

**ASSOCIATION EXECUTIVES COUNCIL**  
**“BEST PRACTICES” CLEARINGHOUSE FOR ASSOCIATION PROGRAMS**

**2005 AWARD WINNERS**

**Construction Education Institute -*MCA of Chicago***

The Construction Education Institute provided by the MCA of Chicago, which has evolved from around a dozen courses in 1995, to over 100 programs in 2005, has strived to become a model for the construction industry. The CEI currently serves all of the plumbing and mechanical associations covering sixteen counties in Northern Illinois, the general contractors association of Chicago, and next year will be extended to the Chicago SMACNA Chapter. Curriculum tracks include: Computer skills; Construction Spanish; Estimating; Field Personnel; Green Building; Project Management; and others. Certificates are offered in Foremanship and Project Management. The CEI's capstone program, Executive Forum, is possibly the most advanced program for contractor senior management in the nation short of the MCAA Advanced Leadership Institute.

**Madison Steamfitter Tool Responsibility Program - *Madison Area Mechanical & Sheet Metal Contractors Association***

The Madison Area Mechanical & Sheet Metal Contractors Association developed and implemented a Steamfitter Tool Responsibility Program for utilization by all signatory contractors working in this jurisdiction. The concept was discussed and agreed upon during negotiations with Steamfitters Local 601, who continue to support the program. The program provides a new toolbox with a designated set of common tools to all steamfitter journeymen and apprentices in the jurisdiction. Separate compliments of tools were developed for construction and service steamfitters. Each steamfitter is required to sign for their designated set of tools and tool box of a reasonable size, which they then can transport from job to job. It is the responsibility of the steamfitter to then maintain their compliment of tools and replace any tools that are lost, stolen and/or broken. If a tool is missing or lost, it is the steamfitter's responsibility to replace it. Madison has a relatively steady workforce, and does not see many travelers. Tools are not given to travelers or pre-apprentices.

**Anti-Scald Program for Newborns - *MCA of Cleveland***

The Cleveland Plumbing Industry Fund (CPI) has formed a partnership with the Cleveland Clinic's Children's Hospital. The Clinic is the fourth largest hospital in the USA and has 42,000 employees. During a meeting at the clinic on another subject, MCA of Cleveland was appraised of the fact that many newborns are accidentally scalded at home because the hot water tank is set too high and because the young parents don't realize that adults can tolerate much higher temperatures than babies can. So, when a young mother tests the baby's bath water by touch, she doesn't realize that what seems warm to her could be scalding to a baby. The clinic asked CPI if we could help make young parents aware of scalding hazards. CPI saw this as a plumbing education opportunity and assembled a brochure and a bathwater thermometer with the logos of CPI and the Cleveland Clinic, which will be distributed to every new mother as she leaves the hospital. At the end of the brochure is a brief explanation of CPI and our phone number.

## **2005 ENTRIES**

### **Scholarship Program -MCA of Northwest Pennsylvania**

The MCA of Northwest Pennsylvania realized the need to raise public awareness of the Association, the employment opportunities available in the industry and mechanical contracting as an industry. Over the past two years, their association has sent scholarship packets to the 83 school districts and 9 vocational – technical high schools in their jurisdiction. Two \$500 scholarships are awarded each year. The applicant must be looking to attend a Western Pennsylvania school, vocational or collegiate, enrolled in a construction related or engineering major, and meet other criteria as well. The merit based competition has an essay requirement asking for a 500 word response to “How mechanical contracting has improved the quality of life in Northwest Pennsylvania.” The contact with the colleges has allowed this program to increase its scope into a summer internship and co-op program. The first intern/co-op student was hired as a full time employee with a member firm upon graduation last year.

### **ADD5 Program -Minnesota MCA**

The Minnesota MCA developed a marketing plan for the residential sector of our industry. The program is supported by the plumbing, electrical and sheet metal industry and with the financial assistance of these other groups, the ADD5 promotion has teeth to do some serious advertising which may not have been tackled alone. The ADD5 group of associations and unions has developed one strategy and one plan to educate and inform our target audiences of the trust that comes along with using ADD5 contractors. ADD5 is a combined homeowner protection plan that covers the mechanical systems in new residential housing built by ADD5 subcontractors. By using an ADD5 subcontractor, 5 additional years of coverage is provided on all new home construction. This includes the electrical, plumbing, heating and air-conditioning. Initial cost to develop plan was \$55,000 for website development, printing and mailing of direct mail pieces and advertising. Among the nine groups, the split was approximately \$6,000 each. Maintenance cost of operating the program will be roughly \$3000 a year per group.

### **Rebuilding the Market - MCA of Akron**

MCA of Akron found that the key to making their contractors competitive in a market driven by the lowest bid rested in their impending contract negotiations in May 2005. Through education, training, research and planning, they were able start making changes in the way they negotiated their collective bargaining agreements and worked with their union. Their first step was education. With a professionally trained negotiating committee they increased their chances of success. After extensive research, they contacted the USERY Center at Georgia State to conduct an extensive three day course in interest based labor negotiations. The goal was to produce a trained negotiating committee before negotiations began. To complement the training, research was done with the help of the Construction Labor Research Council on the local economy, wages and employment. The end result was a collective bargaining agreement with eight new language insertions, a number of alterations on existing language, an a smaller increase in the total package, much of which went to stabilizing their Health & Welfare and Pension funds.

### **Creation of “AHEAD” Coalition - MCA of Chicago**

In 2002, MCA Chicago was faced with a legislative issue that promised to be extremely costly to the industry, and which MCA Chicago had no chance of winning on its own. MCA Chicago first brought about “buy in” on the issue from the other mechanical specialty trades, and used this as a springboard to employing a lobbying specialist, and to creating a larger coalition of thirty one construction associations in the Chicago area. This coalition raised over \$150,000, hired a public relations firm, created a substantial grassroots lobbying program, and garnered editorial support from the Chicago Tribune, the Chicago Sun Times and many downstate newspapers. Not only was the legislative issue won, but the coalition has expanded its mandate to address other contractor issues which have previously been intractable to individual associations (e.g. worker compensation reform).

### **Advancing the MSCA/UA Star Efforts - ARCA MCA Southern California**

MSCA STAR qualification assures building owners and facility managers that their STAR qualified contractor is providing the highest level of skill, quality, value, and professionalism in the industry. ARCA/MCA realized the benefit of marketing the MSCA Star Qualified contractors, but realized to maximize the investment in its marketing effort, widespread qualification of both contractors and employees was necessary. This program provides administrative assistance in formalizing and organizing, and in some cases developing, a contractor’s submission process for the MSCA Star Qualified Contractor Program. This process has enabled contractors that have not recently updated their procedures to become more current. In other examples, contractors develop the necessary components to be a value-oriented contractor. In either event, the contractor becomes a better contractor offering greater value to its customers.

### **Complete Safety Manual -Mid Michigan MCA**

To increase safety amongst its member contractors, Mid Michigan MCA created a complete safety manual. The manual itself comes in either a 3-ring binder or on CD-ROM, but is inclusive of all Michigan OSHA (MIOSHA) regulations, training procedures and resources. It is further enhanced with the best language from safety programs from various MCAA contractor companies and includes a copy of MCAA *Safety Tool Box Talks*. This program may be used as the safety policy manual for the company or serve as a guide to a tailored manual. It has been reviewed by the contractors of the Mid Michigan MCA safety committee and the department of MIOSHA for completeness and accuracy. It has received praise for its thoroughness and ease of use.

### **Construction Academy- Mid Michigan MCA**

Working with NECA and AGC, Mid Michigan MCA has been teaching various courses in area high schools for students not likely to attend college, many of whom are excellent candidates for construction trades. Students learn a variety of skills including OSHA 10 requirements, estimating, business ethics, labor law, how to write resumes and interview. Students are also given hands-on experience through field trips where they learn conduit bending, welding, torch cutting, crane lifting and setting, etc. The Academy, brings students from various high schools to the Hill Career Center in Lansing and they will be identified with the Academy as their ‘home school.’

## **2004 Award Winners**

### **\*\*Succession Planning Initiative – ARCA/MCA of Southern California**

In recent years, planning today for the success of tomorrow has been addressed by MCAA, MSCA and the AEC. During the past year, ARCA/MCA has made the implementation of a succession-planning program its focal point. The board appointed a committee, determined parameters that allowed for an increase in the diversity of various industry committees and reviewed the entire association roster and identified certain individuals and companies to approach and request their involvement. The results have been extremely successful. The number of individuals participating on ARCA/MCA committees in 2004 increased by 45% and the number of companies increased by 30%.

### **\*\*Pipe Dreams – Eastern Iowa/Western Illinois MCA**

Using a “play on words”, the Pipe Dreams concept was created to develop a tool that would enable the association to serve charities in and around the area. Many positive results have come from the program such as: providing help to individuals, families and organization in the community that are in need of assistance; create goodwill in the community; establish a presence in the community and create a better understanding of our industry while promoting the contractors to the general public and creating a feeling of satisfaction and pride among the contractors. Each year Pipe Dreams choose an individual, organization or family in need of assistance and, with utilization of the annual golf outing, monies raised by donations and sponsorships to benefit the recipient(s).

### **\*\*MCAA Member Intranet – MCA of Akron**

Recognizing that technology is a power that must be harnessed correctly, the contractors recognized the value of a private-Intranet could provide to the membership. The core purpose of this program is to provide all members with a secure, private site that acts as a central resource for all information generated between and for the members. After evaluating and researching existing public sites, and the amount of information disseminated from the association office on a regular basis, we determined the following criteria would prove the most useful: industry hours; association calendar; articles on safety, legislative concerns, programs and business related items; contact information for each member; OSHA documents; tool box talks; human resources forms; program sign-ups; activity logs and chat rooms; links; e-mail function; password administration; e-commerce; MSDS Binderworks; job site reviews and confined space equipment sign-out sheets.

### **\*\*MMCA JobLine - Twin Cities Piping Industry Association**

For several years the contractors have asked for a way to post job positions. They also wanted a way for those who were interested in entering the mechanical industry to be able to post their resumes. The association developed a posting service that took care of these concerns. JobLine allows for confidentiality for both the contractor and the job seeker. JobLine has one feature not found on most other types of job postings. JobLine automatically contacts each MCAA Student Chapter and notifies the advisors of openings.

## 2004 Entries

### **Piping Industry Center** – *MCA of Northwestern Ohio*

Industry leaders wanted to express their cooperative spirit in a way that would demonstrate their commitment to the region's future, promote the piping industry, improve service to their members and serve as a magnet for the entire organized construction industry. In 2001, UA Local 50, the MCA of Northwestern Ohio and the Piping Industry Joint Apprentice Training Committee joined to purchase 15 acres of prime commercial land. In 2002, work was completed on a \$4 million, 31,000 square foot state of the art apprentices training and journeyman education center. In 2003, UA Local 50 relocated to its new union hall on the property. In 2004, association members invested nearly \$1 million to construct a 5,000 square foot headquarters on the property. Working to achieve this ambitious project brought contractors and union leaders closer together to plan aggressively for the future.

### **Radio Advertisements Promoting Mechanical and Sprinkler Contractors** – *MCA of New York*

In a combined effort to promote the mechanical contracting and sprinkler industries in New York, the promotion fund sponsored a series of radio advertisement that were heard on New York's WCBS AM 880 throughout the entire Yankees baseball season. Fans were able to hear the ads before, during and after the games. The most recent ads promoted the use of sprinkler systems in high rise apartment buildings and another advertisement rallied support for a new Jet's Stadium on the West Sided of Manhattan. The ads will continue throughout next year's Yankees season with new messages promoting our industry. We are able to change the message of the ads anytime.

### **TrustedContractor.org** – *Twin Cities Piping Industry Association*

Members of the Twin Cities Piping Industry Association wanted to have more of the residential market but didn't know who to advertise to. The association felt they couldn't market just plumbing, heating, piping or air-conditioning, they had to market it all. They designed the TrustedContractorList.org to encourage trust (using the words licensed, bonded and insured). In October of 2003 they began to promote the website on "This Old House" in primetime Thursday evenings with good results. They also promote the site in trade publication and plan to advertise heavily in the spring "Parade of Homes."

### **PMC Detroit Update** – *an e-mail newsletter* – *Metro Detroit PMCA*

In 2004, Metro Detroit PMCA replaced their printed contractor newsletter with a new e-mail newsletter, sent twice monthly, and called the PMC Detroit Update. The new format has been applauded by member contractors for its layout, readability, accessibility and pertinent content. All subjects that appear in the beginning of the newsletter are hyperlinked to their story in the body of the newsletter. Contractors appreciate the speed at which they now receive their news. They also report high satisfaction with their ability to move quickly throughout the document to access information of interest to them.

**Equipment Pre-Purchase Brochure – *MCA of Cleveland***

The practice of equipment pre-purchasing by CM's and owners has become all too prevalent, which leaves mechanical contractors as only risky labor brokers. MCA of Cleveland formed a committee to face this issue and developed a brochure to include brief, hard-hitting facts regarding the disadvantages of equipment pre-purchasing, combined with the results of the MCAA/NECA/SMACNA study. This brochure will be used as talking points for presentations to owners and will be left behind as a reminder of the association's position on equipment pre-purchasing. This brochure was completed with the assistance of Nehlsen Communications.

## **2003 AWARD WINNERS**

### **\*\* “Management Input” with Pipefitter Apprentices – *Metropolitan Detroit PMCA***

Association members have long believed that union workers needed positive forums in which to relate to management for the purpose of dispelling old myths, e.g., profit is all the contractor is concerned with; employees don't count; the contractors and union leaders hate one another. Contractors now meet with all pipefitter apprentices twice a year for a three-hour session, designed and presented by a contractor committee and supported by the local union and training school.

### **\*\* 40-Hour Apprenticeship Training & Tool Program – *MCA of Akron***

In response to the growing concern over first year apprentices showing up to work without any knowledge of basic job functions, our contractors developed the concept of a 40-hour training program. Apprentices participating in the program have their hours paid in full by the association in addition to OSHA training and drug testing. All apprentices receive a new tool bag filled with quality hand tools to help ease them into their new profession.

### **\*\* MSDS BinderWorks™ - *MCA of Iowa***

The association has created a Material Safety Data Sheet (MSDS) management service entitled MSDS BinderWorks™. In development for three years, MSDS BinderWorks™ was created by mechanical contractors to fulfill the hazard communication needs of the construction industry not otherwise met by other MSDS management vendors.

### **\*\* Certificate in Mechanical Engineering Technology – *MCA of New Jersey***

The association entered into a five-year commitment to Fairleigh Dickinson University as a sponsor of the Certificate in Mechanical Engineering Technology program and its corresponding Mechanical Contracting Engineering Technology Bachelor of Science degree program. The program began in September 2003.

## **2003ENTRIES**

### **Rebuilding of Lower Manhattan Fire House – *MCA of New York***

On September 11, 2001, the firefighters of Engine Company 10, Ladder 10 were the first to respond to the World Trade Center terrorist attack. While not destroyed, the firehouse was badly damaged. MCAA contractor Dierks Heating Company, Inc. volunteered to donate all of the labor to install a new heating and air-conditioning system. The association and their Industry Promotion Fund donated the equipment. Both labor and management worked successfully and cooperatively to enhance our industry image and give something back to the city.

### **Contract With Our Eyes – *MCA of Cleveland***

“Contract With Our Eyes” is a program developed to assist contractors in achieving 100% eye protection for their employees. In exchange for a contractor signing a “contract” that they will adopt and enforce a 100% eye protection policy, our safety director will individually fit every employee of that company with a free set of safety glasses of their choice. Employees can choose from various styles and sizes of glasses. Started in the summer of 2001, the name of the program is a registered trade name in Ohio.

### **Direct Purchase Equipment Ads – *New England MCA***

The contractor members of NEMCA are concerned that equipment purchases by other than the mechanical contractor will destroy the integrity, professionalism and the competitiveness of the HVAC industry. For that reason, NEMCA sponsored a series of advertisements in the Boston Business Journal each month for a total of 15 ads throughout the year.

### **Mechanical Engineering Contractors Association (MECA) – *MCA of Akron***

Initially created to help bridge the communication gap between the mechanical engineers and the contractors of the MCA, MECA has spent the last few years working to repair this situation while striving to save owners money on projects. The group consists of a board of directors, which is comprised of contractors and engineers and boasts a membership of over 100 members. Meetings are held quarterly and one topic is selected for each session to allow for a thorough discussion by all parties.

### **Academic Relations Program – *MCA of Western Washington***

Established in 1999, the mission of the Academic Relations Program is to: foster closer relations with colleges in the state having construction management degree programs; increase visibility of the association and the industry; provide a forum for members and students to interact; encourage participation in internships; provide education for students about the industry; and encourage contractors to hire students from in-state colleges.

**Statewide Drug & Alcohol Testing Policy & Program – MCA of Indiana**

This program is an 8-panel test, switching to a 10-panel test on April 1, 2004. The program includes annual testing with monthly random testing of 1/12<sup>th</sup> of each participating local union. Non-bargaining unit employees of each contractor are also subject to the program. Six local unions participate in the program.

**Habitat of Evansville – MCA of Indiana**

The MCA of Indiana (Southern Indiana Chapter in Evansville), with the assistance of UA Local 136, provided labor to work on seven Habitat homes in Vandeburgh County and two homes in neighboring Warrick County.

**TrustedContractorList.org Promotion – Twin Cities Piping Industry Association**

Members of the Twin Cities Piping Industry Association wanted to have more of the residential market but didn't know who to advertise to. The association felt they couldn't market just plumbing, heating, piping or air-conditioning, they had to market it all. They designed the TrustedContractorList.org to encourage trust (using the words licensed, bonded and insured). In October of 2003 they began to promote the website on "This Old House" in primetime Thursday evenings with good results. They also promote the site in trade publication and plan to advertise heavily in the spring "Parade of Homes."

**NYC 2012 – MCA of New York**

In November 2002, the U.S. Olympic Committee selected New York City as the official U.S. Applicant City for the 2012 Olympic Games. In 2005, the International Olympic Committee will select the host city. NYC is competing against several other great cities including London, Paris, Madrid and Moscow. The potential benefit to NYC construction is enormous and includes over \$6.8 billion dollars in private and publicly funded construction projects. If NYC is selected as the site of the 2012 Olympics, labor has pledged a "No-Strike" provision during the six years of fast track building that will take place. For the past two years the Association has donated funds to help NYC win the bid to host the 2012 Olympics.

## **2002 AWARD WINNERS**

**\*\* Sciencepipeline.com - ARCA/MCA of Southern California, Greater Michigan PMCA, MCA Chicago, MCA of Connecticut, MCA of Eastern Pennsylvania, MCA of Maryland, MCA of Metropolitan Washington, MCA of New Jersey, Metropolitan Detroit MSCA**  
This educational website serves as an outreach to science teachers, school counselors, students and parents. The professionals who developed the website used their experience and knowledge to develop a website that is recognized as approved classroom curriculum for use by teachers and students.

**\*\* Building for Kids – Rock River MCA**

In 1996 the Rock River MCA and Local 25 launched the “Building for Kids” campaign to benefit the youth of the community. Each year, a worthwhile project is chosen and the two groups donate thousand of dollars and hours of labor to the project. As a partner, the local TV station matched the monetary donations in airtime and agreed to lend their on-air personalities to appear alongside the UA/MCA people in news coverage and TV spots.

**\*\* ACE/MCA of New Jersey Mentoring Program – MCA of New Jersey**

The MCA of New Jersey and Architecture, Construction & Engineering (ACE) are working together to develop the content of, and engage participants in, a mentoring program for the benefit of ACE and its students, association members and the mechanical contracting industry in New Jersey. The program is targeted at high school students and students pursuing a 2-year college degree. The association and ACE recognize the continuing need to expose students to careers beyond architecture, engineering and general contracting and, in concert, for trained mechanical contracting personnel.

**\*\* Continuing Education Collaborative – MCA of South Florida**

Together with the Broward Community College, the association co-sponsors continuing education courses for mechanical contractors. They provide online courses focusing on development and design and other value-added programs to improve the business acumen of contractors and associate members.

## **2002 ENTRIES**

### **Mechanical Engineering & Construction Association – MCA of Akron**

With growing animosity between mechanical engineers and contractors, the MCA of Akron thought it would be a good idea to try and help foster better relations between these groups. The MCA of Akron formed the Mechanical Engineering & Construction Association. The group is composed of engineers and contractors from Northeast Ohio.

### **Equal Employment Opportunity Commission Diversity Training – MCA of Eastern Missouri and Local 562**

The MCA of Eastern Missouri and Local 562 believe it is every employer's responsibility to comply with the law so that every employee is afforded equal employment opportunity. Both groups went directly to the EEOC for help. The result was four-hour training sessions covering EEOC policy, sexual harassment and racial harassment. Attendees consist of plumbers, pipe fitters and management personnel.

### **UA/MCA Logo – Rock River MCA**

Combining the UA and MCA logos was initiated to show the togetherness of labor and management and the ability to market our industry jointly by “co-branding” the two organizations. In addition to the two logos, the wording on the logo reads, “Quality Through Cooperation, Excellence Through Training”. Examples of implementation of this logo include the yellow pages, letterhead, brochures, and a sign above the entrance to the Joint Apprenticeship Training Facility.

### **Mechanical Equipment Service Training Program – ARCA/MCA of Southern CA**

The National Service and Maintenance Agreement provides for the Mechanical Equipment Serviceman and the Mechanical Equipment Service Tradesman classifications. A training program and curriculum specific to these classifications had not been developed anywhere in the country, which prevents these workers from being utilized to their fullest extent. The newly established Mechanical Equipment Service Training Committee (MESTC) for Mechanical Equipment Serviceman (MES) and Mechanical Equipment Service Tradesman (MEST) was developed for the express purpose of developing the necessary training program and curriculum.

### **Trade Directory – Western New York PMCA**

The Trade Directory is a very helpful reference guide to the associations' membership. It contains: contractor and associate member listings; area construction industry associations; names, addresses and phone numbers for inspectors in area municipalities; licensing, examinations and fees required; a list of licensed master plumbers; licensed mechanical contractors; and a product service section.

### **Southern California Pipe Trades Health & Welfare Fund - CPMCA**

This plan allows retirees the opportunity to purchase subsidized health care. The retirees were originally required to pay 50% of the cost of the health care when the plan was set in place however, the co-payment was set at a specific dollar amount and had not been revisited for over a decade.

### **Labor/Management Task Force - CPMCA**

The Master Agreement states that, “The Joint Arbitration Board shall meet periodically to review the operation of this Agreement, labor supply and general technical and economic conditions of the Plumbing, Heating and Piping Industry and make recommendations to the parties, which will be beneficial to the industry and the general public.” CPMCA and District Council 16 have established the Labor/Management Task Force, which convenes quarterly to discuss any issues that pertain to the industry. By meeting regularly to discuss these issues, we do not need to wait until the termination of the Agreement in 2008 to work out any areas of the Agreement that may be confusing or misunderstood.

### **“Girl-POWER Lucy” - Twin Cities Piping Industry Association**

The Twin Cities Piping Industry Association, the Minneapolis YWCA and Women in the Trades combined forces to promote women in the industry by sponsoring “Girl-POWER Lucy”. As a pipe trades representative, the “Girl-POWER Lucy” statue wears a welding mask, carries blueprints and a “Union Made” pipe wrench. The “Girl-POWER Lucy” program serves as a perfect vehicle to promote the pipe trades as a viable career with good wages, comprehensive benefits and job stability.

### **Membership Retention Program – Northern California MCA**

Prior to 1994, there were ten associations who had labor contracts with seven UA Local Unions in this territory. In 1994, six of the ten associations formed an entirely new association and adopted the name Northern California MCA. Under this new umbrella association, the entire plumbing, pipefitting, air-conditioning and refrigeration industry in the Bay Area benefited and so did MCAA. The “game plan” implemented by Northern California MCA should be a “model” for services and expansion for other MCAA affiliated associations.

### **Builders Guild Program – MCA of Western Pennsylvania**

After two years, we are marketing a first-class piece of literature, banners, web sites and other promotional items pertaining to union construction in Western Pennsylvania. Besides the “Trade Me Brochures” which deals with apprenticeships of various unions, we have a complete web site for developers, architects and engineers. The marketing brochure features the customer’s bill of rights and has individual photos and testimonies by people who have done major projects in the area with Union construction.

### **Marketing Brochure for Local 449 & MCA of Western Pennsylvania – MCA of Western Pennsylvania**

Through a cooperative summer program with Carnegie Mellon University, two students majoring in advertising and/or commercial communications created a program that is used in the industry. They developed a book of what the mechanical contractors, and apprenticeship school, capabilities are. The students received credits for their work toward their degree and also used the project for a paper that was required by the University.

## **2001 AWARD WINNERS**

### **\*\* Safety Day - *MCA of North Central Wisconsin***

In cooperation with Local 400, and others, an industry wide “Safety Day” was established. Held on Fridays, after working 4-10 hour days, “Safety Day” cost participants nothing. Eleven safety related courses were offered, with 700 attendees being the record number of attendees. The combined efforts of labor, management, training directors, safety directors and contractors greatly improved the association’s labor/management relations.

### **\*\* Labor Relations/Collective Bargaining – *ARCA/MCA of Southern California***

In an effort to be proactive rather than reactive, ARCA/MCA and LU 250 reached a five-year collective bargaining agreement. The significance of the new agreement was the manner in which the process was approached and the solutions were crafted.

### **\*\* Defensive Driving Program – *MCA of New York***

Every year, the Service Group offers a defensive driving class to all service technicians in Local 638. The program is always sold out and includes a 10% discount on personal automobile insurance for 3 years and 4 points removed from a New York state license.

## **2001 ENTRIES**

### **Seminar Series – ARCA/MCA of Southern California**

In answer to their members request for specialized training programs, ARCA/MCA developed seven industry specific educational sessions. There was no cost to association members attending the sessions. The 2001 program was a tremendous success and plans are underway for a 2002 program.

### **2001 Regional Codebook – Plumbing & Mechanical Contractors Association of Northern Illinois**

Plumbing, electrical and mechanical code requirements for over 275 cities and localities in Northern Illinois was compiled in notebooks and on CD rom and made available to all association members. Included is information on inspectors, licensing and permits, bond and security deposit requirements, and fee schedules, etc. All information in the Codebook was provided by the respective governmental jurisdictions.

### **Recruitment Video - Plumbing & Mechanical Contractors Association of Northern Illinois**

This 13-minute video was developed to help interest young people in the plumbing and pipefitting industry as a career choice, not simply a job. The video covers apprenticeship information, wage rates and the possibilities for advancement.

### **Construction Institute Education Program – MCA Chicago**

This program seeks to provide members and the local industry with the most crucial differentiating features of union vs. open-shop construction, that being education. It also gives the association an additional opportunity to demonstrate that it is a positive force in the industry.

### **Service Technician Recruitment Program – MCA Chicago**

This program seeks to recruit qualified service technicians, specifically open-shop technicians with at least 3 years of experience, to the union ranks. The program also raises the awareness of the public toward the union (and building a positive attitude to the Local) and demonstrates to various internal constituencies, including the Local, that the association is a positive force for the industry.

### **Volunteer Services Program – Greater Michigan PMC**

Utilizing the resources of the association and the membership, the association strives to make the community a better and safer place to live.

### **Ohio Alliance for Quality Construction – MCA's of Northwestern Ohio, Cleveland, Central Ohio, Cincinnati, Dayton and Akron**

This alliance is a political action coalition led by the affiliates listed above and also includes support from NECA Ohio, SMACNA Ohio, PCA affiliates and the building trades unions.

**Palm Pilot Program – *Mid-Michigan MCA***

In an effort to advance the familiarity, comfort level, practice and practical expertise with computer-related technology, the Board of the association purchased a palm pilot for each member company.

**Trade Directory & Master Plumber Exam Guide – *Western New York PMCA***

The Trade Directory contains information helpful to the members and includes licensing, fees, who to contact etc. The Master Plumbers Examination Guide was developed since not all cities, towns, villages advertise their info. Both publications are constantly being updated.

**MCA of Eastern Pennsylvania Website – *MCA of Eastern Pennsylvania***

This website provides a valuable service to the members and visitors alike. The most useful area of the site is the Members Only section which includes the municipality permit directory, legislative reports, educational offerings and wage rates.

**Founding of the First – Joint Meeting of the MCA Southern Region Affiliate Boards – *MCA of Georgia***

A recap of the first meeting of the MCA Southern Region Affiliate Boards by the MCA of Georgia. The MCA of Georgia Board felt that benefits could be derived from harnessing the experience and knowledge of the officers and directors of the Southern Region MCA affiliates.

**Industry Awareness and Recruitment Program – *MCA of Georgia***

Having recognized the difficulty the apprenticeship program was having with recruitment, the association formulated a Strategic Plan for Recruitment & Promoting the Industry.

**Voluntary Safety Training Program – *MCA of Iowa***

In 1995, the MCA of Iowa joined forces with UA Local 33 in Des Moines and the Iowa Commission of Labor to create a *voluntary* safety training program available to all Local 33 members and signatory contractors. Due to the program's overwhelming success, the association implemented the same program at UA Local 125 in Cedar Rapids.

**Stopping the Governor's Tax Bill – *Twin Cities Piping Industry Association***

The Governor's Tax Bill (H.F. 511 and S.F. 473) was a bill that would have extended sales tax to the mechanical industry, which would have increased the cost for contractors to do business.

## **2000 AWARD WINNERS**

### **\*\* Adopt a School - MCA of Cleveland**

The association “adopted” a difficult inner-city school to make a positive impact on students and mend strained relations between the school board and unionized construction and to recruit students into the apprenticeship program. The association focused its efforts in the area of promoting school attendance and providing career development. Funding for the program is made possible by individual donations from the association member firms.

### **\*\* Apprentice Recruitment Program - MCA Chicago**

This program aims to increase the quality and quantity of applicants to the apprenticeship program. Secondary goals include: increasing minority and female participation in the apprenticeship program; raising the awareness of youth toward unionism in general and the mechanical trade specifically and demonstrating to various internal constituencies that it is a positive force for the industry.

## **2000 ENTRIES**

### **Project Management Seminar - Northern California MCA**

The association's Education Committee developed a series of Project Management Seminars which included sessions on: Change Orders; Leadership and Motivation; Building Better Foremen; Working with Difficult People; Construction Scheduling and MEP; Effective Negotiating and Learning from Failures. Several hundred project managers in Northern California have participated in these seminars. Virtually all of the costs are borne by Northern California MCA at the recommendation of the Education Committee.

### **Quest - New England MCA**

This is a labor management program between UA Local 51 and NEMCA working together to promote and spread the word about union contractors and union labor. The primary function is to market the high level of skill associated with union mechanical contracting and to help those looking for a mechanical contractor locate a *Quest* member. *Quest* stands for Quality, Efficiency, Service and Teamwork.

### **The Power to Succeed – MCA Chicago**

MCA/PEC Construction Institute's educational programs for 2000-2001 offered an array of educational opportunities to meet the changing needs of the industry. The majority of the courses are one-day sessions. The areas covered include: finance; field personnel; foreman; management; management information systems; project managers; safety; safety management; and service.

### **“UPDATE” Newsletter - MCA of Eastern Pennsylvania**

This newsletter is published quarterly by the association. It is sent to general and allied members, Industry Fund contributors and affiliated association members. Local plumbers and steamfitters receive copies and it is often used by labor and Management to promote the industry to users and owners. The purpose is to inform readers of relevant association activities and industry concerns.

### **Project Manager Certification Program - MCA of Western Washington**

The membership of the association joined together to fund and implement this program in response to the members' request for training specifically designed for mechanical project management. It was created to address the need for a program which would be: locally available to all sizes of members, especially small shops; meaningful to students; elevate industry standards; and practices and would attract people to the industry by demonstrating the level of training. The program is paid for out of Industry Funds.

### **Contractor Safety Consultation Program - MCA of Memphis**

This program provides a minimum of one-hour consulting services by a local safety control consultant based in Memphis and Nashville and five hours follow-up service that may be used as the contractor/industry fund contributor sees fit. The consulting time may be used for jobsite inspections, safety training such as CPR, confined space safety, blood borne pathogens or scaffold safety. The program is funded by both the Plumbing Industry Fund and the Mechanical Contracting Promotion Fund (local industry funds).

### **Ferris State Student Chapter – Greater Michigan MSCA**

Ferris State University is one of the country's most respected HVACR Universities. Unfortunately, prior to the formation of this student chapter, the majority of the students went on to pursue careers in other areas. In an effort to assist the contractor members locally, and through the MCAA/MSCA community nationally, the student chapter was formed. With the 2000 graduation, after only three years of the association's participation, 70% of the graduating class went to work for MSCA/MCAA contractors.

### **Volunteer & Community Service – Greater Michigan PMCA**

Recognizing the need to become a positive force in the community, the association draws on the talents and resources of the membership and staff to help those in need. They utilize the technical expertise of the members and their employees in programs such as HEAT'S ON, equipment replacement and plumbing and mechanical work in new projects. Members and staff also do fundraising for volunteer organizations, provide financing for special projects and collect supplies for local schools.

### **Annual Retirement Seminar – MCA of New York**

Every Fall, the association sponsors a Retirement Seminar for all union steamfitters and service fitters who are contemplating retirement or have recently retired. Association staff, union officials and the Pension Fund Administrator attend the seminar. Generally speakers at the ½ day seminar include representatives from the AARP, employees of the Social Security Administration and attorneys to discuss wills and trusts.

### **Michigan PMCA Magazine – Michigan PMCA**

The association, in an effort to highlight the quality of training for the UA/MCAA tradesman, prepares a special issue of the Michigan Plumbing & Mechanical Contractor Magazine annually. Additional copies are printed and utilized with contracts with owner/users, boards and commissions who are the members' customers.

### **Safety Summit – Twin Cities Piping Industry Association**

Having been a long-standing goal of the association to promote training in safety programs, the Minnesota Construction Safety Summit was developed. This voluntary group of safety directors from member companies was charged with improving the safety environment for all employees. Quarterly meetings were originally set up, but ongoing communication was identified as a necessity. A section of the association's website is devoted to the Safety Summit with a chat line to discuss issues and concerns, share information and material and to generate new ideas.

**IHSCC Newsletter – *Twin Cities Piping Industry Association***

The IHSCC (International Health and Safety Code Council) newsletter markets itself as unbiased reporting on all code information equally and fairly. The newsletter publishes: all positive information about the UMC or UPC and their supporting members; an explanation of the differences in the codes; disasters that, because of poor codes, have killed thousands; and all negative or insignificant information on the International Codes and their supporting organizations.

**IMPACT – A Drug & Alcohol Program Kit - *Twin Cities Piping Industry Association***

When the association developed the Drug and Alcohol Policy with the area Pipe Trade Unions, a strict document of operation had to be written. The association started the education process of the policy by holding training seminars throughout the state. These seminars were to spell out: exactly what procedures must be followed according to the policy; how the policy works; how to access and use the policy database; how the employee assistance program works; and what criteria must be followed in a reasonable suspicious situation. Packaging this information helped disseminate the information in a thorough manner and gave the contractors a program to share with the staff.

**Contractor Education Program - *MCA of Eastern Missouri***

This program was established to create an education program for association contractor members, offering multi-disciplinary course work that implements resources of the national and local communities. The 2000-2001 session was based on tracks, or core subject areas, which included: accounting/finance; computer training; contract documents; estimating; foreman training; human resources; marketing; project management; safety; service; strategic planning and technical areas such as welding. All seminars are taught by local and national speakers and have been approved by St. Louis County for continuing education credit.

**Home Fire Sprinkler Program - *PMCA of Oregon***

This program is a result of a joint effort between the association and UA Local 290 and was intended to raise the public's awareness of the benefits of a home sprinkler system.

## **1999 AWARD WINNERS**

*(Note, this was the only year where there were “categories” for the entries.)*

### **Association/Industry Image Enhancement**

**\*\* Outstanding Mechanical Installation – O.M.I. – MCA of Greater Kansas City**  
Every other year, mechanical contractors (members and non-members) submit to the MCA of Greater Kansas City jobs that have been completed during the previous two years as candidates in the Outstanding Mechanical Installation (OMI) competition. There are three categories with an effort made to divide entrants equally into volume levels. Each winner is represented by the building owner, contractor and project supervisor. The primary purpose of this competition is to recognize, honor and promote quality workmanship by the union men and women installing the job.

### **Education and Training**

**\*\* “Encyclopedia Mechanica” Website – Twin Cities Piping Industry Association**  
The association developed a website to provide over 1400 pages of mechanical contractor reference material and links to thousands of construction related websites. The goal was to create a website consisting of frequently used materials and make it easily accessible to contractors, supervisors and foremen working in the field, making it the only place they would have to search for an answer to a mechanical question.

### **Management/Labor Relations**

**\*\* Unified Drug & Alcohol Testing Policy Procedures – MCA of Eastern Missouri**  
This program was a joint effort between the MCA of Eastern Missouri and Plumbers & Pipe Fitters Local #562. The program was designed so that there would be one policy that would be broad enough to cover all major owners in the area without making them give up their policies and would eliminate the need for pipefitters and contractors to continue to go to the job site only to be retested. A critical point is that after the association and LU 562 came to an agreement they went to the St. Louis Council of Construction Consumers to acquire approval. Approval was granted in February 1995.

### **Government Relations**

**\*\* Passing a New York City Sprinkler Law - MCA of New York**  
In 1996, New York City was one of a few remaining major cities in the U.S. that did not require fire sprinklers in its high rise apartment or residential buildings. The association formed a sprinkler committee whose goal would be to get NYC to require fire sprinklers in all residential apartment buildings. The association’s efforts received a great deal of press coverage and the public demand for fire sprinklers became apparent. In March 1999, City Council passed the association’s bill and it was signed into law by Mayor Rudolph Giuliani.

## **1999 ENTRIES**

### **3MCA Directory – *Mid-Michigan MCA***

This directory was designed and produced to use as an informational and promotional tool and is distributed to current and prospective clients of contractor members of the association. It is divided into five sections: members; services; training; affiliations; and Projects.

### **Power Point Presentation – *Mid-Michigan MCA***

This presentation was designed to work in conjunction with the 3MCA Directory (see above). All of the information in the directory is in the presentation which is used in two ways; continuous play at trade shows and manual play for individual and group presentations.

### **Remember Us – *Mid-Michigan MCA***

To familiarize the public and member contractor clients with the new Mid-Michigan MCA (3MCA) name, three promotional items were ordered; large heavy-duty rubber bands, computer screen cleaners which adhere to side of a computer monitor, and *To-Do* notepad sheets. All were imprinted with the name and phone number of the association.

### **Assessment Service – *MCA of Iowa***

Many firms attribute their success to the proper placement of personnel. As a service to members, the association offers written personality and ability assessments that the members can use when screening applicants for jobs. Two assessments are available for purchase. One is used for professionals and the other is used primarily for clerical or other hourly workers. There are no assessments for union workers, only office staff.

### **The COUNT Program Foundation – *MCA of Maryland***

COUNT is a 14-year-old labor management program between UA Local 486 and the MCA of Maryland. The purpose of the Foundation, established in 1995, is to make contributions to charities that need not be directly or indirectly related to the best interests of the industry.

### **Construction Institute – *MCA of Chicago***

This brochure lists the courses offered by the Construction Institute of the Mechanical Contractors Association of Chicago and the Piping Education Council. From September until May of the following year, over 40 one-day courses are offered in the areas of: finance; field personnel; foreman; management; management information systems; project managers; safety; safety management; and service.

**Safety Program – MCA of Northwestern Ohio**

This is a comprehensive safety program for the mechanical contracting industry in northwestern Ohio. The program includes; Safety and Health Manual for Employers; Instructor Manuals for Employee Safety Training; Student Workbook; Jobsite Safety Start-up Packet; Employee Safety Orientation Handbook; Forklift Training Certification Card; MCA of Northwestern Ohio 16-hour Certification Card; and Safety Training Report. This program is available to other MCAA affiliated associations.

**Career as a Pipefitter – MCA of Chicago**

This pamphlet is used to attract young men and women into a career as a pipefitter. The pamphlet answers questions such as: should I become a pipefitter; how do I become a pipefitter; who should apply and how do I apply. A self-addressed, postage paid postcard, addressed to Local Union 597, is included.

**Career Development Enterprise – Greater Michigan PMCA**

Addressing the question, “*where will the workforce of tomorrow come from,*” the association developed this program to enhance the industries ability to meet the needs for tomorrow’s contractors. Divisions in the Enterprise include: job shadowing to interest students in the field; formation of a student chapter at Ferris State University; intern program open to the association community; mandatory Associates Degree requirements for apprentices to graduate to journeyman; contractor/student summits and a Michigan Construction Jobs website ([www.miconstructionjobs.org](http://www.miconstructionjobs.org)).

**Drug and Alcohol Policy & Program – Twin Cities Piping Industry Association**

After years of inconsistent testing programs by job, DOT, etc., the two associations developed this program which covers all pipefitters and plumbers in the state of Minnesota. The program makes safer job sites; lowers employee turnover, absenteeism and tardiness; lowers workers compensation costs; better productivity and uniformity that construction owners accept. The program went into effect January 1, 2000. The cost of the program testing comes from the respective Industry Funds.

**Eye on Safety – Mid-Michigan MCA**

Realizing the high accident statistics involving eye injuries, the association ordered OSHA approved safety glasses with both clear and dark lenses. The glasses, imprinted with the association’s logo, were distributed to member contractors for further distribution to the UA members under their employ. The program was developed to show the UA that management wants to make sure that the UA members are equipped with proper eye protection.

**Proactive Legislative Program – MCA of Western Washington**

In 1987, the MCA of Western Washington’s Board realized that until the association adopted a proactive legislative program which included participation at the municipal, county and state levels, they would not be considered a major “player” by the various governmental agencies and politicians they wanted to influence. A proactive legislative program was adopted. The association experienced dramatic results and it is now considered a dominant political force in the state by both their allies and antagonists.