Springs Rd, Knoxville  
865-687-4797



**Prizes, Contests, Awards!**

**TIME:** Sign in between 7:15 - 7:45am EST with Shotgun Start @ 8:00am

**FEES:**

**\$155 per player**

**\$260 single player with tee sponsor**

**sign-** One player *plus Tee Sign for your company*

**\$550 per four person team**

**\$700 golf foursome with tee sponsor**

**sign-** Four person team *plus Tee Sign for your company*

**\$150 tee sign sponsor-** Tee Sign only, no players



**COURSE:**

**Three Ridges Golf Course** is one of Knoxville's premier public golf facilities. Set in the shadows of the Great Smoky Mountains, the course challenges golfers of all skill levels. You are sure to enjoy a great day of golf amid spectacular scenery.

*Named one of Golf Digest's "Best Places To Play"*

Three Ridges was designed by Ault, Clark and Associates. It features smooth bentgrass greens, Bermuda tees and fairways, and 63 strategically placed bunkers. Three Ridges hosts numerous charitable and corporate events including the Knox County Amateur Championship.

In addition, it was the host course for the 2014 and 2015 National Golf Association (NGA) Tournament.



Limited to First 100 players- Advance registration & payment required.

**JOIN US FOR A DAY OF GOLF, FUN & FELLOWSHIP!**

*Thank you for your support of the TAPHCC scholarship programs from the Golf Committee!*

You may sign up as an individual, partner or team. Golf Chairman will pair up single and double players. If you do not have your team member names, you may print "TBD" below.

Golfer 1: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 2: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 3: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 4: \_\_\_\_\_ Company: \_\_\_\_\_

Tee Sign Only: ☐

Total Registration Fee enclosed from table above: \$ \_\_\_\_\_

Return completed form with your payment to: TAPHCC, 9041 Executive Park Dr., Ste 220, Knoxville, TN 37923  
or call the office with your credit card payment (3.5% handling charge) 865-531-7422. Fax number: 865-531-7045

Please contact me about sponsorship opportunities for the Tournament: ☐

Company: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Date: \_\_\_\_\_

Name on Tee Sponsor Sign (if different than name above): \_\_\_\_\_

Contributions to the Tennessee Association of Plumbing-Heating-Cooling Contractors are not deductible as charitable contributions for federal income tax purposes. Contributions may, however, be deductible as business expenses.



# Business News

## The Future of Plumbing and Drain Cleaning

**With an aging labor force, the plumbing and drain cleaning industry faces new challenges attracting a young audience**  
- MyTana Manufacturing, Blog- Plumber Magazine

The young people aging into the workforce are causing quite a stir. Commentators love to write off Generation Y, or millennials, (born approximately 1980 through the mid-1990s) and Generation Z (born roughly between 1996 and 2013) as unreliable and lazy. But while there are a few bad apples in any group, it's not a label that should be applied to entire generations.

These traits can be found in people from every generation. Millennials' length of time at a job is no shorter than Gen X-ers when they were entering the workforce, according to a Pew Research [study](#). The tendency to "job hop" is not a problem with the people born during a certain decade — it's an age-group flaw. But it is true that these up-and-coming generations are changing the workforce. For the trade industry, these changes can be jarring.

### Industry concerns

There's a lot of pressure on aging plumbers and drain cleaners who are the best in their field, but who also hope to retire soon. In 2012, [it was reported](#) that "53 percent of skilled-trade workers in the U.S. were 45 years and older, and 18.6 percent were between the ages of 55 and 64." At WWETT 2016, the [Plumbers vs. Technicians: The Slow Decline of Tradesman](#) presentation estimated the average age of a master plumber is 58 years old. These industry pros have a wealth of knowledge that needs to be passed down, and there are not enough newcomers to replace them once they've retired. They aren't the only ones who should be stressed about the possibility of a plumber and drain cleaner shortage though. Everyone should be concerned about the long-term impact of their absence on health, hygiene and building safety.

Part of why young people aren't pursuing a career in plumbing or drain cleaning is because these jobs simply aren't on their radar. While most secondary schools have Career and Technical Education (CTE) programs, the [National Center for Education Statistics](#) determined that from 1990 to 2009 student interests shifted to communications and health care jobs. CTE programs began offering more opportunities in these fields, often neglecting construction, repair and manufacturing as a result. Recent analysis reinforces the downward trend with apprenticeships and pre-apprenticeship programs ranking as some of the least offered work-based learning programs available to students. So it's no surprise when plumbing and drain cleaning veterans get frustrated that those entering the field are coming in with little to no experience. But instead of complaining about this reality, clear, positive messaging from the industry that millennials and Gen Z-ers are wanted- and will be trained and supported - will help make them want to stay.

*These generations want to provide value; they feel the need to be socially responsible and often pursue careers where they feel they can make a difference.*

### Moving forward

Appealing to younger demographics requires helping them connect the dots between their skills, interests and goals and what the industry can offer them. Waste no time comparing their differences to current plumbers and drain cleaners and leave generational stereotypes at the door. Millennials and Gen Z-ers are techy, so cross-training on different machines and types of work will keep them learning and engaged. They might contribute solutions to improve efficiency that wouldn't be spotted by industry veterans. While their suggestions can sometimes appear to be critiques or a question of authority, this is not usually the case. These generations want to provide value; they [feel the need to be socially responsible](#) and often pursue careers where they feel

they can make a difference. Service trades like plumbing and drain cleaning can fulfill these desires. The ticket is to align plumbing and drain cleaning careers with the millennial and Gen Z core values.

Getting young people interested in the opportunities available to them within plumbing and drain cleaning doesn't have to be difficult, but the current messaging does have to change. Overcoming generational differences must come from both sides and won't happen overnight. The age-gap issue isn't new to the industry, and those entering the workforce now certainly aren't at fault. Going forward, introducing people to the field at an early age will help. Training and mentoring programs are also incredibly important. The best actions current plumbers and drain cleaners can take are to welcome newcomers and be advocates for this industry.



*Part of why young people aren't pursuing a career in plumbing or drain cleaning is because these jobs simply aren't on their radar.*

# Business News

## OSHA's Top 10 Violations of 2018

### No. 1: Fall Protection

As it has for the last several years, Fall Protection retains its No. 1 position on the list. These violations are associated with the Fall Protection rules of OSHA 1926.501, which sets forth requirements for employers to provide fall protection systems for its employees. **Unfortunately, this category posted 1,648 more incidents than last year. There were a total of 7,720 violations issued in this category.**



### No. 2: Hazardous Communication

Again this year, Hazard Communication remained in the No. 2 position. The purpose of this group of rules is to ensure the hazards of all chemicals produced or imported are classified — and that information concerning the classified hazards is properly transmitted to employers and employees. The requirements of 1910.1200 are consistent with the provisions of the United Nations Globally Harmonized System of Classification and Labeling of Chemicals (GHS), Revision 3. This category posted 376 more incidents than last year. There were a total of 4,552 violations issued in this category.

### No. 3: Scaffolding

Violations related to Scaffolding use are still widespread across many industries. It's important to note that the rules of 1926.451 do not apply to aerial lifts — the criteria for which are set out exclusively in 1926.453. The bad news here is that this year's total number of violations was 48 more than last year in this category. There were a total of 3,336 violations issued in this category.

### No. 4: Respiratory Protection

The rules of 1910.134, which focus on Respiratory Protection, apply to General Industry (part 1910), Shipyards (part 1915), Marine Terminals (part 1917), Longshoring (part 1918), and Construction (part 1926). Violations associated with respiratory protection requirements apply to many different trades in the construction industry as well as plant/facility workers. There were 21 more violations issued in this category this year compared to last year. Overall, there were 3,118 violations issued in this category.

### No. 5: Lockout/Tagout

Lockout/Tagout rules are vitally important for many different types of employees. Standard 1910.147 establishes minimum performance requirements for the control of such hazardous energy. This standard covers the servicing and maintenance of machines and equipment in which the unexpected energization or startup of the machines or equipment — or release of stored energy — could harm employees. There were 67 more incidents reported in this category as compared to last year. There were a total of 2,944 violations issued in this category.

### No. 6: Ladders

Section 1926.1053 applies to all Ladders, including job-made ladders. These rules apply to many different plants/facilities as well as all types of construction sites. Unfortunately, there were 571 more violations issued in this category this year, as compared to last year's listing. There were a total of 2,812 violations issued in this category.

### No. 7: Powered Industrial Trucks

Although violations associated with Powered Industrial Trucks don't often come to mind when thinking about electrical work, OSHA issues a lot of citations in this area. Section 1910.178 contains safety requirements relating to fire protection, design, maintenance, and use of fork trucks, tractors, platform lift trucks, motorized hand trucks, and other specialized industrial trucks powered by electric motors or internal combustion engines. The number of violations in this category went up by 132 over last year. There were a total of 2,294 violations issued in this category.

### No. 8: Fall Protection — Training Requirements

Section 1926.503 focuses on Fall Protection – Training Requirements. The employer shall provide a training program for each employee who might be exposed to fall hazards. The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to be followed in order to minimize these hazards. There were a total of 1,982 violations issued in this category, which is 459 more than last year.

### No. 9: Machine Guarding

As noted in 1910.212, one or more methods of Machine Guarding shall be provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks. Examples of guarding methods include barrier guards, two-hand tripping devices, and electronic safety devices. This category saw an increase of 39 violations this year. There were a total of 1,972 violations issued in this category.

### No. 10: Personal Protective and Lifesaving Equipment — Eye and Face Protection

This violation category is new to the top 10 list this year. Section 1926.102 focuses on Eye and Face Protection. The employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation. There were a total of 1,536 violations issued in this category.

Source URL: <https://www.contractormag.com/codes/osha-s-top-10-violations-2018>

# Business News

## 2018 Construction Craft Salary Survey

Skilled craft professionals continue to earn high wages, according to NCCER's 2018 Construction Craft Salary Survey. More than 130 industrial and commercial construction companies across the U.S., representing over 350,000 employees, participated in the survey. The individual craft areas reported provide average annual salaries, not including overtime, per diem, bonuses or other incentives.

Of the 32 construction positions surveyed, average annual salaries ranged from \$47,700 to \$92,500. Project supervisors and program managers topped the list, earning over \$88,000 and \$92,500 respectively. Professions earning more than \$65,000 include boilermaker, mobile crane operator, tower crane operator, millwright, industrial electrician, power line worker, pipe welder, instrumentation technician and combo welder. Additionally, seven more craft areas made more than \$60,000 per

*The most significant pay increase was HVAC technician, up 20 percent from previous years, with sheet metal worker a close second at an 18 percent increase.*

year. The most significant pay increase was HVAC technician, up 20 percent from previous years, with sheet metal worker a close second at an 18 percent increase. Since many craft professionals receive additional pay incentives, their take-home pay is typically much greater than these incomes reflected.

This survey is one of many resources NCCER and its Build Your Future initiative offer to promote construction careers and help build a pipeline of qualified craft professionals. Complete results are available at [nccer.org/research](http://nccer.org/research). The organizations that take part in NCCER's survey do so voluntarily, and all specific company information remains confidential. Only positions which received enough responses to calculate a valid average are included.

**About NCCER**—NCCER is a not-for-profit 501(c)(3) education foundation created by the construction industry to develop standardized curriculum with portable credentials and to help address the skilled construction workforce shortage. NCCER is recognized by the industry as the training, assessment, certification and career development standard for the construction and maintenance craft professional. For more information, visit [nccer.org](http://nccer.org) or contact NCCER customer service at 888.622.3720.



*Site Selection magazine recently recognized Tennessee's efforts to support a steady pipeline of educated Tennesseans to meet the needs of companies throughout the state.*

*The trade publication ranked Tennessee No. 1 in the South Central region for its workforce development programs.*



## 2019 Federal Mileage Reimbursement

The Internal Revenue Service has issued the 2019 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

As of Jan. 1, 2019, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) is:

- 58 cents per mile driven for business use, up 3.5 cents from the rate for 2018,
- 20 cents per mile driven for medical or moving purposes, up 2 cents from the rate for 2018, and 14 cents per mile driven in service of charitable organizations.

The business mileage rate increased 3.5 cents for business travel driven and 2 cents for medical and certain moving expense from the rates for 2018. The charitable rate is set by statute and remains unchanged.

*It is important to note that under the Tax Cuts and Jobs Act, taxpayers cannot claim a miscellaneous itemized deduction for unreimbursed employee travel expenses..*



# Business News

## Governor Bill Lee Proposes Lottery-funded Plan to Boost Vocational, Tech Training for Tennessee High School Students - *Times Free Press*

Gov. Bill Lee's first legislative proposal calls for generating more public-private partnerships for his goal to create more vocational and technical training opportunities for Tennessee high school students.



### **And he's proposing to use Tennessee Education Lottery revenues to pay for it.**

The new governor on Tuesday unveiled his proposal, dubbed the "Governor's Investment in Vocational Education," or GIVE, program. It seeks to boost access for high school students interested in dual-enrollment technical courses offered by state community colleges and Tennessee Colleges of Applied Technology (TCATs).

Lee, a businessman who owns a construction and building services company, campaigned for office last year pledging to boost career and technical training for high school students who may have little interest in attending four-year universities and colleges. "We believe GIVE is a key step for the future of our kids and ensuring we can fill the jobs of tomorrow," Lee said in a statement. The GIVE initiative is described by the governor's office as a "two-pronged approach" that uses regional partnerships to develop work-based learning and apprenticeship opportunities. It would support regional partnerships among schools, industry and technical colleges.

Lee also wants to double the number of state-paid, dual-credit vocational or technical classes that high schoolers can take at community and technical colleges from two to four classes.

The governor said in a news release he thinks the proposal will prove "transformational for Tennesseans and the future of our state. We have the opportunity to help students discover quality career paths and gain skills that are needed right now in the workforce by emphasizing career and technical education."

How much money is needed remains unclear. Lee later told reporters that won't be revealed until he presents his proposed 2019-2020 budget to the General Assembly.

"We know the numbers, but the process is that we have to present that budget to the Legislature," Lee told reporters, later noting, "we have to let the legislature see it. There are [lottery] proceeds that will be sufficient to fund the additional" funding for the dual credit programs.

The annual spending plan will be released publicly when he makes his first State of the State address to lawmakers on March 4. According to the governor's office, the program would enable communities to have funding and flexibility to build programs that best reflect local needs. They would work directly with private industry to structure programming.

"With GIVE, there is now a framework in place to partner with the private sector in addressing gaps in our workforce," Lee stated. "This initiative also puts students in charge of their future by preparing them for a good job right out of high school."

### **Two grant programs will fund the initiative: GIVE Community Grants and GIVE Student Grants.**

Using the existing framework of the state's Labor Education Alignment Program (LEAP), the governor says he will recommend new funding to support work-based learning through GIVE Community Grants.

"It is time to make sure education in Tennessee embraces multiple pathways to success," Lee said. "We believe GIVE is a key step for the future of our kids and ensuring we can fill the jobs of tomorrow."

The competitive grants will go to regional partnerships among Tennessee Colleges of Applied Technology (TCATs), industry and schools. Emphasis will be on work-based learning and apprenticeships, as well as "market-driven" dual-credit opportunities and expansion of "industry-informed" career and technical educational offerings at local high schools.

Contact Andy Sher at [asher@timesfreepress.com](mailto:asher@timesfreepress.com) or 615-255-0550. Follow on Twitter @AndySher1.

## The TAPHCC Newslink

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

If a man empties his purse into his head, no man can take it  
away from him. An investment in knowledge always pays  
the best interest.  
*-Benjamin Franklin*

# STATE ASSOCIATE MEMBERS SUPPORTING PHCC

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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](mailto: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