

Greenbuild Conference Provides Innovative Ideas and Look at Green Building Trend

Greenbuild, the annual international conference and expo for the U.S. Green Building Council (USGBC), brought together more than 6,000 attendees for three days of education on sustainable design and building. The conference, held in Atlanta, GA, November 7–11, attracted stakeholders from every sector of the construction industry, including owners, architects, engineers, contractors, and manufacturers. Only three years old, Greenbuild has grown from a small cohort of environmental idealists into a group of mainstream building professionals interested in increasing building efficiency and reducing its overall impact on the environment. Perhaps the most significant factor in this meteoric growth in green is the LEED (Leadership in Energy and Environmental Design) rating system established by the USGBC five years ago.

LEED—a voluntary sustainability standard—has steadily gained mainstream acceptance since its development. It has become the standard for achieving high-performance sustainable buildings. When originally put into practice, it was only adopted by environmental stewards. In the last three years, it has gained much wider acceptance as cities and states begin to adopt the guidelines designed to produce buildings that are more energy efficient and environmentally sensitive.

In 2003, the General Services Administration also recommended that all new federal buildings be built to a minimum LEED silver rating. (LEED ratings start from certified and go to silver, gold, and platinum levels.)

While the Greenbuild conference did present new ways to apply the LEED rating system, its emphasis was first on making buildings more efficient and second on attaining LEED points. New ideas on how to optimize HVAC systems and reduce utility costs were featured in numerous presentations. Master speakers presented case studies of construction projects that used green building concepts and practices. Featured speakers also provided research showing the need for green building.

Duane Elgin, author of *The World at the Tipping Point*, used population statistics and consumption data to drive his message home: at the rate our growing population is consuming resources, there is an immediate need to start conservation efforts. With limited natural resources—drinking water, food, and consumable goods—green building is definitely more than just a passing fad. And, for contractors, the green building movement represents a market opportunity that is gaining importance every day.

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ALL Course Five...The Hits Just Keep on Coming!

The 20 members comprising Course Five of MCAA's Advanced Leadership Institute (ALI) are its most diverse group yet, boasting two women and two Canadians. This graduating class also contains a member of MCAA's Board of Directors and a service contractor, representing companies both large and small. In short, this class looks a lot like MCAA!

But very much like members of every preceding ALI class, the graduates of Course Five had glowing, almost breathless, things to say about this flagship educational offering. According to William R. Albanese, Jr. (A & A Industrial Piping, Inc., Fairfield, NJ), attending the ALI has been "the ultimate professional experience" of his life.



Graduates of the fifth Advanced Leadership Institute had high praise for the two-week program, which culminated on November 11.

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President's Letter



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MCAA Reporter showcases educational offerings, services, and products available from MCAA and its subsidiaries—the Mechanical Service Contractors of America, the Plumbing Contractors of America, and the National Certified Pipe Welding Bureau—to empower our industry to create a better future. *MCAA Reporter* is published monthly except in February and August.

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At MCAA: Finding New Opportunities

We spend a lot of time at MCAA developing educational programs that help members to enhance leadership capabilities and improve managerial competence. We also try to highlight new opportunities in the industry, managing, much of the time, to point our members toward promising trends that are just beginning to exhibit their potential.

One of those trends is the environmentally friendly construction method known as “green” building. Once thought to be too expensive for most projects, the movement is definitely gaining momentum and earning popularity with owners and developers, not only for its lower environmental impact, but also for its positive effect on operating costs, greater comfort, and higher occupant productivity. Construction projects meeting Leadership in Energy and Environmental Design (LEED™) standards reduce consumption of water, power, and building materials. Efficiency is a natural cost-saving side effect. Although initial costs to implement some of these efficiencies are high, life cycle operating costs are significantly reduced.

MCAA's Plumbing Contractors of America (PCA) has been tracking this trend for some time now and, during MCAA's 2005 convention, presented two sessions that anticipated the increasing interest in green building on the part of owners and contractors alike. During those sessions, the founder of the U.S. Green Building Council explored the concept of green building and demonstrated ways in which plumbing and mechanical contractors can market to and educate construction owners on the advantages of environmentally friendly construction. And, the winter 2005 edition of MCAA's *Smart Solutions* highlighted the trend in a series of articles showcasing the ways in which green building is adding value for owners/developers, as well as yielding profits for contractors and manufacturer/suppliers.

More recently—in mid-November—a contingent from MCAA and the UA attended the Greenbuild Expo 2005 in Atlanta to gather more information on this growing trend. Together, they explored what was offered at the Expo and discussed the opportunities inherent in this burgeoning movement.

Sponsored by the U.S. Green Building Council, the event brought together approximately 6,000 attendees for a week of educational sessions and exhibits. After sampling the education sessions and noting the presence of a large number of manufacturers and suppliers (many of them members of MCAA's Manufacturer/Supplier Council), the group's consensus was that this is a potentially fruitful area for MCAA members if they display the kind of flexibility necessary to enter any new field. And the timing is right, since contractors who make the move now can not only take advantage of a growing trend, but also help to shape it as it develops. It should be noted that MCAA was among only a very few construction trade associations represented at the Expo.

You can look forward to another PCA-presented green building session during MCAA's 2006 convention in Maui. In the meantime, I would urge you to keep your eyes open for any green building opportunities available to you.



Joint Labor/Management Welder Certification Program Earns CURT Award

On November 8, the Joint UA and NCPWB Welder Certification Program received the 2005 Workforce Development Award from the Construction Users Roundtable (CURT). CURT is an organization representing the interests of owners in the construction industry and is dedicated to enhancing productivity and efficiency in construction processes. By sponsoring its workforce development awards, CURT gives national and international recognition to extraordinary, exemplary, and innovative training and

educational programs that lead others to careers in the construction industry.

The Joint UA and NCPWB Welder Certification Program permits the United Association (UA) and the NCPWB to offer one uniform pre-hire welder certification program to the mechanical piping industry. It is designed to meet the growing need for experienced, high-quality welders and the welding needs of owners and managers of industrial plants and facilities, as well as the union contractors who build, renovate, and

maintain these facilities. The welder certification program enables owners to save money by eliminating the cost of repetitive welder testing on each new project, gives NCPWB contractors a competitive advantage, and supports the acquisition of high-level skills by participating UA welders. The welders certified by the program have demonstrated proficiency by passing jointly administered weld tests that meet the strict standards of the ASME B-31 piping codes.

Those accepting the award on behalf of the NCPWB and the UA were NCPWB Chairman Bob Silvia (Process Engineers & Constructors, Inc., Cranston, RI), United Association Special Representative Randy Ward, United Association Training Director Mike Arndt, and Ed Sullivan, president of the Building & Construction Trades Department, AFL/CIO.

Pleased by the award, NCPWB Chairman Silvia commented that "This is certainly a great recognition of a joint labor/management program that demonstrably provides value to our clients." He went on to praise the participation by UA welders. "They really stepped up to the plate," he said, "by taking advantage of the program and using their own time to be tested. As far as I can see, this is labor/management cooperation at its best." ♦



CURT President Tom Weise (Intel Corp.), UA Special Representative Randy Ward, UA Director of Training Mike Arndt, BCTD President Ed Sullivan (AFL-CIO), NCPWB Chairman Robert J. Silvia (Process Engineers & Constructors, Inc.), and CURT Executive VP Greg Sizemore display the CURT award won by the Joint UA and NCPWB Welder Certification Program.

ALI COURSE FIVE

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He adds, "I feel energized and way more prepared to face a number of critical leadership challenges we have in our company. I sincerely believe that many of the people I know should sign up immediately for Course Six...heck, I'd like to go back tomorrow!"

Babson Executive Education Faculty Director Chris Hennessey says this is one of the most energetic and collegial groups to go through the ALI yet. "Every graduating class of the ALI has its own character...its own *esprit de corps*, if you will...but this class bonded early and deep. The friendships were cemented early...I feel like

these folks will be staying in touch with each other for a long time to come!"

This sentiment was echoed by Robert P. Armistead (Armistead Mechanical, Inc., Waldwick, NJ). "I'm not sure why, but our group just seemed to click right off the bat. There are some wonderful people and true professionals in this class. I will be working with a number of them and probably seeing some others socially over the coming year or so...what an asset this program has been to me. I can't thank the people who bugged me about attending enough...they were right!"

MCAA President Stanley Berger congratulated the group on their accomplishments during graduation remarks. He com-

mented that this group and other ALI graduates are taking up the leadership challenge, and he urged them to use their ALI and other leadership qualifications to participate at the local and national levels of our industry, and to particularly consider working on MCAA committees and task forces to help improve our industry.

ALI Course Six will be held September 24-29 and November 5-10, 2006. An application form and information about Course Six will soon be available on MCAA's website; their availability will be announced in various MCAA media, such as the weekly National Update. For more information about the ALI, contact Dennis Langley at dlangley@mcaa.org or 800-556-3653. ♦

Make a P.A.C.T. with Safety

MCAA's latest *Management Methods Bulletin*, "Proactive Safety Approach (SF 3)," gives safety-minded mechanical contractors a plan for implementing a comprehensive safety program into their company's corporate culture. Positive – Awareness – Coaching – Teamwork (P.A.C.T.), developed by Nooter Construction Company (Bensalem, PA), affects everyone in the company, and it works. In fact, it works so well, Nooter won the E. Robert Kent Award for Management Innovation in 2002 for developing P.A.C.T.

P.A.C.T. works on the premise that safety is integral to a company's operations (i.e., its culture). Its procedures become part of the company's daily routine through employee safety training seminars, evaluation sessions, and skills building workshops. There's no time limit on implementing P.A.C.T. because changing attitudes and habits isn't a quick or easy process. It took Nooter more than six years to develop and implement the program to the point that safety became every employee's second nature.

Proof that P.A.C.T. works is in the numbers. Before Nooter started developing and implementing the program, its recordable incident rate was 6.7. Six years later, the company's

rate was 1.89. Even more important, however, is that through the process of integrating P.A.C.T. into Nooter's operations, safety had become the personal mantra of every employee, not just that of the Safety Director. For Nooter, P.A.C.T. had become a life-changing, as well as life-saving, program.

Each letter of the acronym reflects the comprehensive nature of the program. "Positive" is about the first steps that a company takes to evaluate its safety procedures and to build or strengthen those procedures. Helping employees adopt a positive attitude about safety through various positive reinforcement strategies is also incorporated in this phase of the program. "Awareness" of safety among all employees is accomplished by regular safety training seminars and reinforced by performance evaluations. "Coaching" is about improving employees' safety skills through training and teaching foremen and supervisors to prevent accidents and injuries before they occur through effective observation and pre-job planning. "Teamwork" accomplishes the program's safety goals by enlisting the commitment of all parties involved in a project to safe working conditions and the use of effective safety procedures.

Unique to P.A.C.T. is the Performance Evaluation Table or Score Card, which Nooter uses to assess its safety performance. Numerical scores and weights are used to gauge the level of performance for each safety component of the program at each job site. The Recordable Incident Rate, Total Incident Rate, Near Misses, effectiveness of safety training for foremen and workers, hazard analyses on a site and how well they are addressed, as well as follow-up actions are evaluated on the card. At the conclusion of a project, supervisors and staff are able to determine which areas need improvement.

P.A.C.T. is flexible, as well as effective. Its components can be applied to mechanical contractors of any size. Contractors may choose to implement all or some components of the program, depending on their need for improved safety performance.

"Proactive Safety Approach (SF 3)" is being provided to all MCAA members in the December 2005 monthly mailing and in the members only section of MCAA's website at www.mcaa.org/private/mgmt-meth. You'll need a username and password to access the site; if you don't already have one, you can apply for one at www.mcaa.org/password. ♦

PCA to Offer New Sessions on Green Building and Plumbing Service

During the PCA Board of Directors meeting in Atlanta (November 7–8), members focused on identifying emerging trends within the industry and creating programs to educate plumbing contractors on their impact. The trends at the center of discussion were the momentum of the "green" building movement and the importance of developing service departments within established plumbing contracting businesses.

The green building movement was identified by the PCA a few years ago as a possibly important trend in construction. This year's PCA Board meeting was held in conjunction with the U.S. Green Building Council's annual conference, Greenbuild, to further investigate the impact of this trend. After members of the board attended the trade show and seminars, it was agreed that green building is an emerging market opportunity that warrants immediate attention.

After the positive reception accorded to the PCA sessions on green building during MCAA's 2005 convention, the PCA will

follow up with another green building seminar at the MCAA 2006 convention in Maui. The focus of the 2006 presentation will be on how to position your company to take on LEED-certified projects. Often serving as subcontractors, plumbing and mechanical contractors can only bid on the RFPs presented to them. This seminar will inform you about the steps your company must take to be able to bid LEED-certified jobs and any extra paperwork or commissioning that is needed.

The second trend—developing a service operation within your plumbing company—offers the benefits of diversification, better margins, and faster cash flow. This spring in Detroit, the PCA will provide a one-day seminar on how to optimize or start a plumbing service operation within your company. The seminar will offer presentations by industry experts and roundtable discussions. Look for more information at the beginning of the year. ♦

These companies have the STAR advantage!



ACCO Engineered Systems, Glendale, CA

Adrian Mechanical Services Co., Adrian, MI

Air Comfort Corporation, Broadview, IL

Air-Ex Air Conditioning, Pomona, CA

Airtech Air Conditioning, Miami, FL

AMS Mechanical Systems, Inc., Burr Ridge, IL

Arista Air Conditioning, Inc., Long Island City, NY

ATI Group, Flushing, MI

Baker Group, Des Moines, IA

Boland Trane Services, Inc., Rockville, MD

Cal-Air, Inc., Whittier, CA

Cal-Air, Inc., Sacramento, CA

Cal-Air, Inc., San Jose, CA

Chiller Technology, Inc., Burlington, MA

Coleman Spohn Corporation, Cleveland, OH

Comm Air, Inc., South Boston, MA

Commercial Industries, Rockford, IL

Design Mechanical, Inc., Kansas City, KS

D.P. Wolff, Inc., Hawthorne, NY

EMCOR Services/Mesa Energy, Irvine, CA

EMCOR Services/Trimech Corp., Pompton Plains, NJ

Enginuity, LLC, Mechanicsburg, PA

ENTEC Services, Inc., Peoria, IL

F.J. Murphy & Son, Inc., Springfield, IL

Havel Brothers, a division of Shambaugh and Son, Ft. Wayne, IN

HMC Service Company, Louisville, KY

Hurst Industries, Belmont, MI

Indoor Environmental Services, Sacramento, CA

J.F. Ahern Company, Menomonee Falls, WI

John E. Green Company, Lansing, MI

Mechanical, Inc., Freeport, IL

NewMech Companies, Inc., St. Paul, MN

Ray Martin Company of Omaha, Omaha, NE

Monroe Plumbing and Heating Co., Monroe, MI

Soder Mechanical, Inc., Tulsa, OK

Soefker Services, LLC, Memphis, TN

Stroh Corporation, Des Moines, IA

T.H. Eifert, Inc., Lansing, MI

The Enterprise Corporation, Twinsburg, OH

Thermalair, Anaheim, CA

Thermodyne Mechanical Services, Inc., Northbrook, IL

United Cooling and Refrigeration, Roselle, NJ

W.E. Bowers & Associates, Inc., Beltsville, MD

Wittler Young Service Company, Los Angeles, CA

MSCA STAR QUALIFIED CONTRACTORS have the prestige and distinction of being the best in the industry. They have the MSCA STAR advantage to prove to their customers each day that they have the skills, quality, value, and professionalism to get the job done efficiently, effectively, and on-time.

Does your company have what it takes to be an MSCA STAR? Go to www.msccstar.org for complete details on how you can qualify and begin receiving all the advantages of your STAR status.

If you would like additional information or have questions about the MSCA STAR program, please contact Barbara Dolim at bdolim@mcaa.org or Sobeida Orantes at saorantes@mcaa.org or call 800-556-3653. ♦

The First Session of the 109th Congress gained momentum before the Thanksgiving holiday as deep partisan divides and the growing stakes for next year's mid-term election made for agonizing political choices for members of the House and Senate. For MCAA and its various coalition partners in a number of groups, many policy choices have been favorable for industry positions. As the policy debate widens and reaches into next year's legislative issues, the pace of industry relations picks up. Following are capsule summaries of just some of the current issues of interest.

Multiemployer Pension Plan Reform

The Nation's private pension system is one of the most important issues before Congress, and the single and multiemployer pension plan bill has been on-again, off-again for a number of months as lawmakers up for re-election next year are pretty close to the third-rail on many issues under consideration in the bill. In the end, public fiscal security outweighed political convenience as the Senate passed its version of the pension reform bill (S. 1783) on November 16 with a 97 to 2 vote.

Just the day before, the Pension Benefit Guaranty Corp. (PBGC), the country's private pension stop-loss guarantor, reported that its deficit in the single employer insurance program reached \$22.8 billion in FY 2005 as the legacy airline, auto, and steel industries continue to shed defined benefit pension liability onto PBGC and the taxpayers through the bankruptcy process. PBGC anticipates even greater deficits for FY 2006. In contrast, the Nation's multiemployer defined pension benefit insurance program at PBGC, which presents far less risk to PBGC and the taxpayers, came in at only \$335 million in red ink in FY 2005.

As of this writing, it appears the House will take up its pension reform measure

(H.R. 2830) after the Thanksgiving recess, and then the measure will then go to the House/Senate conference process to reconcile differences in the two bills. The Multiemployer Pension Plan Coalition, in which MCAA participates, continues to work with lawmakers to restore key elements of the broad labor/management coalition's balanced reform compromises that will allow plans to make definite and measured funding improvements without forcing immediate strictures on contributing employers that would jeopardize the stability of the system as a whole. All the while, the Administration is urging more stringent measures under threat of veto.

Energy Policy Act of 2005

MCAA is participating in coalitions that are working to gain favorable regulatory implementation of the energy bill passed earlier this year. On the conservation/market aspects of the bill, MCAA principals are working with the Commercial Building Tax Deduction Coalition (CBTDC) that is pushing for quick and favorable regulations on the provisions allowing a \$1.80 per square foot tax deduction for commercial building owners (and designers/design-builders/energy service companies on public buildings) for achieving a 50 percent reduction over ASHRAE commercial building standards (90.1-2001) in electrical, mechanical, building envelope systems for structures "placed in service" between January 1, 2006, and December 31, 2007.

MCAA principals are working to ensure that mechanical design-build, energy savings contractors are assured of a fair allocation of tax benefits applicable to public buildings. In assessing energy efficiency savings, MCAA is working to assure an equitable allocation of savings targets among the mechanical, electrical, and building envelope systems. Because the two-year time frame is too short to allow widespread stimulus and energy savings, the coalition is considering whether to press for extension of the measure, and

creating lower targets for building renovations as compared with new construction.

Unfair Utility Competition

The Energy Policy Act of 2005 (EPA/2005) repealed the Public Utility Holding Company Act, the former (and not very effective) check against public utility unfair competition in private sector HVAC markets. In its place, the EPA issued statutory authority to the Federal Energy Regulatory Commission (FERC) to regulate against public utility cross-subsidies that are against the public interest. MCAA and its alliance partners in the National Alliance for Fair Competition filed comments with FERC on November 7 seeking effective rules against a broad range of cross-subsidies—from public utilities to unregulated affiliates—that are against the interest of ratepayers, taxpayers, and private sector markets. The comments also argue for effective rights of private parties to bring issues before the regulatory agency, rather than relying on more passive regulatory compliance.

Production Tax Deduction

MCAA continues to press for regulatory clarification of the new production tax deduction set out in the 2004 American Jobs Creation Act, which allows a tax deduction for qualifying production activity in construction of 3 percent in 2005 and 2006, 6 percent in 2007 through 2009, and 9 percent for years after 2009. MCAA continues to work with accounting specialists and in Treasury Department forums to clarify what aspects of mechanical construction activity qualify for the deduction, and what activity/income is excluded. For example, MCAA is seeking clarification on what aspects of service and maintenance contracts qualify, how equipment purchases in new construction and service contracts qualify, how design-build income is claimed, and a variety of other detailed questions.

Other Legislative Issues

With restoration of prevailing wage in Gulf Coast reconstruction projects back

on track, a few other legislative issues remain active in last-minute appropriations measures, for example: the federal project ban on reverse auction procurement remains at issue in the DOD authorization bill, and, funding for the Helmets-to-Hardhats military recruitment program in FY 2006.

Congress is considering extending for another two years the terrorism insurance measure that would have the federal government provide stop-loss coverage for private insurance carriers in the event of catastrophic terrorist incident losses. And, immigration reform is developing as the leading issue before the Congress next year.

Industry Relations ASC Activities

This fall, MCAA activity in contractor and owner group forums revealed a broad range of challenges and common concerns that will be addressed through a number of public policy forums in the near term. At the recent Associated Specialty Contractors (ASC) meeting with the Associated General Contractors (AGC) and the American Subcontractors Association (ASA) (November 10–12 in Phoenix), the discussion focused on standard-form contract documents and ongoing issues of fair allocation of design responsibility. Similarly, the group decided to continue to fund an academic study analyzing the unsuitability of Internet reverse auctions for construction services

procurement in line with the U.S. Army Corps of Engineers study that is being legislated in the DOD spending bill in Congress.

The groups also continue to publish *Guidelines for Successful Construction Projects* (www.constructionguidelines.org), and currently are working on a way to fairly allocate the risk of sudden material and equipment price spikes, as commodity pricing becomes ever more challenging in view of world economic and political circumstances that lead to ever increasing and unpredictable price volatility. Moreover, while specific legislative positions were not taken, the groups discussed the pending immigration reform debate in Congress, and the volatile nature of the issues ranging from economic and workforce concerns, including border security, respect for lawful entry, and economic necessity.

MCAA and the other constituent members of the ASC also reaffirmed their partnering agreement with AGC. Finally, the groups began to analyze the findings of a jointly funded study by many of the constituent groups laying out the steeply increasing costs of insurance and many public policy issues contributing to excessive insurance costs on projects.

CURT Activities

At the recent Construction Users Roundtable (CURT) meeting (November 7–9 in Naples, FL), many

of the same workforce issues were again front and center. Construction craft workforce issues continue to be one of the industry's most persistent challenges, many at the conference agreed. Similar workforce deficits in white-collar, administrative, and professional positions are also beginning to challenge CURT firms due to an aging demographic in that workforce and a failure to replenish the talent pool of new entrants. As a result, even technical/engineering jobs are being outsourced to India and the far East.

Speakers described company efforts to consolidate technical and engineering expertise in worldwide Internet networks, reversing previous corporate trends to decentralize that expertise. The growing imperative for technical consolidation also was put before the group with descriptions of successful Building Information Modeling programs that coordinate project design, fabrication, and construction in a shared Internet network. Also at that meeting, the National Certified Pipe Welding Bureau received CURT Workforce Development Award recognition (see related story on page 4 of this issue), and MCAA member Cherne Contracting Corporation (Minneapolis, MN) was again recognized for its industry-leading safety performance. ♦

GREENBUILD CONFERENCE

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MCAA has assembled a task force with leaders from the PCA, MSCA, MCERF, and the UA to further research ways for contractors to use green building in their businesses. The PCA plans to sponsor a session at the 2006 convention on targeting green building projects and MCERF is currently putting together a proposal for green building research. ♦

Cities and States that Require or Encourage Government-Financed Construction to Follow LEED Guidelines:

Arizona

Atlanta

California

Chicago

Los Angeles

Michigan

San Francisco

Seattle

Washington

Welcome New Members

Welcome New MCAA/MSCA Members—

Air Excellence, Inc.
Chesterfield, VA

Airside Technology Corporation
Liverpool, NY

Alaka'i Mechanical Corporation
Honolulu, HI

American Combustion Service Inc.
Mokena, IL

Another Plumbing Company, LLC
Minooka, IL

Apollo Construction & Engineering
Services, Inc.
Ruskin, FL

Baylie Mechanical, Inc.
San Francisco, CA

Burgess Mechanical Corporation
Indianapolis, IN

Commercial Refrigeration Specialist
Fremont, CA

Dynamic Systems, Inc.
Austin, TX

Five Star, Inc.
West Chester, PA

Golden Refrigerant
Livonia, MI

Gootee Construction, Inc.
Metairie, LA

GT Mechanical Projects & Design, Inc.
Homer Glen, IL

A.H. Guthans Company, Inc.
Kenner, LA

Lindsey Refrigeration, Inc.
Northeast, PA

F.R. Maddalon Plumbing & Heating
Hamilton, NJ

Marlee Contractors LLC
Hammonton, NJ

Merit Service, LLC
Warwick, RI

P&D Mechanical Inc.
Colchester, CT

Plumbex Inc.
Memphis, TN

Pro Mechanical, Inc.
Danville, IN

Response Piping Systems, Inc.
Dayton, OH

Sexson Mechanical Corporation
Indianapolis, IN

Siemens Building Technologies
Valley View, OH

SRI Fire Sprinkler Corp.
Albany, NY

Towers Construction, LLC
Westwego, LA

Triton Mechanical Contractors LLC
New Orleans, LA

UMD Contractors Inc.
Fredericktown, OH

U.S. Air Conditioning - Heating, Inc.
Quincy, MA

U.S. Mechanical Service Inc.
Omaha, NE

Vail Plumbing, Inc.
Gulfport, FL

Manufacturer/Supplier Members

AB&I Foundry
Oakland, CA

Airgas, Inc.
Radnor, PA

Bovis Lend Lease
New York, NY

Chesapeake Systems, Inc.
Beltsville, MD

Highlands Construction Software LLC
Aurora, CO

Rawal Devices, Inc.
Woburn, MA

TAC
North Andover, MA

2006 MCAA CALENDAR

JANUARY

8–12
IPM, Class 38, Week 2
Austin, TX

16–17
Collective Bargaining Seminar
Tucson, AZ

FEBRUARY

21–22
MSCA Dispatchers Training Program
Ft. Lauderdale, FL

MARCH

6–8
MSCA Selling Skills Training Program
for the HVAC Industry
Scottsdale, AZ

19–23
MCAA Convention
Wailea, Maui, Hawaii

For more information on these events, contact Linda Fiedler at 800-556-3653.