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# The TN PHCC Newslink

Fall 2022



**Annual Event Coverage Inside**



**INSIDE THIS ISSUE:**

**Member News** 2-5

**Annual Events** 6-11

**CONNECT  
Information** 12

**National News** 13

**KAPHCC  
Apprentice  
School** 14-15

**Right-to-Work  
Amendment** 16-17

**Business News** 18-19

**Associate  
Members** 20

**Mark Your Calendar  
and SAVE the Date!**

**November 18th**

**5pm- Annual Meeting  
followed by dinner  
and celebration at  
The Lighthouse  
Knoxville**



# Member News

## Upcoming Date Reminders...

October 5 to 7- PHCC National Convention CONNECT in Charlotte, NC

October 7- TN PHCC Fall Board Meeting, The Westin Hotel, Charlotte, NC

November 8- State and Federal Election Day

November 18- Tennessee PHCC 125th Anniversary Celebration, The Lighthouse, Knoxville TN

*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."*

## 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 TN PHCC Association?



**Make excellence recognized!**

**Nominations are due by October 15th to the State Office. This year(s) winners will be announced during the 125th convention on November 18th.**

## Welcome New Contractor Members:

### Chattanooga Plumbing Inc.

PO Box 4098  
Chattanooga, TN 37405  
615-824-6878  
Contact: Chris Bingham

### Three Brothers Mechanical Inc.

121 Commerce Dr.  
Hendersonville, TN 37075  
615-824-6878  
Contact: Robert Perry

## Welcome New Associate Members:

### AtWork Knoxville

6700 Baum Dr., Ste 25, Knoxville, TN 37919  
865-444-3530  
Contact: Taylor Travis  
ttravis@atwork.com, www.atworkknox.com



AtWork is a full service staffing company headquartered in Knoxville. Expanding our flag ship network, we have launched a Skilled Trades division under the direction of our Division President, who has launched two other services of the same focus. Our team works to source talented and quality professionals to align with the open positions of our local partners. Our focus is to provide quality- in our talent and service. Our Recruiters continually build a pool of candidates that are actively seeking career opportunities in their field, allowing us to quickly source for your needs.

Though our structure greatly supports a temporary to permanent employment service, we have also adapted our Skilled Trades division to support temporary project labor. Entailed in our service is the sourcing, pre-screening, and preparation of employees that can be contracted to work with your company. We cover drug screens, background checks, workers compensation, and payroll taxes for all associates.

### SCW Inc.

6235 Atlantic Blvd.  
Norcross, GA 30071  
770-447-1227  
www.scwsales.com  
Contact: Mike Fair, Mike.Fair@scwsales.com

SCW is based in Norcross, GA., and traces its roots to 1931.

We've proven since then to facilitate a curated, custom experience in the plumbing industry. SCW warehouses several of our manufacturers' product lines in our 20,000-square-foot facility for rapid delivery within our territory in Georgia, East Tennessee, and South Carolina. Our dedicated sales team connects you with the best possible products for your projects.

SCW carries on the legacy of the Spotswood organization, which was established in 1931 and is one of the nation's most respected manufacturer representatives. In 1981, Chris Cotton and Joe Welsh created Cotton & Welsh, Inc. with a philosophy of integrity and excellence for both its customers and manufacturers. In 2013, these two outstanding agencies combined forces to create SCW and carried on the legacy by maintaining enduring relationships with many manufacturers. We work to provide clients new and old with the highest level of expertise.



# State Chapter News

## TN PHCC Announces New President

Scott Robinson was sworn in as the President of the Tennessee PHCC at the Spring Board Meeting. In 1984, Scott's Plumbing of Knoxville, joined the PHCC and Scott is a true testament to the value of membership and to the apprentice school, just ask him. Scott had been a previous TN PHCC president from 2000 until 2002 and also has served as president of the local Knoxville Chapter. Scott was awarded TN PHCC Contractor of the Year in 2007 and 2018.

An interview with Scott:

### How did you get started in your business?

*I married a plumber's daughter and I worked for my father-in-law for three months before I went back to college. I realized I enjoyed putting things together.*

### What do you enjoy most about the business?

*I like solving problems, designing systems and making customers pleased with our work. We provide a valuable service to society on many levels, health and access to clean water to name just a few.*

### What drives you to achieve success?

*I am not sure that I was ever motivated by being "very successful." I wanted to provide for my family and be able to stay in my community. If I am successful, it's just from wanting to be good at what I do for a living and have some high ethical standards.*

### What advice would you give someone just starting in the industry?

1. Learn all the technical things you need to know.
2. Treat others the way you want to be treated.

### Your business has been involved in the PHCC for almost 40 years, what are your early memories of the PHCC?

*What I remember about my first Knoxville Chapter meeting was that there were companies represented at the meeting that were some of the largest and best businesses in our industry. I knew that I could benefit from their experiences. I was welcomed as a friendly competitor, that was memorable.*

### What do you think is the most valuable asset of PHCC membership?

*I think the comradery that we have as friendly competitors is invaluable. I have learned a lot about business from my competitors and being able to consult and discuss our business has been very helpful to me.*

### What will be your main focus this year as President?

*I want to work on our membership and try to help other contractors experience the value of association.*

### What will be your biggest challenge?

*Convincing other contractors that there is a lot one can learn from having collegiality with other contractors and keeping PHCC a priority for our members.*

We are thankful and appreciative of Gordy Noe, our past President for an unprecedented four year term. Gordy continued his leadership during COVID as the world was involved in an extraordinary situation and offered support with his encouragement and stability. He has assumed the role of Chairman of the Board and will continue to work with the association, especially with the Ride and Decide program and the apprentice school.

**Thank you Gordy for  
your Leadership!**

Current Chairman of the Board, Gordy Noe with President Scott Robinson and Darrie Robinson, Scott's wife





# The Next Generation

## Working the Goal

If you ask any member of our Association, "What is your biggest concern for your business?" The answer resoundingly is, "the availability of a trained workforce now and in the future." The Board of Directors of the Tennessee PHCC has taken strides in the past few years to address those issues and promote the trades and training.

For the current workforce, we have taken over the administration of the KAPHCC Apprentice School and instituted a state wide online apprentice program.

For the future workforce we have promoted and executed the Ride and Decide Program and are very active in career fairs at schools and agencies. This fall we are also looking into career activities for clubs and organizations that have regular exposure to students that have not yet made their career plans and most likely have no idea what great careers are available in the trades.

If you understand the need and the goal and would like to help out with any of our career programs, please contact the state office. Many times, a person who can tell their career story sparks interest for a career path.



Training and certifying four new instructors



## Ride and Decide

The Ride and Decide Program for 2022 officially kicked off on May 18 with employers and students meeting at Central High School in Knoxville.



The highly successful program celebrated its seventh year and this year had the highest number of students placed in full-time year round positions, many after "trying out a trade" the first month of the program.



Gordy Noe (pictured left), founder of the program, spoke to the parents and the students about how the program offers future career decision benefits.

On July 25th, employers and students met during the Knoxville Chapter meeting to complete the program and discuss the students' goals. Please consider the 2023 program.



# Member News

## 2022 Scholarship Awards from the Tennessee PHCC

The TN PHCC Scholarships are presented annually and funded by the Tennessee PHCC Danny Burnette Golf Classic, which was held in May at Egwani Farms in Rockford.

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.



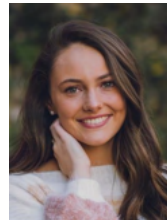
**Brandon Jacoby**, Knoxville, is the son of Bill and Jennifer Jacoby. Bill is the Vice President of Hobbs and Associates in Knoxville. Brandon is graduating from Virginia Tech with a degree in Industrial Systems and Engineering.



**Catherine Noelle Page**, of Hendersonville, is the daughter of Tim and Leslie Page. Tim works for Ivey Mechanical in Gallatin as an Engineer. Noelle is a junior at the University of Tennessee, Knoxville and is pursuing a degree in Architecture.



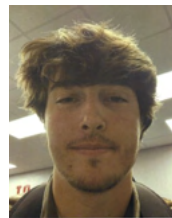
**Derek Jacoby**, Knoxville, is the son of Bill and Jennifer Jacoby. Bill is the Vice President of Hobbs and Associates in Knoxville. Derek just completed his freshman year at Baylor University and is a University Scholar.



**Dannah Persinger**, of Jonesborough, is the daughter of Danny and Leslie Persinger. Danny is the EHS Director and Leslie is the Office Manager at Nor-Well Company in Jonesborough. Dannah has finished her freshman year at the University of Virginia at Wise and has not yet decided her major.



**Lauren Jacoby**, of Knoxville, is the daughter of Bill and Jennifer Jacoby. Bill is the Vice President of Hobbs & Assoc. in Knoxville. Lauren has completed her junior year at the University of Tennessee, Knoxville and her major is Supply Chain Management.



**Andrew Sims**, of Chapel Hill, is the son of Brad and Lindy Sims. Brad is the Director of Operations for Lee Company. Andrew started his freshman year and is attending Austin Peay State and is studying Finance. Andrew has also received a baseball scholarship from Austin Peay.



**Olivia Lawrence** of Knoxville, is the daughter of Richard and Christie Lawrence. Richard is a pipe fitter at McMahan Mechanical in Knoxville. Olivia is studying Biology at Lincoln Memorial University.

**Congratulations to the Scholars!**



## A Big Thank You!

To our associate- Coastal Supply. We asked members to take a picture of our Tailgate Expo promo tent on their counter and Coastal Supply never fails to support the association. Thank you David Kennedy and Eddie Jones!

(left) Eric Snoderly, Fiodar Kukharau, James Schafer, Corey Hickman, Todd Byers.

(right) V.P. David Kennedy





# Tailgate Expo

## 124th Annual Tailgate Trade Show

On Thursday, May 12, at the Knoxville Expo Center parking area, the TN PHCC held their first tailgate expo. The event was held on a beautiful, cloudless, warm day in a relaxed, casual and fun atmosphere. There was a BBQ lunch available and those BBQ smells were wafting through the parking lot for our contractors while they were discussing new products and services. Typical Tennessee version of a great afternoon!

The exhibitors and attendees alike seemed to enjoy the new format and there was entertainment with a balloonist and corn hole at the event.

A big thank you to Donna Johnston and Engert Mechanical for assisting our parking and set up with their volunteers. Thank you to Gordy Noe and Pioneer Heating & Air for taking care of the trailer and the tents for the food. Also, thank you to PHCC of Georgia and Ellen Whitaker, their Executive Director for sharing the tailgate idea that she came up with during the social distancing of covid, it's a winner!

(continued)





# Tailgate Expo (cont.)

## Pictures from the Tailgate Expo



It's Our Business to Protect Yours  
**FEDERATED**  
 INSURANCE<sup>®</sup>  
 ELITE

*Thank you*  
 2022 Sponsors



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 PIPE & SUPPLY<sup>INC.</sup>  
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# Apprentice Contest

## Tennessee PHCC State Apprentice Contest:

On May 12th during the Tailgate Expo in Knoxville, the state-wide Apprentice Contests were held. Three contestants competed in the plumbing contest and three in the HVAC contest. The day long competitions included a written contest and a variety of technical and hands-on performance tasks.



The judges for the competition are industry professionals who volunteered their time to assist in the competition. They were: Jeremy Gregg, Jason Alexander, Leon Archer and Ben Gorham, (picture left, Jason Wright not shown). Thank you judges, you did a great job!

The contestants for HVAC were:

Joseph Bean- Engert Mechanical  
Troy Bryant- Pioneer Heating & Air  
Zach York- Interstate Mechanical

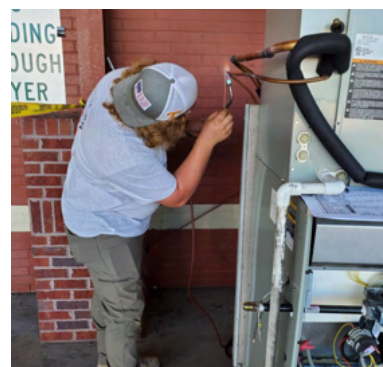
The contestants for Plumbing were:

Kyle Cole- Quality Plumbing & Mechanical  
Xavier Credle- Scott's Plumbing  
Joe Hargis- Del Air Mechanical



The winners are announced on the next page and we gladly thank and appreciate our contest organizers:

Rick Pittser and Dwayne Miller of Quality Plumbing and Mechanical, Gordy Noe of Pioneer Heating & Air and Jeremy Gregg of Trane.





# Apprentice Contest (cont.)



## Tennessee PHCC State Apprentice Contest

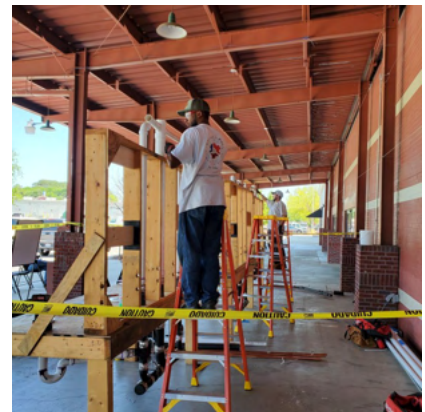
The winners are:

**Zach York of Interstate Mechanical**  
(left picture) and  
**Kyle Cole of Quality Plumbing & Mechanical**  
(on right)

We are grateful to the contestants' employers for allowing them to compete in the contest and supporting their efforts. This year we are sending the top 2 apprentices from the HVAC and Plumbing contests to the national PHCC contest in Charlotte on October 4-7. The results were so close, we registered all four to compete. If you are attending the national convention, please stop by the contest and cheer on your state winners!

Thank you to our generous  
Apprentice Contest prize  
sponsors:

**Milwaukee Tool**  
**DeWalt Tool**





# TN PHCC Golf Classic

## Tennessee PHCC Danny Burnette Golf Classic

On a gorgeous sunny day, the 29th Annual Tennessee PHCC Danny Burnette Golf Classic was held on May 11th at Egwani Farms Golf Club in Rockford. The course was in outstanding shape and 14 teams battled it out on the par 72, 6708 yard course. The golf tournament benefits the TN PHCC scholarship program.

The teams competed in a 4-man scramble tournament and prizes were awarded for first, second and third place in each of 2 flights. There were also contests held on and off the course including putting, closest to the pin and longest drive.

### The Results:

#### FIRST flight:

**1st Place- Engert Mechanical Team:** Josh Hartert, Todd Sanzo, Sydney Thomas, Dean Thomas

**2nd Place- HVAC Inc. Team:** Keith Rhymer, Mark Clevinger, Brett Harris, Jason Reagan

**3rd Place- TIS Insurance:** Stuart Oakes, Kelly Thomas, Brad Starkey, Jay Werner

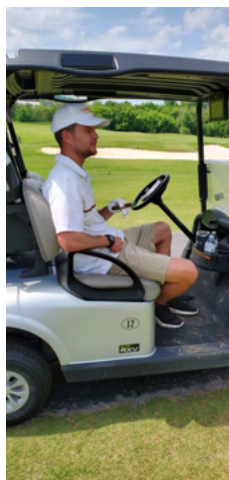
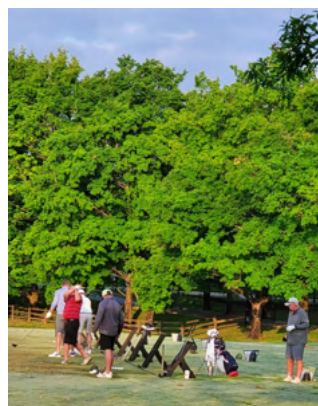
#### SECOND flight:

**1st Place- Quality Plumbing & Mechanical:** Rick Pittser, Matthew Pittser, JJ Allen, Justin Ward

**2nd Place- Ferguson Team:** Ben McClanahan, John Gregory, Hunter Carmichael, Dahl Gosnell

**3rd Place- Pioneer Heating & Air:** Hunter Bowlin, Bradley Johnson, Jim Keidrowski, Mike Conley

*(continued on next page)*



### A big thank you to our tee sign sponsors:

Mid America Marketing, GOSS Professional Torch Equipment, WHB Sales, Kenny Pipe, Federated Insurance, Coastal Supply, TIS Insurance, Ferguson, Hobbs & Associates, Viega, Quality Plumbing & Mechanical and Engert Mechanical





# TN PHCC Golf Classic

## TN PHCC Danny Burnette Golf Classic Results (cont.)

**Putting Contest:** Mark Sanders

**Worst Putter:** John Dundon

**Closest to the Pin:** Brad Starkey

**Longest Drive:** Sydney Thomas



*Thank you to our event sponsor:*



*Our Prize sponsor:*

Breeding Insulation Knoxville

*and our Hole-in-One sponsor:*

Freeland Chevrolet



Sydney Thomas- Longest Drive Winner



1st Flight- First Place: Engert Mechanical



2nd Flight- First Place: Quality Plumbing & Mechanical



*Thank you to the golfers for your support of the TN PHCC Scholarship program!*





# National News

## If you have ever thought about attending a National PHCC Convention- CONNECT, this is the year!

Reasons to attend: Charlotte is under a 4 hour drive from East TN and a half day's drive from other areas. Your Board of Directors will be meeting in Charlotte on Friday, Oct. 7th, it will be a great time to attend a board meeting. There are four apprentice contestants from Tennessee in the national contest held during the convention who need your support! We will have a Tennessee group dinner on Thursday evening, please join us. You can sit with your state members at the national awards luncheon on Friday as we hopefully earn an award or two. And finally, get some great stuff and save money on products and services with the trade show specials and incentives. The convention is fun *and* educational, a win-win for you and your business!

# PHCC CONNECT 2022

## Constructive Collaboration



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October 5-7, 2022 • The Westin Charlotte and Charlotte Convention Center • Charlotte, North Carolina

### It's time to...

- Experience 20+ in-depth educational sessions offering proven solutions to take your business to the next level.
- Learn how "constructive collaboration" is critical for the keynote speakers, the Our Motorsports team.
- Access insider know—how from a popular industry panel.
- Explore emerging markets in an intimate Product & Technology Showcase.
- Learn and share proven best practices for success.
- Watch the future of the industry compete in national apprentice contests.
- Explore "Glory Road" during the closing event at the NASCAR Hall of Fame.
- Access show specials and incentives for the products your customers request and services that will improve your business's productivity and profitability.



### KEYNOTE PRESENTATION

**"ADVANCING TO THE FINISH LINE"**  
The Our Motorsports Team Leaders  
Team Owner **Chris Our**, Co-Owner  
#02 Car **Mary Our**, and General  
Manager **Kevin Cope**

REGISTER  
NOW!

There are Daily and Trade Show  
Only passes available at

[phccweb.org/connect](https://phccweb.org/connect)



# National News

## Inflation Reduction Act: The Tradeoffs Aren't Worth It

-Mark Valentini, PHCC Director of Legislative Affairs, August 18, 2022

**On August 11, 2022, the PHCC National Board of Directors voted to oppose the Inflation Reduction Act (IRA), the watered-down version of the Build Back Better plan.**

Nonetheless, the House of Representatives voted to approve the bill with a 220-207 partisan vote, after the Senate approved the bill on a 51-50 vote with Vice President Kamala Harris casting the tie-breaking vote. The President is signed the bill on August 16.

PHCC legislative staff is looking through the 700+ page bill to understand its full impact on contractors. Below is what has been learned about the pros and cons of this bill thus far.

What we like:

- There are tax incentives for contractors that perform work improving the energy efficiency of their customers' homes and businesses, and tax credits have been increased for homeowners and business owners that invest in energy-efficient HVAC systems.
- Restrictions that limited those tax benefits only to those consumers that hired a contractor that uses apprentices and pays prevailing wage have been lifted, meaning customers can hire any qualified contractor to perform the work and be able to claim it on their tax returns.
- It intends to streamline the permitting process for oil and gas exploration, which means Americans can theoretically start leveraging more American resources to reduce our dependence on foreign oil and reduce energy costs.

Upon the President's signage, PHCC will keep you up to speed on how you and your customers can take advantage of these tax incentives. PHCC does not offer tax advice and you are highly encouraged to consult with a tax professional.

Tradeoffs that did not make this legislation worthy of our support:

- There are over \$6 billion in taxes on natural gas exploration, and financial incentives for state governments and utilities to initiate or expedite plans to decarbonize their economies. In short, natural gas will become more expensive and Washington has promised state governments will save money by moving quickly to ban natural gas. Ratepayers' gas bills will increase.
- Tax incentives for consumers who get a new furnace or A/C unit are much more heavily weighted towards those who seek to fully electrify their homes. This means the legislation picks winners and losers. The consumers who get the full tax benefits of improving their homes' efficiency are those who have the means to electrify their homes. Consumers that swap out their old HVAC system for a gas-fired system or electric resistance heat system, even if those systems meet efficiency requirements, will get a lesser credit assuming they qualify.

A last-minute deal before this legislation passed the Senate extends the cap limiting business loss write offs for the next two years. Any tax benefit contractors may receive from performing qualified work on improving the energy efficiency of customers' properties will likely be offset by the limit on loss write offs.



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PHCC determined that the incentives to accelerate energy policies alone were sufficient to warrant opposition and believes it is important to maintain access to natural gas as a key part of a balanced energy portfolio for consumers. This legislation's prevention of contractors from minimizing business losses during a period of grave economic uncertainty makes the IRA even more unpalatable.



### Family/Succession Planning

Tuesday, September 20, 2022  
1 p.m. CST



Federated Mutual Insurance Company and its subsidiaries  
Not licensed in all states.

# KAPHCC Apprentice School

## Apprentice School Graduation and Awards Banquet

On May 11th, the Knoxville PHCC Apprentice School celebrated the end of a school year for the graduates finishing their four year program. The evening also featured awards for Apprentice of the Year in each of the classes as well as some new "special awards" that were from the school staff.



Employers and families joined the apprentices in celebration of accomplishments and completion. Trustee, Rick Pittser was the Master of Ceremonies for the evening program. The Trustees perform a vital supervisory service for the school and wished each graduate congratulations on the stage as certificates were distributed.

Over 250 people enjoyed dinner and the program held at the Knoxville Expo Center and Milwaukee and DeWalt Tools displayed their latest products for the apprentices.



### The Graduates:

#### Plumbing

Joshua Van Egeren, Cherokee Millwright  
Samuel Ellison, Del Air Mechanical  
Joseph Hargis, Del Air Mechanical  
Bryan Smith, Engert Mechanical  
Joshua Clevenger, Interstate Mechanical  
Robert White, Interstate Mechanical  
Shawn Bellefeuille, Northwest Plumbing  
Kyle Cole, Quality Plumbing & Mechanical  
Anthony Johnson  
Xavier Credle, Scott's Plumbing  
Ryan Debraux, Hiller Plumbing  
Wayne Owens, Scott's Plumbing  
Daniel Schofield, Scott's Plumbing  
Griffen Ellis, Superior Plumbing  
Brett Reeves, Superior Plumbing

#### HVAC

Troy Bryant, Pioneer Heating & Air  
Jacob Hopson  
Blake Powell, United Services



#### Sheet Metal

Evan Howell, Cherokee Millwright  
James "Wil" Phifer, Cherokee Millwright  
Dustin Davis, Interstate Mechanical  
Ian Knight, Interstate Mechanical



(continued)



# KAPHCC Apprentice School (cont.)

## Apprentice School Awards

Industry suppliers and manufacturers generously donate items for our graduates and award winners to assist them on their careers in the trades. Here are the donors for 2022:



## Apprentice of the Year Award Winners

Sheet Metal 2	Jerry Flanigan of Interstate Mechanical
Sheet Metal 4	James Phifer of Cherokee Millwright
Plumbing 1	For the first time we had a tie: Eric Blackburn of Quality Plumbing & Mechanical and Chase Burns of Volunteer Plumbing
Plumbing 2	Joshua Spradling of Wilson Brothers
Plumbing 3	John Hennon of Northwest Plumbing
Plumbing 4	Wayne Owens of Scott's Plumbing
HVAC 1	Justin Martin of Pioneer Heating and Air
HVAC 3	Joseph Bean of Engert Mechanical



# Business News

## Tennessee Constitutional Amendment 1 Right-to-Work Amendment (2022)

- Information from Ballotpedia, a non-partisan source for legislative information.

Election date: **November 8, 2022**  
Topic: Labor and unions  
Status: On the ballot  
Type: Constitutional amendment  
Origin: State legislature



**A "yes" vote** supports amending the state constitution to add a new section to make it illegal for workplaces to require mandatory labor union membership for employees as a condition for employment.

**A "no" vote** opposes this amendment, while maintaining a similar law in state statutes.

### Overview:

#### **What would the amendment do?**

Constitutional Amendment 1 would add a new section to the Tennessee Constitution to make it illegal for workplaces to require mandatory labor union membership for employees as a condition for employment. This type of policy is known as right-to-work. Tennessee enacted a right-to-work law in 1947.

As of January 2021, 27 states had right-to-work laws in place. The majority of right-to-work laws were passed by states between 1944 and 1958, although some were passed after 2010. Of the 27 states, 18 had right-to-work laws, and nine states had right-to-work constitutional amendments.

#### **Have other states voted on right-to-work laws?**

Ballotpedia has tracked 28 right-to-work ballot measures appearing on statewide ballots between 1944 and 2018. Of the 28 measures, 18 were constitutional amendments, seven were statutes, and three were referendums on statutes passed by the legislature. Out of the 18 constitutional amendments, eight were approved, and 10 were defeated. Two statutes were approved, and five were defeated. Two of the referendums were approved upholding the right-to-work law, and one was defeated repealing the law.

The last vote on a right-to-work law was in 2018 in Missouri. Voters defeated Proposition A, which repealed a right-to-work law passed by the state legislature. The law was repealed with 67.47% of voters rejecting the law and 32.53% of voters deciding to uphold the law.

#### **Who supports and opposes the amendment?**

The amendment was sponsored by Senator Brian Kelsey (R). He said, "The Tennessee right-to-work law states that workers cannot be hired or fired, or in any way discriminated against based on whether or not they are a member of a union. I think that this right is an important enough civil right that it belongs in our state constitution."

It was passed during the 2020 and 2021 legislative sessions largely along party lines, with Republican Senator Todd Gerdner and Representative Scotty Campbell joining Democrats in the minority.

Senator Sara Kyle (D), who opposed the measure, said, "Right-to-work is a false slogan. The true effect of this legislation is to destroy the freedom and power of collective bargaining. Collective bargaining has lifted millions of workers out of poverty and provided families with health care and dignity in retirement. That gives big corporations the upper hand."

#### **Ballot summary**

The official ballot summary is as follows:

"This amendment would add a new section to article XI of the Tennessee Constitution to make it illegal for any person, corporation, association, or the State of Tennessee or its political subdivisions to deny or attempt to deny employment to any person because of the person's membership in, affiliation with, resignation from, or refusal to join or affiliate with any labor union or employee organization."

(continued)



# Business News

## Tennessee Constitutional Amendment 1 Right-to-Work Amendment (continued)

### Constitutional changes

The measure would add a new section to Article XI of the state constitution. The following underlined text would be added:  
*It is unlawful for any person, corporation, association, or this state or its political subdivisions to deny or attempt to deny employment to any person by reason of the person's membership in, affiliation with, resignation from, or refusal to join or affiliate with any labor union or employee organization.*

Yes on 1 Committee is leading the campaign in support of the amendment. Governor Bill Lee (R) is the chair of the committee.

### Supporters

Officials: Gov. Bill Lee (R), State Rep. Paul Bailey (R), State Sen. Jack Johnson (R), State Rep. Brian Kelsey (R), Lieutenant Governor Randy McNally (R), State Rep. John Holsclaw Jr. (R), State Rep. William Lamberth (R), State House Speaker Cameron Sexton (R), State Rep. Chris Todd (R),

Former Officials: Gov. Bill Haslam (R)

Organizations: Beacon Impact, National Federation of Independent Business - Tennessee, Tennessee Chamber of Commerce The Beacon Center of Tennessee

### Arguments

State Sen. Brian Kelsey (R): "The Tennessee right-to-work law states that workers cannot be hired or fired, or in any way discriminated against based on whether or not they are a member of a union. I think that this right is an important enough civil right that it belongs in our state constitution."

State Rep. John Holsclaw (R): Holsclaw, the chairman of the Tennessee Employee Affairs subcommittee, said, "Adding this language to our state constitution sends a message very loud and clear that Tennesseans want to make their own choices in the workplace."

Justin Owen, president of Beacon Impact and executive committee member of Yes on 1: "There are a lot of misconceptions that 'Right to Work' means you can be fired for any reason, that's a completely separate law that's called employment-at-will. Right to Work is really simple, all it says is that if you want to join a union and pay dues, you should be allowed to do so and can't be fired for doing so. If you don't want to join a union and pay dues you shouldn't be prohibited from doing so."

Justin Owen, president of Beacon Impact and executive committee member of Yes on 1: "We think 'Right to Work' is one of the reasons our economy has been strong, as a state, up there with lacking a state income tax, it's one of the biggest things that employers look at when relocating when investing and expanding"

State Sen. Paul Bailey (R): "Tennessee workers want to make their own choices in the workplace, and this amendment will forever seal that right. It also sends a strong message that Tennessee will continue to foster a business-friendly climate into the future for locating high quality jobs. There is no better place than our state constitution to ensure that Tennessee remains a right-to-work state."

### Opposition Opponents

Officials: State Rep. Sara Kyle (D), State Rep. G.A. Hardaway (D)

Unions: Tennessee AFL-CIO

Individuals: Brandon Puttbrese (D) - Senate Democratic Caucus Spokesperson

### Arguments

State Rep. John Ray Clemmons (D): "It's really interesting to me that they're pushing this constitutional amendment — you know this has been a law for 75 years under Republican and Democratic control legislators and repealing it has never been on the table. [...] We should reserve amending our state's constitution for very important things that need to be addressed I think this whole initiative is nothing but political points scoring with some big corporate donors and corporate interest in, really we're wasting time in failing to address the needs and focus on working families."

Billy Dycus, president of Tennessee AFL-CIO: "With the Tennessee House of Representative's final approval of SJR 0002, the Republican supermajority sent a clear message: our state is pro-business and anti-worker. In spite of repeated, powerful testimony against this harmful resolution over the past several months and hundreds of phone calls and e-mails, legislators once again chose to ignore the voices of working families and side with corporate special interests."

Kermit Moore, president of A Philip Randolph Institute; Anne Langendorfer, president of United Campus Workers; and Tobey Patton, a business representative at Teamsters Local 480: "Federal law forces unions to represent everyone. It's a legal fact. Senator Kelsey's constitutional change, which would permanently lock this unfair law into our state, runs counter to basic principles of fairness to which unite us all, conservative and progressive. 'Right to work' is a flawed statute that should not be turned into a flawed amendment to our constitution."

Lendon Grisham, president of Teamsters Local 480: "The union must represent a nonmember, and the nonmember enjoys the same negotiated wages, protections and benefits. Right to work is wrong and it has no place in our constitution."

State Sen. Sara Kyle (D): "Right-to-work is a false slogan. The true effect of this legislation is to destroy the freedom and power of collective bargaining. Collective bargaining has lifted millions of workers out of poverty and provided families with health care and dignity in retirement. That gives big corporations the upper hand."

Ballotpedia media bias rating is Center. Ballotpedia provides a digital encyclopedia of detailed information and insight on federal, state and local politics. According to its website, "Ballotpedia is the online encyclopedia of American politics and elections. Our goal is to inform people about politics by providing accurate and objective information about politics at all levels of government. It was founded in 2007 by the Lucy Burns Institute, a nonprofit, nonpartisan educational organization."

# Business News

## How to Get Your Life Back and Have the Business You Want

- Al Levi, PHC News

**Put systems and processes into place so your staff can handle more on their own and you can delegate more responsibilities.**

"I just wish my dad was around more," said my daughter Pam to her 7th-grade teacher. When my wife, Natalie, heard this during a parent conference, she said, "My husband is the only dad in the back of the room doing things like videoing her shows and recitals."

But when Natalie told me what Pam said, I thought to myself, "Ouch." The reason is I thought being at every dance recital with my big camcorder was enough. My daughter saw through me, though.

The problem was I was there in body, but my mind was on work, specifically my family's plumbing, heating, cooling and now electrical contracting business. The video camera caught what was going on, but if you'd asked me the details after the show, I couldn't have told you. I was too busy thinking about the disgruntled customer I had just come from and who I needed to call back or go see after the show was over.

Vacations? Forget it. My wife and I would go someplace nice and my cell phone would ring again and again. It was not relaxing. And then there was the big backlog of work that would take me a week to get through once we got back.

One day, the stuff hit the fan. The chaos I was accepting day after day was hurting me and everyone around me. I had to get my life back. I needed to put systems and processes into place at my company so my staff could handle more on their own (the way I would do it).

Also, I wanted to be able to delegate responsibilities to others in a way where stuff actually gets done and doesn't boomerang and land back on my plate.

So, I went home and made my wife a promise. I said, "For the next two years, I will be around even less than I am now and you deserve to know why.

"I'm going to finally document the policies and procedures for everyone at the company so they can know how to do their job. I'm going to train young, willing people and provide the skills and a career path. It'll take building a hands-on training center and writing a training curriculum. It will be nights and weekends of teaching — but once I get things into place, we will be able to go on vacation without interruption."

To this day, I don't know why I picked two years, but it was exactly that. We were sitting on the beach drinking margaritas and nobody called. I turned to my wife and said, "Notice the phone isn't ringing?" She smiled and lifted her drink for a celebratory toast.

I was a man with a plan; no one was going to stop me from that uninterrupted vacation we envisioned.

### **Bite the bullet**

So, where did I find the time? Part of it was just working more during the week and on weekends. But I also got smart and hired a professional writer with industry experience to help me and that accelerated the process.

I also got better at defending my boundaries at work. I told my staff that unless the building was literally burning down, I was not to be disturbed during a certain part of my day, which I dedicated to getting systems and processes into my company.

If this sounds daunting, you're right. It was hard. And it will be for you, too. But unless you bite the bullet and do this now, you will be on this spinning hamster wheel for the rest of your life. What I want you to do instead is stop and direct some serious time, energy and money into sharpening your ax by implementing systems and processes because it will make your life going forward so much easier.

(continued)





# Business News

## How to Get Your Life Back and Have the Business You Want (cont.) - Al Levi, PHC News

The other thing I did was get aggressive about managing my time. Here are five things you can do:

- 1. Find out where your time is really going:** For one week, write down everything you do from the time you get to work to the time you go home. Full disclosure: After three days, I was so horrified I had to stop and make some changes!
- 2. Practice time-blocking:** Set aside two hours of undisturbed time to work on your systems and processes at least once a week. Aggressively protect this time. Shut the door, turn off email, draw the blinds, pull up your systems document and go. You'll be amazed at how much you can get done in two uninterrupted hours.
- 3. Consolidate your personal and professional calendars:** You need to see everything in one place to understand what's on your plate. Put the time you plan to spend working on getting your life back on your calendar even if you move it because if it's not written on your calendar, it is not real and it will not get done.
- 4. Prioritize action over perfection:** I finally learned to say to myself at the end of a long day: "Good enough for today. This is going into place. I can always make it better down the road." Done is better than perfect. My car that's on the road will always beat your perfect car that never gets out of the garage.
- 5. Stop dumping and start learning how to delegate properly:** It will involve developing specific steps that people you hand things off to can follow: exactly what you want to be done, what outcome you expect, what resources are available and what happens if they drop the ball. It's what I teach clients; it's called the Steps of Delegation and it is always done in writing.



## New Idea: Dirty Company Vehicles?

How about placing \$100 in cash or a gift card randomly on the dashboard for the cleanest truck, (inside or out) with a handwritten thank you note. Impressions are important on a company level as well as employees caring for company property. (Courtesy of a fellow PHCC Chapter)



## TN PHCC Member Featured in PHC News

Gordy Noe, owner of Pioneer Heating & Air Conditioning, Inc., Knoxville, was listed in a PHC News article, "Show Us Your Truck."

In the interview he was asked about how he himself came to be the coon-skin-cap-wearing mountain pioneer as his company's new look.

"Everybody here liked it, or wouldn't say if they didn't, and the rest is history," Noe wrote. "I guess eventually we will have it on all 40-plus trucks."

"It all started as a dream in a small white truck with a magnet logo on the side and has now turned into a strong fleet of 40-plus vehicles. "Our vision with these trucks was to capture our East Tennessee heritage with the Smokey Mountains while also staying true to our brand as Pioneer Heating & Air Conditioning. If you know anything about the Volunteer State, you know about Davy Crockett. At Pioneer we have a 'Gordy Crockett.'"

"This company was built as a dream but cemented with a strong foundation of family values, incredible work culture, and love. Whether you are a customer or an employee, you are family. You will find our employees at baseball games, staff breakfast, skeet shooting tournaments, and at golf outings together."

"Gordy has watched many teens grow into men and women through the years, including his own two sons. Pioneer Heating & Air is a company that has always and will always encourage personal growth inside and outside of the workplace."

**"Ultimately when the community sees our trucks drive by, we strive for them to not just see our logo but instead see a family member, a helper and a friend."**



**The TN PHCC Newslink**  
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*The price of success is hard work, dedication to the job at hand and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand. - Vince Lombardi*

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