

CPMCA PIPELINE



Newsmagazine of the California Plumbing and Mechanical Contractors Association

Summer 2012

2011 – A Year in Review 2012 – A Year of Promise and Productivity

MISSION STATEMENT

The mission of CPMCA is to provide representation of its members to enhance their business and profitability through education and labor relations. This Association will provide a partnership for progress between Labor and Management; setting aside differences, to unite in the common goal of expanding the market share of the Union mechanical contracting industry.

*Cover photo:
Magnificent beach view at
Montage Resort in Laguna Beach, California,
site of the 2011 CPMCA Retreat.
Story begins on page 12.*



On the Road to Recovery

By Chip Martin, CPMCA Executive Director

2012 IS WELL UNDERWAY AND THINGS look like they are on the mend. After what can only be considered a miserable three years for the industry in '09, '10 and '11 there is light at the end of the tunnel. At first we feared that light could be the headlight of another train but after some time, we believe it's actually fresh daylight.

The difficulty of the last three years has caused us to work even more closely with our labor business partners, as we continue to look for ways to help the competitiveness of signatory contractors. Much of what we have done simply makes sense to us, but in other areas of the country we are considered trailblazers – especially as it pertains to our relationship with labor and our work-rules in the MLA.

We have positioned ourselves to take full advantage of the possible market expansion many believe is coming. The pent up demand created over the past three years is significant. Our modern day labor agreement allows contractors to be competitive in the private markets as well as in the public arena. Thus, there is no reason not to improve our collective market-share as the industry starts to expand.

Our ample educational classes continue to highlight how successful mechanical companies are structured. Our instructors work nationwide and are able to gather the best in class management techniques and explain them in detail. Their teaching material is the best in the industry as well. Please take full advantage of our extensive education curriculum. We believe everyone can pick up valuable information at each class. One common theme emphasized over and over in our classes... *change or go belly up.*

A key priority in 2012 is to get our compliance department up and running. We believe the current compliance efforts have been successful, but we recognize a more comprehensive department dedicated to compliance is needed. This department will work closely with contractors, labor and organizers to fully immerse themselves in the industry. Contractor involvement will be imperative to success. Sufficient funding has already been earmarked for compliance, and we are confident our efforts will be successful.

Finally, marketing and organizing continue to be at the forefront of our efforts. We have plenty to sell non-signatory contractors, architects, engineers, city officials and end users. It's a matter of systematically getting out our information to them. The slogan, "This isn't your grandfather's union," couldn't be more appropriate. We need to market the changes that have taken place and our tremendous relationship. We recognize we cannot significantly grow market-share with only the current signatory contractors. We need to attract non-signatory contractors to utilize union labor. This organizing and marketing effort will require both sides of the aisle working together.

My enthusiasm has never been greater about the future of "OUR" industry. There are no sacred topics that can't be discussed. Labor and management fully understand what needs to happen to grow market-share. We recognize the importance of "NOW" and act accordingly. The most refreshing part is that both labor and management are aware of and understand the needs and values of the other party. As long as this continues, we will continue on the road to recovery. ■

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The Time is Now – It’s Time To Get On Board

By John Odom, CPMCA President

QUITE OFTEN YOU’VE HEARD ME speak about the extent to which CPMCA advocates on behalf of our industry. CPMCA promotes its members, contractors and Associates/Affiliate through events such as the Annual Table Top and our company retreat. The Labor/Management Retreat also offers a favorable forum to discuss our partnership and ever-growing relationship with our labor counterparts.

This association is the liaison that merges the professional objectives of hundreds of firms and industry players through education and communication, as it fosters relationships. So if you have not yet explored the opportunities available to you as a member of this association, the time is now.

THE BENEFIT PACKAGE

A paragraph or two aren’t nearly enough to address the benefits of joining CPMCA. The aforementioned only scratches the surface of the perks enclosed within. Let’s consider our relationships. Our overlapping viewpoint with Southern California Pipe Trades District Council 16 is the envy of the nation. Despite what history dictates, we have beaten the odds while experiencing little to no headwinds. Instead, we have worked together establishing a wholesome, equally satisfying understanding between labor and management.

The Master Labor Agreement that went into effect June of 2011 is the benchmark of our progress. We have set the framework for what we expect to be a long-term flourishing partnership for future leaders. Certainly, we didn’t get here overnight, although quite often it feels that way. Through task force meetings and labor/management conferences, we will continue to foster this open communication between labor and management.

...if you have not yet explored the opportunities available to you as a member of this association, the time is now.

Education Is Our Priority

A primary goal of CPMCA is to offer a comprehensive, first-in-class educational program. We understand that educating our employees – whether management, office staff or field personnel – is vital to our continued success. Despite the budget crisis faced by our state and others across the country, our educational program is growing.

CPMCA’s educational program meets the professional needs of the old-timers and the young bucks alike. The goal through education is to maintain our competitive edge and to provide the resources needed to stand out from the crowd

of bidders. This can only be accomplished by employing a skilled and educated workforce.

Nurturing Future Leaders

CPMCA’s macro-objective is to keep our industry alive and exciting. It’s our responsibility. Years ago we partnered with construction and mechanical engineering students at California State Polytechnic University. This Student Chapter, with an average of 40 students, relies on CPMCA to channel their voices. We listen and expose them to the industry through internships, job tours, invitations to participate in our educational program, and volunteering opportunities. This is all part of a master plan that lays the groundwork for a prosperous future. In the blink of an eye, these 20-somethings will be running our companies.

Partnering for Progress

None of this success and growth would have been possible without the involvement of our members. The Annual Retreat would have become obsolete if our Affiliate/Associate members had elected not to participate. The educational program would wilt if CEOs,

Foremen and Project Managers didn’t attend. Most importantly, if our industry friends didn’t have heart invested into this industry, we wouldn’t have negotiated one of the most progressive labor contracts in the nation.

Some may think that it has not been easy for me to serve as CPMCA’s President for the second term, especially given the obstacles, market conditions, and so on. Well, it hasn’t been easy, but every minute of it has been worthwhile. Especially encouraging is the rebound for the plumbing/mechanical industries that according to analysts, is on the horizon. The job market, which has seen limited growth for the past three years, is coming back around. Ultimately, we’re seeing an uptick across the board and I can’t begin to tell you how excited I am for all of us contractors.

So again, I encourage you to be involved with CPMCA. Education, communication, and relationships are very important to our industry... and you’ll find them here in abundance. Please take the time to check out our “Benefits Package” and allow us to welcome you on board!

Sincerely, John Odom ■

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CPMCA Embracing Technology

- *The Association strides to implement technological advances behind the scenes to improve services and programs*

By Dana Francesca Giambalvo, CPMCA Office Manager



Dana Giambalvo

IF TIME FLIES WHEN YOU'RE HAVING FUN, THEN I MUST BE having a blast, as 2011 most definitely passed quickly. It was my year for learning about CPMCA, getting to understand it as an organization, and getting to know all of you.

The world has changed. We believe that the speed in which the Association can identify and react to changes in our industry directly impacts the likelihood of our long-term success. So during the past year CPMCA began looking at ways to operate an agile business. This led to a number of initiatives and procedures aimed at keeping us on the cutting edge of technology.

One initiative was to reduce the amount of paper at every Board Meeting. So we held our first "Going Green" Board Meeting in December 2011. We encouraged members to bring technology into the boardroom by downloading meeting notes to their electronic devices prior to the meeting. We provided a secure link for this technological first step. Much was learned from the experience and from all the valuable feedback we received. We continue to look for additional technology tools to help drive our "paperless" meeting initiative.

In another technological advancement for CPMCA, we implemented an optional credit card payment system for Association products and services. Members were first given the option to use a credit card for payment at the 2011 Scholarship Golf Tournament. One of the ways golfers could purchase sponsorship packages, raffle tickets, and Mulligans was with a credit card. Again, we learned a few things from this first outing and we are looking at ways to improve the process.

Key Takeaways:

- ✓ CPMCA is moving in the right direction technologically
- ✓ We are learning to operate as an agile business
- ✓ We are implementing cutting edge ideas and tools to manage our services and programs

To meet the needs of a changing world, CPMCA will continue to explore and implement advances in technology behind the scenes to improve our programs and services to our members. If you or your company is using new technology that you feel may help us in our technological quest, call, email or text us about it. ■

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VISION STATEMENT

CPMCA is the organization of choice, a progressive leader and voice for the Union plumbing and mechanical contracting industry in Southern California, providing business opportunities, education, fair employment, honesty, integrity and family values.

2011 MCAA Convention – An Island Getaway

PARADISE ... THIS BEST DESCRIBES the magical site of the MCAA Convention held March 6-10, 2011. The Grand Wailea on the Hawaiian island of Maui is appropriately named, as quite grand it is. This ocean front property features a glorious aquatic world – a maze of pools and water slides that attract small and big kids (AKA dads and moms) alike. This annual program drew a crowd of nearly 2,600 from across the nation to the



CPMCA spouses chit-chat over breakfast.



Sandy Chase, Grace Chase, Karen Odom and Charron Castaldo always enjoy one another's company.



Theresa Angelo, spouse of Steve Shirley of UMEC, speaks at the MCAA Convention.

islands, taking over, in total four beach properties.

CPMCA contractors were eager to bask in the island sun, but more importantly (of course!), they were eager to participate in the well organized, interesting and informative program. Nearly 50 contractors, most accompanied by spouses and children, accounted for nearly 100 Southern Californians in attendance. And there were plenty of activities for all ages and interests to enjoy. From educational workshops and exhibits, to a variety of social events that never fail to amaze, the Convention program had it all. There was the Annual 5K Fun Run/Walk, and a Tropical Fantasy Opening Party incorporating local cuisine and culture. For sports fans, there was the opportunity to meet basketball legend Bill Walton, and listen to his truly captivating life story. Education sessions featured in-demand speakers like Richard Barnes, on the topic of labor/management relations. Lonnie Coleman and John McNerney spoke on MCAA's advocacy efforts.

The MCAA Convention is the ideal venue for recognition of industry achievers. The Educator of the Year award went to Mike Feutz of Ferris State University. The Milwaukee School of Engineering swept the Student Chapter Competition, the 10th such competition in MCAA history. Other recognitions included the Student Chapter of the Year, Safety Excellence Awards, and many more.

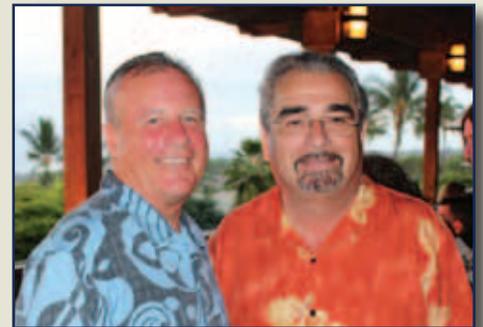
As it turns out, people aren't the only mammals attracted to the Hawaiian Islands in the month of March. MCAA Conventioners were treated to the spectacular sights and sounds of several majestic Humpback Whales who came by to visit. Each year, the great Humpback Whales migrate some 4,500 miles, from their summer feeding grounds in Alaska, to mate in the warm waters of Hawaii. Hawaii is a popular destination for whale watching because, during this season, Humpback Whales are more active resulting in elevated surface activity. This whale surface behavior, such as breaching and tail slaps, make for exciting whale watching. Outside of MCAA activities, families embarked on whale watching

adventures/tours... some guided, others less formal, from the balconies of their rooms.

We are grateful to the MCAA for allowing us to create such colorful and lasting memories. And thank you to the Convention Committee for their efforts in pulling together such an outstanding program for us to enjoy. ■



The Koontz's and Healy's love the tropics.



Local 230's Business Manager Kirk Crosswhite with Business Agent Peter Barrera of Local 250.



The Shirleys and family friend Dominic Tocci enjoy perfect front-row seats.

Additional Convention photos on next page

MCAA Convention



Great conversation and good company at Caspische? restaurant. Yes, with a question mark!



Business Manager Sid Stolper expresses gratitude for DC 16's partnership with CPMCA.



President of Muir-Chase Plumbing, Don Chase, entertains Travis and Natalie Craven.



Bob and Tammy Felix in the company of their immediate family – Bryan Felix, Steve Felix, Jr. and his lovely wife Cristi.



UMEC San Diego buddies Rick Moreno and Steve Cornelius.



Ray and Ann LeVangie whale watching on a Wailea Hotel balcony.



Via the MCAA Student Competition, Cal Poly Pomona participated in the MCAA Convention.



Unaware that a tsunami threat was in their future, John Odom and Marta Martin are all smiles.



Mr. and Mrs. French visit with the Hazards at CPMCA's hospitality suite.



Always Moving Forward for You By Mike Massey, Executive Director of P.I.P.E.



SINCE OUR LAST REPORT THE PIPE Labor-Management Group has continued to push for contracting opportunities in the Green Building/Sustainable Construction area. Our most recent work has involved passing a resolution at Los Angeles Unified School District that requires comprehensive retrofit of facilities, including water and energy conservation. The first bid packages and RFI's for individual projects have been released and we hope CPMCA member firms win these awards.

As a CPMCA member, you know how difficult being a successful contractor is in today's climate, and so do we. We are here to assist you with all the challenges you face as a contractor. The PIPE Group has a number of programs that can help you. We frequently receive calls for assistance in areas such as inspection issues, codes and standards interpretation, insurance, wage and hour and benefits laws and customer-labor relations situations of all types.

We are always ready to assist you, and if we cannot resolve the issue you've brought to us, we'll find someone who can.

What follows is a report on our work for you in the industry. We've been busy, and we've been successful.

Compliance

We all know that the public works/prevailing wage market, is a large part of our industry. Whether the projects are governed by California laws, Federal standards, or both, public works provides opportunities for you to bid and perform.

Your PIPE team knows that low-bid competition drives some contractors to cheat. As a union/CPMCA contractor, that cheating by your competition puts you at a severe disadvantage. The PIPE Group has heard your call for more compliance and has ramped up its

compliance efforts. We know you don't want to hear long-winded explanations and excuses – you want to hear about real actions and getting the law enforced. We get that.



PIPE has always operated a compliance investigation program. We have a good, solid and successful compliance team. When the recession hit and opportunities dried up and competition got tighter, the cheating increased too.

As you can easily understand, during better times both labor and management were benefitting from lots of work opportunities. Because of this, compliance wasn't on anybody's front burner... except ours. As I stated, we have always operated an aggressive and successful compliance program.

A major problem in getting compliance investigations satisfactorily completed is the budget reductions in the government agencies that are charged with compliance. None the less, we

keep pushing the agencies to enforce the law.

We have met repeatedly with the major law enforcement agencies, on the State side, that's the Department of Industrial Relations or (DIR). The new Director of the DIR, Christine Baker, is committed to an aggressive new public works program called the Compliance Monitoring Unit (CMU). This group will undertake monitoring and investigation of public works projects awarded after Jan. 1 of this year, provided they are funded wholly or in part by state bonds. It is likely that coverage will be extended to locally-funded projects in the future. This program will be overseen by the Labor Commissioner, Julie Su, who has also launched a criminal investigation unit to investigate employers engaging in wage theft.

On the Federal side, we have met with the top enforcement managers of the U.S. Department of Labor, with regional administrators and compliance coordinators, in order to make your concerns, which are our concerns, known to them. We let them know that honest, legal operating contractors are being frozen out while law-breaking firms are running amok on public works projects.

We are beginning to see some results from our pressure on them.

We presently have 74 cases opened. 17 are filed with the Department of Labor Standards Enforcement, for non-payment of prevailing wages. 15 are filed with the Department of Apprenticeship Standards, for apprentice issues. We have five cases open with the US DOL. After some years, ASR Constructors has finally been debarred. They have had numerous apprenticeship violations against them, which finally resulted in their debarment.

Continued on next page

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DAS has now been assessing monetary penalties on contractors we are filing apprenticeship complaints against. Previously we were not able to get these kinds of results.

ASR Constructors – debarment + \$262,000.00
Thomas O’Mara Plumbing – \$6,000.00
Mike Nelson General Contractors – \$4,150.00
Alpha Plumbing & Mechanical, Inc. – \$113,525.00

PIPE and other compliance groups have filed numerous claims for under payment of prevailing wages against Alpha Plumbing & Mechanical, Inc. A total of \$195,934.74 in back wages and penalties were assessed and \$113,525.00 in DAS penalties was also assessed.

We are also seeing results with some of the LCP’s. We notified Advocates for Labor Compliance in September of 2011 that Emphyrean Plumbing had misclassified its workers. Inspector’s logs showed that all work was being done inside the building and the CPR’s showed sewer and storm pipe tradesmen on these specific days. In the first audit, \$9,591.18 was collected. Advocates are currently conducting a second investigation against Emphyrean.

We are working with Golden State Labor Compliance and we’re able to collect \$2002.99 in back wages from Kincaid Industries, for the fire sprinkler fitter classification

Insurance

Our PIPE Contractors Safety Association continues to provide Alternative Dispute Resolution Workers’ Compensation insurance for you along with recently added liability coverage. Insurance rates are expected to rise this year, especially for Workers’ Compensation, so keep us in mind when you analyze your risk management needs. And let us know if you are not getting competitive insurance bids. We can help you lower these costs. Be aware that we can get you every type of insurance you need for your business.

Government Affairs

Your PIPE Group is always involved in State and Federal legislation that affects your business. On the Federal legislative front, we support you and MCAA on any and all issues affecting your business.

The legislation we monitor is supported by our funding of and working with the California Legislative Conference of the Plumbing Heating and Cooling Industry (CLC). Led by Eddie Bernacchi, the CLC monitors and advocates every single piece of state legislation affecting your contracting business. Please visit their website at www.politicoonline.com/clc to find out more, or contact us.

The PIPE Group frequently appears before legislative bodies of all types to represent our

joint labor-management positions.

We often testify to promote project approvals, PLAs, local hire agreements, prompt pay standards, best value-alternative bidding language, and other industry issues affected by law or policy.

New Projects and International Business

Since 2005, NITC has been a full member of the World Plumbing Council, twice representing the United States at WPC Conferences. During the past year, PIPE represented the U.S. at the triennial WPC conference held in Edinburg, and more recently in Beijing. We are members of the Marketing, External Affairs and Business Development committees of the WPC. For more information on the WPC, please visit www.worldplumbing.org

We use the WPC as a networking opportunity to secure more business for NITC, and its working. Last year we tested workers in Shanghai for Medical Gas Installer-Brazers and we have Beijing business coming up for NITC.

We have also become full members of the California Foundation for the Economy and the Environment (CFEE). I have attended a number of CFEE conferences and events, at all times trying to get work for you. We have been successful getting the PIPE-CPMCA name in front of many key decision-makers.

CFEE is a high-powered group of elected officials, high ranking government people, key industry leaders, lobbyists, lawyers, environmentalists and labor representatives. I have attended CFEE events on Infrastructure, Water and Power and Alternative Bidding. At all times we are working to get CPMCA firms at the forefront of decision-maker’s minds. Please visit the CFEE website (www.cfee.net) to see who their board is and what industry topics they are involved in.

Your PIPE Group is always involved in State and Federal legislation that affects your business. On the federal legislative front, we support you and MCAA on any and all issues affecting your business.

Green/Sustainable Involvement

The passage of AB 32 during the Schwarzenegger administration was hailed as a great advance, addressing climate change, greenhouse gases,

carbon cap and trade, and sustainable building. The law mandates that public utilities enact Energy Efficiency (EE) rebate-customer incentive programs in construction, upgrades, retrofits and replacements for all types of energy systems in every facility, which of course, drives our industry.

These EE programs are funded by our utility bills; the money is sent to the California Public Utilities Commission (CPUC) or the California Energy Commission.

The first phase of the AB 32 process was largely residential HVAC work, but the next phase will involve more commercial and industrial work, and a higher proportion of water conservation work, which involves our industry and trades.

PIPE has been at work for our industry in encouraging the CPUC and CEC to require that both public and private utilities adopt effective, meaningful contractor prequalification procedures, pay contractors promptly, inspect and oversee the work, recognize our labor-management apprentice and journeyman training programs, and otherwise support good business practices.

We are making progress and your support of our efforts is appreciated. We will keep you posted as the new CPUC programs develop so your company can be prepared to bid and work on these projects.

NITC and Personnel Certification

NITC continues to grow, even in tough economic times. NITC has actually had a larger income than its parent, the PIPE Group, over the last two years. NITC is a profit corporation operating in all 50 US States, Canada, Mexico, and the Caribbean; and has tested individuals in Panama and China. We receive requests for testing and certification from foreign countries almost every day.

NITC's major work is developing and updating our examinations while maintaining an ISO 9000 quality management system and our ANSI accreditation (to the ISO-IEC 17024 standard). With the hard work of Quality Manager Dave Otterstein we have reached the following milestones since our last report:

On June 23, 2011, the ANSI PCAC committee supported reaccreditation of Medical Gas – Verifier Instructor and Installer. Star Fire Sprinkler and Star HVACR were unchallenged.

On Jan. 17 and 18, 2012, ANSI conducted the 2011 Annual Surveillance. Mike Rosenfeld and Michael Hamm reviewed NITC office organizational structure and procedures, documentation policy, and examination development procedures.

Every process from the Quality Management System to final notification of certified persons was covered during the audit.

There were three major changes resulting from the surveillance. Every applicant for an ANSI accredited certification will be reviewed and experience requirements verified. Recertification examinations will be presented in a proctored environment. Walk-ins at an examination sessions will no longer be allowed.

The 2012 NFPA code has been approved and the med gas recertification examinations are near completion. SME outside of the NITC umbrella have and will be used for the development and cut score analysis. Upon completion and release of the medical gas recertification

examinations the 100 question examinations will be reviewed and adjusted to represent the code changes.

STAR HVACR certification is scheduled to be revised and verified as part of the continual improvement process.

It has been seven years since the NFPA 99 Health Care Facilities Standard has been revised. Most cycles run every three years, but due to disagreements within the body of committees involved in this matter the standard was delayed.

With the new material now at hand NITC was able to commence updating the existing worksheets, certifications and recertification of our flagship ASSE medical gas credentials. Changes included, the Standard has now become a Code, the Code uses a risk base approach to a facility and Bulk gas systems of from the 2005 Standard has been removed from Code in 2012.

In our industry there is an assortment of codes and standards. Standards provide rules and guidelines that are related to a process or a production method in numerous industries.

The construction industry is no stranger to quality standards and neither is NITC. That is why this year NITC has been embroiled in the development of two new ASSE standards. The ASSE 16000 Professional Qualifications Standard for Plumbing Inspector and the ASSE 17000 Professional Qualifications Standard for Mechanical Inspector. Both standards have been completed and will soon be available for purchase and adoption by local jurisdictions.

At this time NITC is also playing a major role in the revision of the ASSE 6000 Professional Qualifications Standard for Medical Gas Systems Personnel. By being involved in the development process of these codes and standards NITC can assure the industry that the steps taken to develop applicable procedures were accomplished with transparency, openness and an adherence to industry consensus.

Industry Promotion

We frequently attend trade shows and industry events. Here are just a few of our activities:

IAPMO annual business conference, PHCC Long Beach Show, ASHRAE, HVAC Excellence Conference, ACCA Conference, UPPA and IAPMO Chapter meetings, California State Pipe Trades Convention, the UA Convention, CPMCA-DC 16 Annual Retreat, and the UA Instructor Training program.

Thank you!

We offer our most sincere thanks to you. We appreciate that you are union contractors. On a personal note, I have been a UA member since 1976, and I have always known that every paycheck and benefit I've earned in that quarter-century has been paid for by a union contractor.

I especially want to thank Chip Martin and the CPMCA staff and all the board and committee members of CPMCA. We appreciate the great relationship we have with the administrative staff of CPMCA. We work together very well.

The contractor educational programs CPMCA offers are outstanding. Over the next year we will develop print and electronic media that will help labor and CPMCA recruit new members.

I have been at PIPE over 20 years, and have seen our industry go through a number of changes. No matter how hard the challenges we face, by working together we can meet them and be successful.

Lastly, we mean it when we say that you and your staff are always welcome to come to the PIPE Group offices and visit. And please continue to call us when you need help. That's what we are here for.

We are always moving forward for you. Take advantage of our services, we're here for you!

Mike Massey
Executive Director
The Pipe Group

Thanks

In closing we would like to extend an invitation to you and any of your employees to visit the PIPE Group offices any time, or contact us with questions or suggestions. Visit our new website at www.pipe.org. ■

CPMCA ASSOCIATE & AFFILIATE MEMBERS – TABLE TOP PROGRAM PARTICIPANTS

The following vendors deserve our heartfelt thanks for their participation in our 2011 Table Top exhibition. For more information about any of their products or services, please contact the CPMCA office or visit www.cpmca.org.

| COMPANY | REPRESENTATIVE |
|--------------------------------|-----------------------|
| Ahern Rentals | George Gadbois |
| Bradley Corporation | Greg Wolfe |
| Clement Support Services | Mike Golini |
| Columbia Specialty Company | Elmer Cartee |
| Delco Sales | Steve Klapp |
| Delta-Q, Inc. | Derek Johansson |
| Elmco Duddy | Richard Root |
| Express Pipe & Supply | Bob Routledge |
| Farwest Insulation Contracting | Matt Hacker |
| Ferguson Enterprises, Inc. | Chava Montoya |
| George Yardley Companies | Anne Yardley Caldwell |
| Grinnell Mechanical Products | Susanne Messmer |
| Hawkeye Equipment Rentals | Scott Sylvester |
| Howard C. Fletcher Co. | Greg Puskas |
| K-C Insurance Agency, Inc. | Chris Reinhardt |
| Marking Service, Inc. | Cheryl Coenen |
| Mason West | Todd Noce |
| Mega Western Sales | David Dicken |
| Nibco, Inc. | Pamela Erb |
| Orange County Windustrial | Gary Kujak |
| Rapid Recovery | Tim Frazee |
| Renco Sales, Inc. | Roger Albitre |
| RSC Equipment Rental | Percy Paredes |
| Signature Sales, Inc. | Ron Bradford |
| Smardan Supply Company | John Kmet |
| Specification Sales | Chris Weeny |
| Symmons Industries, Inc. | Eddie Ellard |
| Todd Pipe & Supply LLC | Dan Patrick |
| Victaulic Company of America | Joe Stepanski |
| Weil Aquatronics | Jim Weil |
| West Coast Firestopping, Inc. | Karl Stoll |
| Westmark Enterprises, Inc. | Shaw Turnage |

Table Top Event Showcases CPMCA Vendors and Suppliers

WHETHER YOU'RE A PROSPECTIVE BUYER OR "JUST looking"... whether you're a vendor ready to close a deal *today*, or a patient supplier planting seeds of information for a harvest of sales in the future... the tested and true Trade Show is an institution made just for you.

Let's face it... it is exciting when you walk into one of those big halls and see all of those colorful booths and information tables chock full of the latest and greatest products and services for your industry. Especially exciting is the prospect that some of these products and services may actually help you take your business to the next level. Right? Add to that the fact that all of this takes place in a friendly, informal atmosphere without the formality of appointments, and you can see what winning events these business showcases can be.

But trade shows aren't only about new widgets or the latest technology... **THEY'RE ALSO ABOUT PEOPLE AND RELATIONSHIPS!** They provide the perfect opportunity for renewing friendships or making new ones with knowledgeable vendor representatives who can help you solve problems, reduce costs, cut through red tape, make you more efficient, open new markets... and in so many other ways make your business life a lot easier.



Columbia Speciality Company attracts new clients.

Well, that pretty much describes what took place at the CPMCA Table Top event held May 26, 2011 at the Anaheim Marriott Suites Hotel. Our Annual Mini Trade Show brought together Affiliate/Associate members to interact with and do business with our Contractor members. The wide range of new and exciting industry-specific products and services brought smiles to

the faces of show-goers... BIG smiles of the type one would see from kids in a candy store. What recession?

By the end of the day, numerous boxes of information had been passed out, reams of notes were taken, tons of business cards exchanged, a month's worth of appointments made, and lots of handfuls of tempting visitor's



Bill Thompson of Meadows Mechanical, Beni Monaco of All Area Services, Inc. and Steve Steiner.



Union Partners rave about the event – Glenn Santa Cruz of Local 250, Mike Hazard of the A & J Training Trust Fund, and UA Local 345's Vince Diaz and Ricardo Perez.

candy consumed. Through it all, there may also have been an actual deal or two struck ... quite possibly a multitude of them.

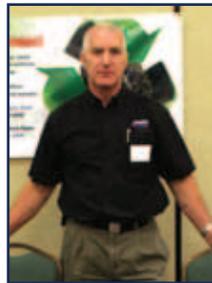
This was all made possible by the continued – and much appreciated – involvement of our membership, and days of planning and coordination by our dedicated staff. CPMCA hosted another successful event on May 26, 2012. It's a good thing our vendors ordered up an extra box of business cards because they definitely needed them. Read about this event and check out pictures in the next issue of *Pipeline Magazine*.



Jack McMackin of Pan-Pacific, Jim Muir of Muir-Chase Plumbing and Eddie Ellard of Symmons Industries.



The cheerful Elmco Duddy team magnetizes contractors.



CPMCA welcomes Tim Frazee of Rapid Recovery to its membership.



A tête-à-tête between Bryan Suttles and Scott Baker.



Bill Martin, Sean Spencer of Engineered Hydronic Systems, David Ringer and Mike Martin of Coutts Heating & Cooling.



A successful marketing campaign brews at Ahern Rentals' station.



BICA's VP Jenny Siele and President Andrea Parisi make their debut.



Chris Reinhardt and George Kent of K-C Insurance Agency enjoy the opportunity to showcase their services.



Danny Martin of Murray Company learns about Smardan Supply Co.



Longtime CPMCA Associate Member, Grinnell Mechanical Products.



Chris Sweeny of Specification Sales is armed to address inquiries.



Affiliate Members Shaw Turnage of Westmark Enterprises, Inc. and Todd Winchester of H.C. Fletcher Co. discuss business.

Laguna Beach Plays Host to CPMCA's Annual Retreat

By Marta Martin, CPMCA Director of Education

Can you name it...? It's an oceanfront property perched high on a coastal bluff in Southern California. Perhaps that's still a somewhat broad category. What if I added that it's in Laguna Beach and offers some of the most spectacular ocean views you'll ever see? Well, if you've conjured up the most perfect Southern California beach resort, you've probably narrowed your answer to the Montage. This was CPMCA's 2011 Annual Retreat destination and what an idyllic retreat it was.



CPMCA's Dana Giambalvo with Ron Bradford of Signature Sales, an event sponsor.



MCAA's President Mark Rogers is welcomed by CPMCA's Exec Chip Martin.



Executive Committee members Don Chase and John Odom.



Beni Monaco of All Area Services, Inc. with Rick Moreno of Astro Mechanical Contractors.



Derek and Nikki Gomez of D.G. Plumbing, Inc. (center) and event sponsors Bob and Carmen Routledge of Express Pipe & Supply.



Steve Cornelius of UMEC chats with Jonathan and Meggan Bauer of event sponsor Victaulic Company.



Elmco Duddy's Tom Duddy and Jessica Wnuk with fellow event sponsor Dan Patrick of Todd Pipe & Supply.



Happy couple, MCAA's Mark Rogers and his First Lady, Colleen.



Event sponsor Debbie Paul of Tax & Financial Group with friend Ann Summer.

LOCATED JUST A FEW MILES FROM vibrant downtown Laguna Beach and its picturesque local arts community, shops and restaurants, the Montage might as well be worlds away as it figuratively transports its guests through time and space to a secluded beach in the South of France, or a remote South Sea island destination... but with all the luxurious amenities of a 5-star hotel.

Retreat guests included MCAA's President Mark Rogers and his lovely wife Colleen. Among the excellent turnout of attendees were CPMCA contractors and our faithful event sponsors, the Affiliates/Associate members. Despite the town's artistic allure, no one made plans to leave the grounds of the self-contained, Craftsman-style resort.

For three days, July 28-30, 2011 guests networked and soaked in the sun. The event kicked off with a Welcome Reception on a manicured lawn overlooking the ocean. And of course, CPMCA arranged for the most glorious sunset imaginable. Mesmerized by awesome views, great conversation



and interesting company, the attendees were soaring on a cloud nine of pure contentment.

Day 2 started out with a CPMCA Board Meeting in which MCAA President Mark Rogers addressed national issues. MCAA's John R. Koontz recapped the three-part series earlier in the year: "Contract Implementation" on March 1st, "Developing a Culture of Fabrication" on March 28th and "Creating a Competitive Edge" in mid-May. Brian Ray Hodge of Laquer Urban Clifford and Hodge LLP spoke about contractor compliance. CPMCA scholarship recipients Evan Shirley, in route to Babson College to earn his Business degree, and Matthew A. Boncich, a mechanical engineering/business student at Cal Poly San Luis Obispo, thanked the Board for the acknowledgement and support.

After the Board Meeting, the group enjoyed an afternoon picnic lunch in a park-like setting... again, with a beautiful ocean view. An open evening allowed members and friends from throughout the state to renew friendships and start new ones in one of the Montage's balcony cocktail lounges or plush restaurants.

Saturday's agenda offered a relaxing round of golf for the gents (plus a gal or two) at Monarch Beach Golf Links. Meanwhile, spouses and significant others got a taste of Laguna Beach artistry and had a chance to discover their jewelry-making talent. This was a test of patience for many, while others

enjoyed creating their dream accessory. Some however, chose to leave the jewelry-making to the experts, while they watched and suggested their favorite colors and materials. Local artist Moana Bartholemew and her crew, imbedded finesse and experience into each unique piece.



The closing ceremony always comes too soon. An onsite courtyard reception with appetizers to die for, followed by an exquisite dinner in the main banquet room, started the evening off deliciously. Also served up was the outrageous comedic talent of Chicago's Rocky LaPorte. He has appeared on the "Tonight Show," "Late Night" on NBC, and "The Godfather's of Comedy." Now, he can add "CPMCA's Annual Retreat" to his resume! The benefits of laughter are far-ranging. Everyone left with an increased immunity, reduced stress, and greater happiness. What a perfect finale! ■

More Retreat photos on the following pages

CPMCA 2011 Annual Retreat



Great minds at work at the Board & Membership Meeting.



Don Giarratano (center) with ACCO's proud father John Boncich and CPMCA Scholarship recipient Matthew A. Boncich. Steve Shirley of UMEC (far right) with son and CPMCA Scholarship recipient Evan Shirley.



Brian Hodge discusses ways in which to develop an effective compliance department.



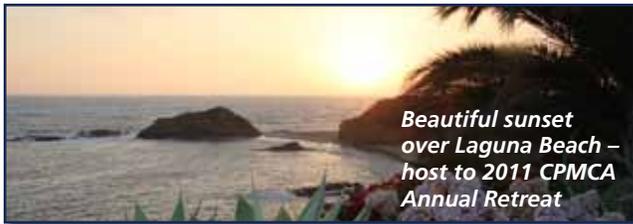
John Koontz summarizes the "Contract Implementation" session, "Culture of Fabrication" and "Creating a Competitive Edge" seminars.



Jack McMackin laying the groundwork for another gut-busting joke.



Steve Shirley gives a BIM update from the national level.



*Beautiful sunset
over Laguna Beach –
host to 2011 CPMCA
Annual Retreat*



2011 CPMCA Associate/Affiliate Member Sponsors

*Many thanks to these
Sponsors for making the
retreat such a success:*

Rich Atlas

Astro Plumbing Supply

Ron Bradford

***Bradford White | LAARS
Signature Sales, Inc.***

Tom Duddy & Richard Root

Elmco Duddy

Bob Routledge

Express Pipe & Supply

Gary Grosslight

Ferguson Enterprises

Susanne Messmer

& John Rankle

***Grinnell Mechanical
Products***

David Hutchins

Specification Sales

Debbie Paul

Tax & Financial Group

Dan Patrick

Todd Pipe & Supply Co.

Jonathan Bauer

& Joe Stepanski

***Victaulic Company of
America***



CPMCA Contractors Flex Legislative Muscle...

Contributed by Eddie Bernacchi, Politico Group

THE CALIFORNIA LEGISLATIVE Conference of the Plumbing, Heating and Piping Industry, (CLC), represents California Plumbing & Mechanical Contractor Association

(CPMCA) member contractors at the State Capitol, protecting their rights and promoting legislation to protect, preserve, and improve the industry.

In 2011 the CLC went on the offensive, sponsoring bills to correct unfair contract provisions, to provide reforms in the areas of prompt payment and retention, and to close loopholes for unscrupulous conduct on the part of contractors within the Contractors State Licensing Law. We are extremely pleased to report that when all was said and done, our industry walked away with victories in all of these areas and more.

2011 was one of the CLC's most effective and successful legislative years to date. Below is an overview of the most important CLC sponsored and supported pieces of legislation that were passed into law during the 2011 legislative session. All of the newly enacted laws became operative January 1, 2012, unless otherwise noted.

SB 474 – "Type 1" Indemnification Reform – Sponsored

Bans unfair risk transferring contract provisions contained in California construction contracts.

Presently in California, it is legal for an owner or general contractor to contractually require a subcontractor to insure, indemnify, and defend against losses caused by the negligent actions of the owner or general contractor or any subcontractor they have hired. These contract agreements are commonly called "Type 1" indemnity agreements. SB 474 will put a stop to the use of these unfair contract provisions.

The new law will take effect January 1, 2013, and will apply to all contracts entered into after that date. The extended implementation date allows for owners, general contractors, and insurance companies to adjust their contract documents and insurance products so that they are compliant with the new law.

SB 293 – Retention Reform and Prompt Pay Legislation – Sponsored

Caps public works retention withholding at 5%, and shortens the timeline in which prime contractors must pay their subcontractors.



Current law requires general contractors to pay their subcontractors within 10 days of receipt of payment from the project owner. Highlights within this bill will reduce that time to 7 days on both public and private projects. In addition, the bill caps retention withholdings on all public works projects in California at 5% of the contract price.

The 5% cap on retention withholdings has been a long time goal of the CLC legislative program. The Governor's signature of SB 293 was a culmination of years of work on this topic. It was a much needed victory that will provide our contractors

financial relief in these difficult economic times.

AB 316 – Theft of Copper Materials – Support

AB 316 increases the penalty for copper theft. The bill provides that any individual who steals copper materials with a value exceeding \$950 is guilty of grand theft, punishable by a fine not to exceed \$10,000, or imprisonment in a county jail or state prison not to exceed three years, or both.

AB 397 and AB 878 – Workers' Compensation Loopholes Closed – Support

AB 397 closes a loophole in the Contractors State License Law that only required contractors to submit their exemption from obtaining Workers' Compensation at the time of their original license application. This allowed unscrupulous conduct by contractors to subsequently hire employees and not be subject to the scrutiny of their Workers' Compensation exemption status by the Contractors State Licensing Board. AB 397 requires a licensed contractor with an exemption for Workers' Compensation insurance to recertify the exemption upon license renewal, or provide proof of Workers' Compensation insurance coverage. This new law will help ensure that all contractors, who have employ-

Sacramento Report, *continued from page 16*

ees, obtain proper Workers' Compensation insurance. This levels the playing field for contractors who abide by the law.

AB 878 requires a Workers' Compensation insurer to report to the registrar of the Contractors State License Board, a licensee whose Workers' Compensation insurance policy is cancelled.

AB 456 & SB 190 – Mechanics Lien Cleanup Legislation – Support

AB 456 cleans up a technical flaw in California's reconstituted mechanics lien law. Under a new law that took effect January 1, 2011 (AB 457 Monning – Chapter 109, 2009), California Civil Code sections 3084 and 3146 were amended to require the actual service of a Mechanic's Lien on the owner of the property at the time the Mechanic's Lien is recorded. The new law also required a Proof of Service Affidavit to be completed and signed by the person serving the Notice of Mechanic's Lien, and that the affidavit show the name and address of the person or persons upon whom a copy of the Mechanic's Lien and the Notice of Mechanic's Lien was served.

Throughout Civil Code Sections 3084 and 3146, and in the Mechanic's Lien itself, the statute requires the name of the owner or reputed owner, while in the Proof of Service Affidavit, the law requires the name and title of the person served. In the day-to-day application of the law, those who are preparing both the Mechanic's Lien and the Proof of Service Affidavit often do not know or have access to accurate information regarding the specific name and title of a person to be listed on the Proof of Service Affidavit, which is now part of the Mechanic's Lien. This is necessary particularly when the property is owned by a business organization. The ambiguity creates a problem because the new statute states that "Failure to serve the Mechanic's Lien, including the Notice of Mechanic's Lien, as prescribed by this section, shall cause the mechanic's lien to be unenforceable as a matter of law."

AB 456 was introduced to amend the new statute and insert "owner or reputed owner" where the current statute specifies "person or persons." The amendment provides clarification and consistency in the code to ensure that, if the owner or reputed owner is listed in the Proof of Service Affidavit, there wouldn't be the opportunity to invalidate the lien based on a minor error or omission, in name, part of the name, or title.

SB 190 is a non-controversial clean-up bill, supported by the CLC and sponsored by the California Law Revision Commission (CLRC). The bill enacted amendments to last year's SB 189 in order to update several cross-references and make technical corrections to various new mechanics liens provisions enacted in the prior measure, which reorganized and recodified the State's mechanics lien laws. At the request of CLC,

amendments were added to SB 190 to clarify that "slander of title" is not a circumstance under which a lien claim can be invalidated.

The bill has a delayed operative date of July 1, 2012, consistent with the provisions of SB 189.

SB 835 (Wolk) UC Best Value – Support

Expands the "best value" pilot program to all University of California campuses and sunsets the pilot program in 2017. As part of the legislative negotiations, the UC agreed to modify their general conditions on all best value projects done under the pilot program. The modification to the general conditions allow for an expedited change order process intended

to reduce claims and pay change orders more promptly.

SB 922 (Steinberg) PLAs – Support

Prohibits state construction funding for local agencies that by ordinance or charter amendment have prohibited the use of project labor agreements (PLAs). This measure shall serve as a major deterrent to the escalating trend of cities and counties voting to ban the use of PLAs on their local projects.

Eddie Bernacchi is the Legislative Advocate for the California Legislative Conference of the Plumbing, Heating and Piping Industry (CLC). The CLC has been active in legislative advocacy in the California Legislature since the early 1970s. The CLC was founded "...to promote the passage of statewide legislation and the effective administration of that legislation, to enhance and promote the plumbing and piping industry, the construction industry from a labor-management perspective and the public it serves and to oppose statewide legislation contrary to those interests." The mission of CLC is both aggressive and protective. Ron Barrow and Eddie Bernacchi represent the CLC through their governmental relations firm, the Politico Group. Eddie Bernacchi can be reached at Bernacchi@politicogroup.com. ■

In 2011 the CLC went on the offensive, sponsoring bills to correct unfair contract provisions, to provide reforms in the areas of prompt payment and retention, and to close loopholes for unscrupulous conduct...

The Southern California Pipe Trades Health and Welfare Fund Changes to the Active Plan – 2012 Update

By Milton Johnson, President/CEO/Trust Funds Administrator of the So. Cal Pipe Trades Administration Corp. (SCPTAC)

THE PATIENT PROTECTION AND Affordable Care Act (PPACA) was signed into law by President Obama on March 30, 2010. The Affordable Care Act prohibits health plans from applying arbitrary dollar limits for coverage for key benefits. In 2012, if a plan applies a dollar limit on the coverage it provides for key benefits in a year, that limit must be at least \$1.25 million.

The Southern California Pipe Trades Health & Welfare Fund requested a waiver of the requirement that coverage for key benefits be at least \$1.25 million for the 2012 plan year. That waiver was granted by the U.S. Department of Health and Human Services based on the Fund's representation that providing \$1.25 million in coverage for key benefits in 2012 would result in a significant increase in the participant's premiums or a significant decrease in access to benefits. Based on this representation, the U.S. Department of Health and Human Services has waived the requirement for the Fund until December 31, 2013.

Effective January 1, 2011, the Fund was amended to adopt certain changes necessary to comply with PPACA. These changes are set forth below:

Dependent Children

With one exception, the Plan covers Dependent children up through and including age 25, with coverage ending at 12:00 a.m. on the day of the child's 26th birthday. Children are covered regardless of whether or not they are married; regardless of whether or not they are full-time students; regardless of whether or not they are in the custody of or living with either parent; and regardless of whether or not they depend on any support of either parent. As currently provided under the Plan, legally adopted children are also be covered under the Plan as of the date of adoption or date of placement for adoption; however stepchildren, grandchildren, other relatives of the Participant or other persons placed under the guardianship of the Participant are not covered

under the Plan. In addition, spouses, children or other dependents of a child covered under the Plan are not entitled to benefits under the Plan. A Participant is required to submit to the Fund Office documentation to establish a child's eligibility.

Exception: A child between the ages of 19 and 26 is not eligible to participate in the Plan if he or she is eligible to enroll in an employer-sponsored health plan (other than a group health plan of a parent), such as a plan based on the child's employment or the employment of his or her spouse. The Participant and the applicable child dependent are required to notify the Fund Office if the child is eligible for such other employer-sponsored coverage.

Annual Maximum Medical Benefits

Effective January 1, 2011, the Lifetime Maximum Benefit limits for medical claims were eliminated. There are no lifetime limits on benefits. The current lifetime limits became annual limits. Each Participant and eligible Dependent is entitled to the medical benefits as set forth in the Summary Plan Description up to the following limits:

The following Annual Maximum Benefit Limits apply:

- If a participant has been covered under the Plan for 12 or fewer months the Plan will pay no more than \$100,000 in total benefits.
- If a participant has been covered under the Plan for more than 12 months, but 24 months or fewer, the Plan will pay no more than \$250,000 in total benefits.
- If a participant has been covered under the Plan for more than 24 months, but 60 months or fewer, the Plan will pay no more than \$500,000 in total benefits.
- If a participant has been covered under the Plan for more than 60 months, but 120 months or fewer, the Plan will pay no more than \$1,000,000 in total benefits.

- If a participant has been covered under the Plan for more than 120 months the Plan will pay no more than \$2,000,000 in total benefits.

Other current lifetime maximum benefit limits on certain services or treatments were also eliminated and became annual maximum limits. For example:

As always, the above services or treatment must be certified by the treating physician and determined by the Plan as medically necessary.

NEW PENSIONERS AND SURVIVING SPOUSES FUND

On January 1, 2011, Southern California Pipe Trades District Council No. 16 and the California Plumbing and Mechanical Contractors Association established the Southern California Pipe Trades Pensioners and Surviving Spouses Health Fund to provide health and welfare benefits to pensioners and surviving spouses.

Coverage of individuals who were previously under the Pensioners and Surviving Spouses Plan were transferred to the Southern California Pipe Trades Pensioners and Surviving Spouses Health Plan, which will be funded through the newly created Southern California Pipe Trades Pensioners and Surviving Spouses Health Fund. There were no changes to the benefits and monthly co-payments (which have remained the same since 2008) when this new Plan went into effect.

Background

The Southern California Pipe Trades Health and Welfare Fund for active and retired members, was initially established in 1951 through the negotiating efforts of Employers in the plumbing and piping industry in Southern California and District Council #16 of the United Association. The current Funds are administered by a Board of Trustees which is composed of Employer and Union Trustees.

Continued on next page

A&J Offers New Certification Courses

By Mike Hazard, Executive Director, Apprentice & Journeymen Training Trust Fund

THE STAFF OF THE APPRENTICE and Journeymen Training Trust Fund has been working very hard to keep up with the demand for certification training courses. Our goal is to ensure our members are properly trained and certified to qualify for the various construction projects here in Southern California. It's very rewarding to train and certify a member and then watch them go to work because of the training they received.



In an effort to expand our CAD and Detailer training programs, Training Coordinator Armando Pulido has formed a CAD curriculum committee. This committee is working together to standardize our existing classes as well as develop future classes. I want to thank

Armando and the committee members for their great work thus far. The CAD committee members are as follows – Chris Neis, Jeremy Kent, Ray LeVange III, David Fox, Justin Clinton, Bernie Sinistera, and Jason Issacs. Again thank you and keep up the great work. Another side of this effort is reaching out to our contractors to get their input on what specific programs and tasks they need a person to be able to do when they walk through the door of their CAD departments. I would like to thank Bob and Brian Felix of All Area Plumbing Inc., Jim DeFlavio, Jim Chavez, and Bob Kreidel of Murray Company, Steve Shirley and David Fox of University Mechanical for taking time out of their busy schedules to sit with Armando and I. The committee is using input from our contractors to develop our future classes. With

this collaborative effort I'm very confident that the A&J will be "The place" for CAD training!



We are just finishing up our second year of training at the Van Nuys Training Center. The A&J Trustees have a very aggressive building fund schedule which will allow us to complete our final phase of construction this year. The weld shop is open for practice welding and brazing Monday–Thursday 6 a.m. to 3 p.m. Weld testing is available every Thursday at 6:30 a.m. sharp; Braze testing is available every Thursday at 12:30 p.m. Please call Michelle Ponce at (818) 848-1386 to sign up for testing.

Our Journeymen class offerings continue to grow. Please visit our website at www.ajtraining.org to view and sign up for classes. ■

Continued from previous page

The Funds have a combined asset of \$134 million which provides medical and prescription benefits for approximately 17,000 lives. The lifetime maximum benefit ranges from \$100,000 to \$2,000,000, depending on years of coverage. For Active plan participants and dependents, the Plan also provides dental, vision, accident & sickness, death and accidental death & dismemberment benefits.

In partnership with Blue Shield of California, the Funds also provide participants with programs such as Nurse Line, Life Referrals and a Wellness Program to assist them in improving their health.

The Fund provides these benefits based on one of the lowest per-hour employer contributions rates in California, making it an excellent value for participating employers.

DEFINED CONTRIBUTION FUND

The Trustees of the Defined Contribution Fund periodically review the companies that provide services to the fund to be sure that they continue to meet the needs of plan participants. As a result of such a review, the

Trustees changed the Fund's record-keeper from Prudential Retirement to New York Life Retirement Plan Services ("New York Life"), a division of New York Life Investment Management, LLC. The transition was completed in March 2012. Participants now have access to an expanded lineup of investments that provide more flexibility and choices for retirement planning.

RETIREMENT FUND

Under federal law, the plan must report how well it is funded by using a measure called the "funded percentage." This percentage is obtained by dividing the Plan's assets by its liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. The Retirement Fund's funded percentage for the past three Plan Years is as follows:

| | 2011 | 2010 | 2009 |
|--------------------------|--------|--------|--------|
| Valuation Date | 1/1/11 | 1/1/10 | 1/1/09 |
| Funded Percentage | 89.1% | 85.3% | 78.4% |

The Pension Protection Act (PPA) classifies the funded status of a plan depending upon the plan's current and projected funding. A plan is considered to be in the Red Zone (Critical) if at the beginning of the plan year, the funded percentage of the plan is less than 65 percent. A plan is in the Yellow Zone (Endangered) if at the beginning of the plan year, the funded percentage of the plan is less than 80 percent. A plan is considered to be in the Green Zone (Healthy) if at the beginning of the plan year, the funded percentage of the plan is greater than 80 percent.

If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The Retirement Fund, with an 89.1 funded percentage as of January 1, 2011, is in the Green zone. ■



Nearly 1,000 Participate in CPMCA Educational Program in 2011

By Marta Martin, CPMCA Director of Education

YES, NEARLY 1,000 INDIVIDUALS participated in CPMCA's highly acclaimed educational program in 2011. Interspersing some geography, sociology and other factoids into this story (well, this is the Education Department!) that's roughly the number of active duty military personnel in Belize!

Since CPMCA's debut as a trade association in 1997, naturally, it has grown in size and expanded its scope. Our membership now soars to 90+ contractors and over 80 Associate/Affiliate members. The core of our purpose, CPMCA's Mission is to "... provide representation to its members to enhance their business and profitability through education..." To no surprise, when taking a determining vote on priorities, "education" is consistently high on the wish list ... and we delivered.

Think You Know Your ABCs? What About Your XYBs?

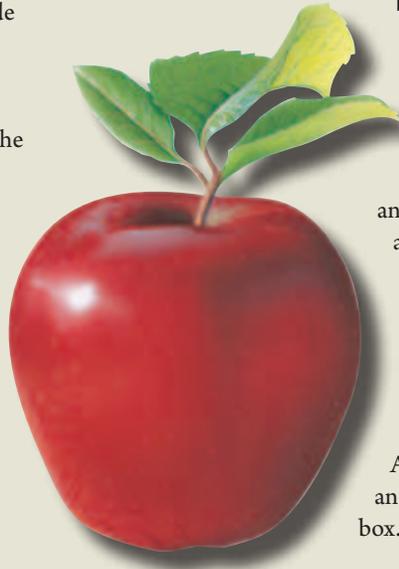
We are a progressive organization, arguably one of the most forward-thinking in the country. We are in tune with our contractors' needs and changing market conditions. A simple analysis of the age groups that make up our industry's workforce has helped us to better meet the educational needs of our members and their employees. We've noticed that the culture of Generation X and more so, the demographic cohort following, the "Ys," have become a steadily growing part of the construction industry. Studies show that this changing front line of our workforce enjoys learning new skills, being resourceful and self-sufficient, and approaching projects on their own ... making them excellent candidates for our educational program.

Certainly, CPMCA contractors employ many from this younger generation of nearly 50 million people (born 1965 - 1980). Generation Y - essentially, new and relatively entry level employees, many fresh out of school - may be relieved that quizzes and finals are over, but continue to remain eager to learn. They have a sense of immediacy as they are on a faster journey than even the Xers and many of our "seasoned" Boomers. The comparatively older Boomers - who are the majority of our industry's business owners and managers - have already figured all this out and consistently send their personnel to CPMCA's educational classes and seminars. All of this, coupled with the fact that employers want to maintain a competitive edge, make participation in the CPMCA educational program a no-brainer.

Record-Breaking Attendance

The class drawing the largest and most captivated audience took place on March 1st at the Local 250 Union Hall. "Interactive Contract Implementation," facilitated by Mark Breslin and John Koontz, drew nearly 300 attendees ... half the population of the Cocos (Keeling) Islands in Southeast Asia! The second part of this series, "Developing a Culture of Fabrication," was instructed by Michel J. Gallagher, John Koontz and Michael A. Mack, and addressed the benefits of fabricating from the ground up. The grand finale was on "Creating a Competitive Edge," led by John Koontz, and addressed the competitive advantage of efficiency.

The above mentioned series was not the only educational hit of 2011. Other titles from 2011's curriculum include "Real Cost of Changes - Change Orders for Project Managers," by David Ashcraft and Troy Aichele; "How to Win the Fight, Change Orders and Claims," and "Improve Your Cash Flow on Delay & Disruption Claims," by California's change order expert, Anwar Hafeez of SDC & Associates. Owners, Project Managers, Estimators and Safety Directors are involved in the program. Speaking of last year's big hits, the big hit at the movies in 2011 was "The Artist." Nominated for 10 awards, it took five including best picture at the Academy Awards this past February. Not bad for a black and white, silent film! We admire folks who think out of the box. So do we.



High Praise for Our Educational Program

Here is what a few attendees had to say about these classes:

"Everyone should attend!" - Frank Hargrove, Murray Co.'s Fabrication Manager on "Developing a Culture of Fabrication"

"The time management portion ... was the best I've ever heard." - Shaabini Alford, PM at Murray Co. on "Time Management & How to Create a Documentation System"

"There was a lot more information than I would have thought; very useful for any professional." - Richard Repp, Design Engineer at ACCO Engineered Systems on "Business Writing Essentials"

We are very grateful to our contractors for using our program to train their personnel. As long as our faithful contractors continue to send their people, we will continue to offer a first-in-class educational program. Thank you all for participating and being involved.

Please direct questions regarding our educational program to Marta Martin, Director of Education, marta@cpmca.org or dial direct (213) 417-9178. ■

Training: An Investment in People

WE'VE ALL HEARD IT: "YOUR PEOPLE ARE YOUR greatest asset!" It only makes sense that investing in that asset should pay big dividends. In tough economic times, businesses must do whatever they can to survive. By cutting costs, businesses get leaner and more efficient, improving their chances to compete aggressively and survive. Often, one of the cuts occurs in the training budget since it is often viewed as a discretionary cost. In reality, the enterprise that views training and continuing education as an investment that will produce substantive economic value will be among the survivors in an ever-competitive marketplace. CPMCA offers its members a cost-effective solution to that problem.



Leading-edge companies understand that in order to innovate and grow new business, educated minds are essential. Leading-edge companies are constantly training their employees in emerging technologies, business methods, project management, leadership techniques, and other skill sets so that they can maintain a leadership position in their industry. By offering myriad learning opportunities in all critical aspects of the plumbing and mechanical business, often without charge as a benefit of membership, CPMCA can help you acquire or maintain that leadership position.

Interestingly, trade associations around the nation differ in their approach to training and education. While some associations view these programs as "revenue generators," and charge participants accordingly, CPMCA, and many other MCA Chapters, view providing education programs as essential to the success of their members and a necessary investment on behalf of the membership. Expectedly, other groups fall somewhere between these two extremes. Either way, one of the primary reasons to be a member of a trade association like CPMCA is to take advantage of education and training programs that individual firms could simply not afford to provide in-house.

The principal benefits of education and training include: improved productivity, increased profits, and increased employee satisfaction

The principal benefits of education and training include: improved productivity, increased profits, and increased employee satisfaction and retention.

and retention. A study by the National Center on the Educational Quality of the Workforce (EQW) found that a 10 percent increase in workforce education level led to an 8.6 percent gain in total productivity. The American Society for Training & Development (ASTD) looked at the training investments and found that companies which invested the most in training yielded a 36.9% total shareholder return as compared with the 25.5% weighted return for the S&P 500 index for the same period.

As a provider of education and training for construction firms across the country, Florida based Falcon Performance Institute is quick to tell their clients that "education is good, but the combination of education and training – the application of that education – is critical. The return on your training investment can be multiplied many times over by adding in-the-field training/coaching. Whether a company chooses to do it themselves, or outsource it, the training/coaching needs to

be done to drive the behavioral changes proposed in the education process."

Ultimately, with the help of CPMCA, the combination of education, training, and face to face coaching will ensure your firm not only survives, but thrives. Your highly skilled organization will be the best equipped to adapt to changes, revolutionize business processes, develop niches, and inevitably, position yourself as a leader in the plumbing and mechanical industry.



JIM BAIN
Falcon Performance
Institute

ABOUT THE AUTHOR:

James S. Bain, MBA, is an author, speaker, consultant, and coach. He is the founder of the Falcon Performance Institute, a consulting and corporate training firm focused on productive performance. He has been a featured speaker at numerous regional and national conventions.

Look for Jim's soon to be published book, "Never Pass on a Chance to P – A Roadmap to Success."

To hire Jim or find out more about the Falcon Performance Institute, please visit www.fpiteam.com or call (352) 854-4015. ■

My Passion for Safety *By Rebecca Campbell, COSS, CRIS, Pan-Pacific Plumbing & Mechanical*

MY GETTING INVOLVED IN CONSTRUCTION AND safety happened as a fluke. Educated as an English teacher, my dream was to one day write sports for the *Los Angeles Times*. But as fate would have it, this job came my way unexpectedly six years ago and there's been no looking back since. It is a joy and privilege to work for a large subcontractor doing important work to change the skyline of California and to help ensure the safety of each one of our employees.

Originally hired as the HR girl, my duties have steadily grown at Pan-Pacific. The switch from teaching 9th grade boys at a boarding school to supporting a mostly male population at a plumbing subcontractor seemed like an easy one – and in my first several weeks the correlation between the two professions became evident. My first Workers' Comp issue is a good example, and had to do with a non-union subcontractor throwing a dead rat into one of my employees' cars as they were driving off the jobsite. Oh, some boys will be boys no matter how old they are!



Handing out discipline on the schoolyard is one thing... dealing with OSHA's cumbersome Rules and Standards is quite another. As a new employee at Pan-Pacific, the reality of it all hit home: I had no idea what I was doing! Where to start?

When you don't know where to start, start with the basics. Earning my COSS certificate was first. This is a great 40-hour course that really introduces you to everything safety. Slightly different from the OSHA 30 or OSHA 500, the course was taught in a way that seemed to delve into topics with greater interest and focus on things the individual participants found interesting. This is where we learned about the MSDS, which became my first chore as the Safety Director of the company.

As Safety Director, I initiated all kinds of ways to integrate safety into our culture... starting with paperwork. The COSS course and subsequent OSHA classes taught me how to read, understand and interpret OSHA rules and regulations – and what is needed to keep the company in compliance. No one's claiming to be an expert here, but at least I know that Subpart F pertains to Fire Protection!

My confidence in the safety field grew with each class taken. In one such class, the instructor explained to us that as a safety professional for so many years, she now couldn't walk into a room without looking for each exit and quickly noticing any safety violations. At the time, most of us didn't understand because we hadn't yet developed a passion for the field. I certainly have now, and this passion has made safety a priority in my life... in and out of work.

The desire to promote the safety culture at Pan-Pacific came through attending the COSS classes and other courses, and from being around safety professionals and others who sought to keep their employees safe.

My desire was to be a force at Pan-Pacific that made our company better and safer... and to care about each of our employees, making them feel part of the family. The only way to really do that was to get out into the field, because although the classes had taught me that compliance is about documentation (if it isn't documented, it didn't happen), I knew safety was about people.

Union plumbers are top notch, and the ones here at Pan-Pacific are truly awesome. They were willing to take this novice who didn't know anything and show her the ropes. They were willing to listen to me and hear my ideas and take my advice and allow me to grow the department. Some of my best memories in the field in that first year or two are when this rookie was able to really impress her foremen. One time I went out to a large, high-rise condo building where the manlift only went up to about the 20th floor, and above that you had to climb a jobsite ladder. The foreman watched me shimmy up that ladder (heart in throat, breathing hard) and then he said, "Well, Rebecca, I knew you could talk the talk, but now I know you can walk the walk." Score one for good deodorant!

The passion of these guys in the field fueled my own passion for helping them. Although my foremen are always extremely busy, whenever asked they have happily (or so I imagine) taken the extra time to show me around their jobsite and describe what they are doing and why they are doing it. Their accommodating my requests enabled me to take my book knowledge and begin applying it to real world situations. Their effort in making me a better Safety Director is what makes me so willing to do anything for them when they need it. I owe them.

And thus, my passion continued to grow. My changes were being implemented and having a positive impact on the company, which helped me to earn the respect of some of the hardest working guys in the field. It was starting to become fun! Being out on jobsites is a reward in itself. As the Human Resources person, one of my responsibilities is to take new recruits out to a jobsite and have them see what we do and the guys who are actually doing it. It's a fact that even accountants, who don't need to actually go to a jobsite to do their job, have a better understanding of their own role when they get to go out and see the work that we do.

My initial dealings with any new employees, always includes an explanation about how our work here in the office is geared to supporting our "customers" – the guys in the field. As HR, it is important that each of the guys knows how to contact me and whom to turn to for assistance. For safety, it is even more important to me that each employee in the field knows me personally. Anyone in the company knows they have a direct line to me. If they are having any issues, I want them to feel comfortable coming to me.

This is why my role in safety is so meaningful. It gives me the opportunity to work with the best people in the world and to actively make their lives better and safer. Now don't get me wrong, a lot of safety is paper pushing. JHAs are over the top. Reminding employees to drink water

Continued on next page

My Passion for Safety, *continued*

is a little too much like babysitting. Dailies, sign-in sheets, tailgates and pre-task planning are enough to keep any foreman busy. And we're not even talking about putting in pipe yet. But my guys know that the reason behind all this stuff is to keep each of our employees safe, while keeping Pan-Pacific marketable. And so we work together. They're forgiven when they don't turn in their tailgate meeting paperwork to me in a timely manner, and they forgive me for making them fill out that last piece of paper. We work together for the betterment of the company, for the overall wellbeing of our employees and the joy of laying pipe.

Remarkably, over time I have actually grown to love the thick language of OSHA and the ridiculous rules and all the horrible things that go along with it. This is because together they provide the framework in

[My role in safety] gives me the opportunity to work with the best people in the world and to actively make their lives better and safer.

which my passion can thrive and be effective ... my passion for helping to keep my guys SAFE!

This passion for our field, the passion for creating and building, the passion for marketing and sales, the passion for safety and for HR, the passion to get the paychecks out on time, the passion to make this a better company, the

passion to make this a better industry... this is the passion that drives our Safety Department. While you need to have buy-in from the top down, and while you need to convince the upper management about the cost of (un)safety in order to justify your role... while these things are important, what drives me is my passion for helping others, and for sending our employees home safely to their families every night. This passion is what led me to the safety field (whether I knew it or not), and it is what will keep me here. ■

The 2011 Safety Recognition Awards

THE PURPOSE OF the Safety Awards Program is to recognize and reward safety excellence, and provide statistical reports to all participants for evaluating their company's safety performance. Each year in March, the CPMCA Safety Committee will collect injury and work-hour data from the preceding calendar year from CPMCA contractor member companies. The data is used to calculate incidence rates, which are used to reward safety excellence. CPMCA awards are given by company size and type of company, either service or construction. Awards are based on Recordable Case Incidence Rates (T.R.I.R.) and Lost Workday Cases Incidence Rates (D.A.R.T.), in each



Jack McMackin accepts the CPMCA Safety Star Award on behalf of Pan-Pacific Plumbing.



Safety Director Miles Cronin picks up the award on behalf of Murray Co.



Steve Klaus proudly receives PMI's >1M Man Hours Safety Award.

category of company size and type of work. Companies with the lowest incidence rates and workdays lost will receive awards. Companies with the most improved incidence rate will also receive awards based only on the previous year's data. All participants will receive a confidential report from the CPMCA Safety Committee that allows them to compare their incidence rates with the incidence rates of the other participants.

Companies maintaining the lowest incidence rates that year were in the spotlight. CPMCA would like to once again take this

opportunity to congratulate these award recipients listed to the right. ■

2011 AWARD RECIPIENTS

25,000 to 50,000 Man Hours
Verne's Plumbing, Inc.

50,000 to 100,000 Man Hours
Sierra Commercial Plumbing, Inc.

100,000 to 250,000 Man Hours
University Mechanical & Engineering Contractors – Los Angeles

250,000 - 500,000 Man Hours
Pan-Pacific Plumbing & Mechanical

500,000 – 1,000,000 Man Hours
Murray Company

>1,000,000 Man Hours
Performance Mechanical, Inc.

HONORABLE MENTIONS

25,000 to 50,000 Man Hours
All Area Services, Inc.
Monaco Mechanical, Inc.
Martin Mechanical

50,000 to 100,000 Man Hours
Astro-Mechanical

100,000 to 250,000 Man Hours
Couts Heating & Cooling, Inc.
Muir-Chase Plumbing Co., Inc.

CPMCA Annual Scholarship Golf Tournament – June 2011



Cal Poly Pomona students volunteer at the Career Development Golf Tournament.



Host Chip Martin with his personal assistant, Charlie, register guests.



One of the first to arrive are red carpet guests Steve Felix, Jr. and Bob Felix of AAP.



Rick and George Moreno with sponsor Ron Bradford of Signature Sales.



Vince Diaz (right) of UA Local 345 discusses his game with fellow golfer Mike Hazard.



CPMCA's favorite volunteer, affiliate member Cheryl Coenen of Marking Services, Inc.



The tourney's first and second place teams.



Thanks to our 2011 Tournament Sponsors

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Westmark Enterprises, Inc.
Zurn Engineered Water Solutions*

Annual Golf Tournament *continued*



Chip Martin thanks all event sponsors and attendees.



First place winners: Mike Layton, Pat Worley, Ken Wagganer, Brian Jackson and Eoin Middaugh (not pictured).



Second place winners: John Sherman, Evelyn Orley, Ray Le Vangie, Jr., Joe Saenz, Jon Bettendorf and David Zech (not pictured).



Third place winners: Don Giarratano, Kevin Hardy, John Bollinger and Brian Kirby.



Cal Poly Pomona student chapter volunteers and E-board members.



Don Giarratano recognizes Cal Poly's Yuridiana Castellon for serving on the chapter's E-board.

Cal Poly Pomona Student Chapter Places 5th in MCAA's National Competition

By Marta Martin, CPMCA Director of Education

THE MECHANICAL CONTRACTORS ASSOCIATION OF America (MCAA) received twenty-seven entries for the 2011/2012 MCAA Student Chapter Competition from student chapters across the country. With no further ado, allow CPMCA to announce Cal Poly Pomona's 5th place finish!

San Francisco was host to last year's Student Chapter Summit in October where the project was revealed. MCAA student chapters were invited to put together a legitimate proposal to retrofit a historic San Francisco building into the Asian Art Museum. The project was quite complex. Teams had the challenge of considering the structure's historical significance and value while maintaining its integrity. Stringent seismic requirements were at play coupled with energy efficiency standards and environmental conservation conditions. An unexpected twist for students was the necessity to prepare a bid for a service and maintenance package on the building after completion of the construction.

After ten intense weeks and countless hours of reckoning, students weren't left with much time to ruminate. They fired off their proposal by the December 16th deadline and anxiously awaited their fate. In the meantime, a panel of judges on MCAA's Career Development Committee reviewed the proposals at a meeting in January 2012. In detail, they

analyzed and surveyed each submission to select the top four best-scoring proposals. These four schools' presentations and final results were

announced at the MCAA Convention in Walt Disney World®, Florida in March. The MCAA Student Chapter at Southern Polytechnic State University received top honors. The excited and proud Cal Poly Pomona project team was also in attendance to receive a 'Certificate of Merit.' It reads, "... in recognition of its [California State Polytechnic University at Pomona] achievement in the planning, preparation and presentation of its submission to MCAA's Student Chapter Competition."

We congratulate Yuridiana Castellon, President of the Student Chapter, and her team members Zachary Aguilera, Jeremy Busch, Kevin Callaway, Ray

Gonzales, Jordan Manimtim and Christian Raygoza on their excellent teamwork and national recognition! ■





YURIDIANA CASTELLON

Reflecting on a Year of Accomplishment, Advancement and Awards

By Yuridiana Castellon, Cal Poly Pomona Student Chapter President

THIS YEAR HAS brought many good things to the Cal Poly Pomona Student Chapter. Throughout the 2011/2012 school year we have stayed active and our student members have been excited about being involved. We kicked off the school year with the Chapter's first ever E-Board Camping Retreat. Past and present E-board members were invited to attend to help plan the year, assembling ideas for future events such as volunteer work, on-campus food sales, socials, and fundraisers. Fortunately, every event was a success.



Cal Poly's art station encourages creativity.



Yuridiana Castellon makes friends with a proud, young artist.

Our first opportunity to volunteer was at a yearly carnival at Project Hope School, an organization dedicated to serving the homeless children of Orange County. Chapter students Zachary Aguilera, Kevin Callaway, Jordan Manimtim, Christian Raygoza and I set up an arts and crafts booth attracting children and

their self-expressions. Here we had a chance to meet Angels outfielder Vernon Wells! We then kicked off the year with a welcome-back BBQ. Thanks to the efforts of our friends at All Area Services, a medical gas trailer was on display, attracting many curious passersby (who we opportunistically recruited at these and other school events). Many thanks to Armando Pulido of the Apprentice and Journeymen Training Trust Fund (A & J) for coordinating the medical gas trailer on two separate occasions.

The MCAA Student Competition in San Francisco was where our student project was revealed. After 10 intense weeks, we were MCAA Convention bound to Orlando to receive a Certificate of Merit. Our team was awarded 5th place out of 27 competing schools. Contributing to the joy of our excellent finish in the competition was a Bowling Night at Lucky Strike in Downtown L.A. that drew a significant campus crowd and our faithful contractors. The event gave us the opportunity to present our progress to an audience of professionals. The feedback and ideas were great.



Who met the Angels' Vernon Wells? We did!

We explored behind the scenes at three job tours including Murray Co.'s Cedars-Sinai Hospital. Murray Co. was very hospitable, allowing us to visit their engineering offices and the up-and-coming state of the art pre-fab facility. All Area Plumbing also welcomed us to view their offices in Covina. All construction sites and offices were unique, giving us glimpses of industry work inside and outside of the office.

The 2011/2012 academic year has been quite an interesting journey. The Chapter has done its part in terms of keeping students motivated and excited about their careers. Through volunteering efforts and invitations to many of CPMCA's functions, we met wonderful people and learned many fascinating things about this industry. The events we coordinated internally were also beneficial and fun.



Bowling Night at Lucky Strike in Downtown Los Angeles



Ron Bauer of Murray Co. was the tour guide at Cedars-Sinai Hospital.

As our school year comes to an end, we wish graduating students the best of luck on their personal endeavors. A few are interning or pursuing full-time positions with CPMCA contractors. We want to thank all of our supporters – the A & J, contractor members and Affiliate/Associate members. Thank you for taking the time to provide us with countless resources and advice. As the outgoing President of the Cal Poly Pomona Student Chapter, I thank you for all of your wisdom and support and wish the incoming E-board safe travels! ■

CONTRACTORS! Giving Students a Chance is Good Business!

By Breawn M. Oliver, Detailing Engineer/LEED AP, All Area Plumbing, Inc.

THE CAL POLY POMONA STUDENT Chapter was the starting point of my career. I was drawn to the organization because I wanted to help out my friend who was the Chapter's new President. Unlike me, he was a mechanical engineer in training. My field is construction engineering technology (ETC).

In an effort to support the incoming Chapter leader, I raised the flag and my small fleet of ETC buddies followed. My passion for my particular field led me to encourage a bunch of ETC students to join the MCAA Student Chapter as well.

Turns out the scheduling, estimating, LEED, plans and specifications, fluid mechanics, construction management, BIM, and equipment courses (that ETC students are required to take) proved essential and were desperately needed for the MCAA Student Chapter project. These were topics in which mechanical engineering students weren't as well versed. Essentially, the mechanical engineering and construction engineering students together made a well-rounded team. We were a strong group, complimenting each other in our respective areas of expertise... college-level expertise, that is.

My involvement with the Student Chapter at Cal Poly opened the doors to my current position at All Area Plumbing, Inc. I've been a Detailing Engineer/LEED AP for two years now.

President Bob Felix is our Captain. Four other Cal Poly Alumni are also on board: Brian Fenton, Anthony Gomez, Franklin Le and Andy Su. These are all former MCAA Student Chapter members that I helped recruit. I have convinced six of my friends in all that this line of work is as exciting and as fun as you want it to be. As I expected, they enjoy it very much and ironically, they are all construction engineering students.

It is a blessing to have the kind of job where I wake up every morning and look forward to coming to work. Each day there is something new to learn and new challenges to overcome. But I've always been up for new challenges, so it works out well. It is encouraging to know that our company's Treasurer and CFO Bryan Felix, isn't afraid to send new tasks my way, having enough confidence in me that I will figure out how to get them done correctly and on time.

From the get-go, my work load has been intense, a part of my job I love. To see my work go from paper to prefabrication and from prefabrication to installation is so gratifying.

To walk a jobsite and physically see what was once in my computer is such an exhilarating experience. So is being a successful woman in a man's industry. (There is a ratio close to 1:30 male vs. female in my major.) Quickly coming to the realization that knowledge is power, I continue to learn all I can about our industry and am unaffected by this disparity. The more you know, the taller you can stand.

At the end of each day, I feel accomplished. We work very long hours, but as long as we are in it together (which we always are) everything

is fun. It's a true team at All Area Plumbing – a strong team. My co-workers are my family away from home. These people know me better than some of my long-time friends. It's not all work around here, either. Our after hours Friday

Nerf gun wars help us blow off all the stress we accumulated throughout the week. This fun-filled diversion is in perfect harmony with our Company Motto: "If you're not having fun while doing it, you must be doing it wrong."

Working for a plumbing/mechanical contractor provides many opportunities, including the opportunity to build... which is the essence of my passion, construction engineering! My professors used to say that all construction engineering students end up working for general contractors. Not in my case. I guess thinking out of the box really does pay off.

My strong recommendation to CPMCA members is to GIVE A STUDENT A CHANCE! Bob and Bryan took a chance on me and less than a year later, handed me a contract. Although good grades help, don't think that it's always the straight A students that are the best choice. It's those who show up at the job tours and CPMCA events. And it's those young folks who are full of questions and are eager to learn. Those are the students who have a future in this industry and who deserve an open door with our CPMCA Contractor members. ■



Record Attendance at CPMCA's Annual Dinner



Dan Patrick and Tom Morrow of Todd Pipe & Supply with Stanley Hammack of Mueller Industries.



Representing Victaulic Company are Lance Williams, Joe Stepanski and Mitchell Crocco.



Darryl Oscars and Tim Healy of ARB, Inc. discuss new year's resolutions with Glenn Santa Cruz and Ben Clayton of UA Local 250.

On December 8, 2011, we wrapped up the year with a splash of fun and friends at the CPMCA Annual Dinner. The event drew a festive crowd and a record attendance of nearly 230 CPMCA contractors, Affiliate/Associate and union friends! We are grateful for all of your support and participation.



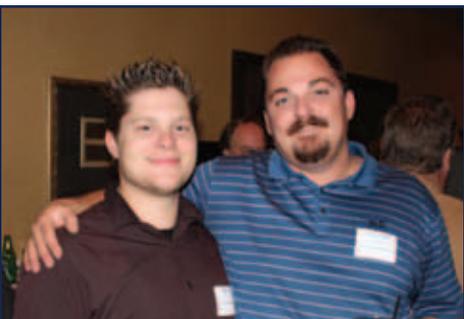
This time of year, we are especially grateful for our labor partners at Southern California District Council No. 16.



CPMCA's President John Odom addresses the crowd.



The Student Chapter at Cal Poly Pomona wraps up another year with CPMCA.



Jeff Buyer and Travis Chase of Muir-Chase Plumbing Co. are in the holiday spirit.



The troops of All Area Plumbing, Inc.



Ted Feilmeier of Performance Contracting, Inc. and Bob Miller of West Coast Firestop-ping compare goals for 2012.

CPMCA/DC 16 Retreat Wins Again in Las Vegas

By Chip Martin, CPMCA Executive Director

LIKE CLOCKWORK, LABOR AND management made their usual trek over the Cajon Pass to convene in Las Vegas to discuss industry concerns. The usual perfect blend of business, networking and pleasure prevailed. Helping ensure productive discussions and finding a reasonable remedy to challenging issues was MCA of Chicago Executive Director, Steve Lamb. Discussion and action took place on the following topics: definition of welder premium, pre-apprentice dispatch and registration, marketing, organizing, engaging the rank and file, CAD detailing, recapturing site work and competitiveness issues.

The social side the group challenged themselves with trivia and music team exercises at the opening event. The big winners named songs and artists spanning a few decades. These rock stars included our very own Dana Giambalvo, Mike Cables and Norm Escover of Kinetics, Ruben Magaña of Long Beach Local 494 and his wife Christina. The following evening topped Friday's opening session. The group splurged on dinner and an exciting Elton John concert.

This event year after year proves to bring labor and management closer together while at the same time addressing pressing industry issues and constructing a viable solution before we adjourn and head home. ■



The Wynn Hotel in Las Vegas was host to 2011's retreat.



The Spouse Event featured a cooking demonstration and luncheon at El Segundo Sol.



CPMCA's favorite ladies.



Darlene and Richard Edwards of Local 364 in Colton.



Ken Jenkins, Rodney Cobos, Glen Nolte and Milton Johnson deliberate over morning java.



Jaime Valdivia of PIPE in good company with Michael and Gayle Rock.



California Plumbing & Mechanical
Contractors Association
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CPMCA/DC 16 Retreat Wins Again in Las Vegas

See full story and more photos on page 31



Executive Director Steve Lamb of MCA of Chicago facilitates Labor/Management discussions.



Business Manager Sid Stolper of DC 16 with the Hazards, Mike and Kathleen.



John Ferruccio of DC 16, PIPE's David Otterstein and Rick Moreno of Astro Mechanical Contractors.



Kinetics' Mike Cables and Steve Lamb of MCA of Chicago.