

MCAA/UA Labor Relations Conference Garners High Marks

The 2006 edition of the joint MCAA/UA Labor Relations Conference garnered high marks for market relevance from the record-setting number of attendees (over 375) at the two-day event held October 31–November 1 in Chicago, IL. After a two-year hiatus, the industry’s premier labor/management forum was resurgent this year with a forward-looking agenda emphasizing the unprecedented challenges that workforce demographics, industry and national politics, and surging market demands are placing on the collective bargaining system in the industry. For the first time this year, the conference also was held in conjunction with the Construction Users Roundtable (CURT) Construction Tripartite Initiative (CTI) meetings.



UA General President Bill Hite and MCAA President Mike Cullinane opened the conference with remarks highlighting industry challenges.

Setting the Challenge

Opening remarks by MCAA President Mike Cullinane and UA General President Bill Hite laid out the broad scope of the rapidly growing challenges facing the industry in the short and long term.

After congratulating the UA on the recent successful Convention, MCAA President Cullinane surveyed the joint challenges facing the MCAA and the UA, as follows:

“Optimism and boundless opportunity are the order of the day—but there are unprecedented challenges also facing us right now. With work booming across all markets nationwide and in Canada...with an adverse workforce demographic facing us in the MCAA and UA...with fierce competition across all industries for a shrinking pool of capable new entrants...with immigrant/guest worker programs putting ever increasing pressure on workforce standards...with more large projects and maintenance going offshore and more materials and equipment coming into the supply chain from offshore fabrication...with health and welfare legacy costs mounting incessant challenges to our competitiveness...and with looming discord among trades challenging projects unpredictably...it’s more than fair to say that we are facing an array of immediate challenges that are unprece-

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New Management Methods Publications Address Current Human Resources Needs

MCAA’s Management Methods Committee is preparing to release two new publications that will help mechanical, plumbing, and service contractors meet current and future human resources challenges. Both resources—a new Management Methods Bulletin and a printed publication and CD—will be available in January 2007.

Does your business need an employee’s manual or handbook that explains administration and operating policies, employee rights, benefits, and services? Or, does your business’ existing manual or handbook need updating? The MCAA Guide to Human Resources Policies, newly updated and revised, may be the answer for both needs. It provides customizable content for a firm’s employee manual and guidance on key issues concerning employee rights and benefits.

The publication originated in 1994, and provided MCAA members with a template for an employee handbook. Its sections addressed administration, operations, employee benefits, and other relevant matters.

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President's Letter



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Reporter

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: The Loss of Friends Brings a Renewed Focus on Relationships

In mid-November, I learned of the passing of two special members of our MCAA family, Charlie Boyd and Anne Newcombe.

Charlie's contributions to our association were many and varied, including six years of service on the MCAA Board of Directors and nine years on the Mechanical Contracting Education and Research Foundation's Board of Trustees. Those of us who knew and worked with Charlie will always remember his incredible insight and gentlemanly manner.

Anne worked at MCAA for over 20 years before moving to Pittsburgh a few years ago to be with her family. She continued to work for MCAA as a consultant, and it was in that capacity that I got to know her. She was the nicest person you'd ever want to meet and an amazingly talented writer.

The loss of these two special people got me thinking about relationships, and just how important we are to one another. The work we do every day may, at times, seem all-consuming, but at the end of the day, it's the people who make a difference. They're the ones we work with shoulder-to-shoulder, spending so much time together that they become members of our families. And as family members, we support one another during the tough times and celebrate one another's successes.

So let's support one another now, and celebrate the memory of Charlie and Anne. And let's also take time to celebrate every single member of the MCAA family, whether they are members, local affiliated association executives, or national staff. We are part of an amazing family of truly caring, committed individuals, and I, for one, am honored to be a part of such a special group.

**Memorials in Charlie's memory
can be sent to the:**

U of M Comprehensive Cancer
Center (UMCCC)
301 Liberty, Suite 400
Ann Arbor, MI 48104

Hospice of Michigan
400 Mack
Detroit, MI 48201



Condolences can be sent to:

Joanne Boyd
3755 West Maple
Bloomfield Hills, MI 48301

**Memorials in Anne's memory
may be made to the:**

Make-A-Wish Foundation of
Western Pennsylvania
707 Grant Street, 37th Floor
Pittsburgh, PA 15219

**Condolences can be sent to
Anne's daughter:**

Ellen Corrales
12 Barton Avenue
Pittsburgh, PA 15221



LABOR RELATIONS CONFERENCE

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dented. This program shows that our collective bargaining system has all the mechanisms we need to turn those challenges into market advantages.”

“What we need right now is the very quick and firm recognition that expanding markets are a very great opportunity—but also a very real peril. If we use our joint system to outstrip the competition in this next economic expansion, we will grow stronger and begin to take our market share back to where it needs to be to keep our complicated and valuable system working for all our members. Complacency—the status quo and relative comfort of full employment—is our real enemy, and presents a mortal peril in some of the weaker markets across the country. We at the MCAA look forward to working ever more closely with the UA across an expanding array of projects to meet our future successfully head on.”

UA Standard for Excellence

UA General President Bill Hite welcomed the record number of attendees and led off with a review of the UA’s recent Convention, stressing the high degree of cohesion and solidarity that resulted from the positive tone of the event among all the members of the union and their collective resolve to meet the unprecedented challenges facing the industry currently. Stressing that old patterns of adversary labor/management relations were a negative hallmark of the distant past, Mr. Hite stated that “partnering with signatory employers” is the way to market recovery in the future. Mr. Hite pointed to the economic boom in virtually all market sectors industry wide into the foreseeable future, saying that the need for collaborative labor/management relations will be even greater in the future to ensure the union sector surmounts the direct competitive challenges from the open shop, imported and guest worker labor, and even internal challenges from other trades.

UA President Hite then introduced the new UA Standard for Excellence that issued from the UA’s strategic planning effort, calling it a “labor/management commitment to uphold the highest industry standards in the workplace and ensure customer satisfaction.” Noting that some of the union sector’s poor image and performance issues stem from only a small minority of workers (the 5 percent problem), Mr. Hite said the program “is designed to promote UA members’ world-class skills and safe, efficient work practices on the jobs performed by our signatory contractors for their customers.” UA Assistant General President Steve Kelly gave a detailed presentation on the standards later in the program.



Illinois Senator Dick Durbin remarked on immigration reform, the advantages of UA/MCAA agreements, and alternative energy. UA General President Bill Hite and MCAA President Mike Cullinane joined him onstage.

Ideology to Economics

Industry analyst Mark Breslin gave a highly charged lead-off presentation—“Ideology to Economics—A Business Strategy, A Plan for Market Share, A Call for Action”—exhorting both labor and management to accept the new market challenges with unprecedented “transformational changes,” rather than falling back on a failing and insufficient incremental pace of change as in the past. Emphasizing the need for bold changes to recapture market share in the burgeoning markets now, Mr. Breslin stressed that the business model of the past will continue to fail even more quickly in the face of the pressing demand for innovative work-

force innovations in the immediate future. Breslin lauded the UA on the adoption of the UA Standard for Excellence, crediting such bold steps as the type of labor/management collaboration that is necessary to change and improve the “business value proposition for hiring union construction.”

CURT Owners’ Perspectives

CURT principals Steve Satrom (Air Products and Chemicals), Steve Mongiardo (Merck Co.) and Len Petrie (Exelon Nuclear) gave a broad scope presentation on various owner perspectives on labor/management relations and responsibilities in the industry. Mr. Satrom challenged the group by saying “the time is now” for even greater collaborative labor/management efforts to increase the value proposition for construction buyers, emphasizing that the severe workforce shortage currently facing the industry is an unprecedented opportunity for the union sector to exploit its inherent advantages in workforce development to win back work and market share momentum and begin a re-growth cycle for the industry.

Merck Company’s Steve Mongiardo gave a presentation of the positive results of a pilot Productivity Demonstration Program conducted on a Merck laboratory renovation project in Rahway/Linden, NJ. The program involved a project labor agreement with the Union County Building Trades Council, and encompassed pre-job and periodic project meetings, a set of specific work rules designed to promote productivity, and a three-strikes-and-you’re-out policy for tardiness and absenteeism. Mr. Mongiardo reported that the project logged improved productivity stemming from better communications on the site and reliable enforcement of work rules by workforce supervision. According to Mongiardo, contractors reported a productivity gain of some 10–15 percent on the project.

Len Petrie of Exelon Nuclear surveyed a

set of owner/end user's expectations for labor/management performance on project worksites, and stressed the imperative condition that service providers keep the owner's needs and perspectives in the forefront of all performance goals. Mr. Petrie also commented that positive owner collaboration is an essential ingredient in successful project outcomes, pointing to fair and efficient contract administration, burden sharing on extraordinary cost and material price escalation, prompt payment terms, and fair post-contract evaluation procedures as measures that improve performance overall.

Workforce Demand Projections

CURT principals Eddie Clayton from Southern Company, Alan Katz from Florida Power & Light and Bob Gasperow from the Construction Labor Research Council gave a presentation on the survey of craft labor supply needs in the Southeast conducted by the Southeast Manpower Tripartite Alliance. In summary, the survey revealed a staggering need for new workers in all crafts in the industry—with boiler-makers and pipefitters among the most in demand—in the coming years in just the Southeast region of the country through 2010. The panelists said the survey validated the immediate need for radical adaptive changes ranging from staggering owner outages and maintenance work across the region, cross utilization of trades, revised and compressed training programs for welders and other crafts, and innovative outreach to other industries and employment sources.

BCTD and UA/MCAA drug testing programs

Roger Lane of DTE Energy, the CURT principal who worked with the BCTD on producing the BCTD's new standard drug and alcohol testing policy, introduced the panel that discussed the new BCTD program and efforts underway to revise the UA/MCAA policy to gain reciprocity under the BCTD's program. Wayne Rice, director of the BCTD's drug and alcohol testing program explained the new pro-

gram, and progress toward gaining owner use of the program on specific sites. Mr. Rice set out the projected cost savings of the program and explained the general conditions under which national and local drug and alcohol testing programs can apply for and gain reciprocity under the BCTD program. The UA's special representative Anne St. Eloi then set out the details of revisions underway to the standard UA/MCAA drug testing policy to bring it in conformance with the BCTD policy. Ms. St Eloi was joined by Dale Hagedorn from Construction Data Services, a third-party administrator for a number of successful UA/MCAA local programs, who commented on some of the technical issues in the BCTD conformance process.



James Woolsey discussed how a wide range of national energy policy issues relate to national security.

National Political Figures Take the Podium

Early November in Chicago in a mid-term election cycle is high political season, and the conference planners took advantage of that by inviting a number of national political figures to address the forum and become acquainted with our joint labor/management positions. In introducing Senate Democratic whip Dick Durbin on October 31, UA General President Hite said "the UA and MCAA can count on Senator Durbin for sound consideration of our joint positions.... Senator Durbin was our friend on the recent pension reform legislation, and we can rely on him to consider our positions of fair procurement and contracting policies at the federal level." In

his remarks, Senator Durbin made note of some of the labor/management perspectives on immigration reform and the pension and benefit advantages of UA/MCAA agreements, and he stressed the market advantages of a broad range of alternative energy provisions in the Nation's developing energy policy.

Illinois junior Senator Barack Obama provided a welcome video for the conference in which he took note of the UA/MCAA investment in training and workforce development and the many ways that investment can be recognized in national labor and contracting policies. On November 1, Illinois Governor Rod Blagojevich took time from the busy campaign trail to address the conference, owing to his close relation with UA General President Hite. The Governor stressed his policies in favor of extending health care in the state to children and his programs to advance alternate energy policies in Illinois.

National Energy Policy and Security

James Woolsey, former director of the Central Intelligence Agency and currently a managing director of the Homeland Security Fund of the Paladin Capital Group, discussed a wide range of issues relating to national energy policy and their relation to national security. Overall, Mr. Woolsey stressed the fragility and interrelated nature of our national economy, recounting the turmoil in the Northeast a few summers ago when a tree fell on a power line in Ohio and caused a black-out throughout the Northeast. Citing the butterfly theory of chaos, Mr. Woolsey noted that terrorists are smarter than trees, and that a well-planned disruption in just a few places can wreak economic havoc in developed economies. He then went on to detail the manifold advantages of new technology and alternate energy sources, converting our economy from a petrochemical-based fuel and energy-dependent model to one that relies ever more heavily on biomass and alternate renewable (carbohydrate-based) energy sources. He noted that oil imports return

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MANAGEMENT METHODS

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With the passage of time, federal and state laws affecting employee rights and benefits administration changed along with industry policies and practices affecting employee safety and health, the use of technology, and business and office administration. In 2004, the Management Methods Committee, which published the first edition of the manual, took on the job of bringing the popular publication up to date both in content and format. As a first step, the committee drew from Arden Engineering Inc.'s (Pawtucket, RI) employee handbook and the original MCAA guide to create the basic sections of the new handbook. Committee members then revised and reformatted the text to reflect current human resources laws, practices, and policies based on their industry knowledge and experience.

The committee also retained the services of an attorney who specializes in labor law matters to provide a legal review of the publication. Gary L. Leiber of Schmeltzer, Aptaker & Shepard (Washington, DC) is an expert in the labor law field and regularly consults with mechanical contracting firms in the Washington, DC, metropolitan area. He reviewed the publication and revised or

amended the text to ensure its accuracy and thoroughness.

The text has also been designed for easy customization. The package includes a CD that can be used to change, insert, or delete text to accommodate each company's unique business's policies and practices. The CD has also been designed for quick and easy searches of terms and sections.

A Resource to Help You Re-Staff for Current and Future Needs

Have you been thinking about recruiting college students—majoring in mechanical engineering or construction management or a related discipline—as interns for next spring and/or summer? Are you starting to look now or are you waiting until next spring? Which are the best schools? What do interns expect in pay and benefits?

The answers to all these questions and more are in the committee's newest Management Methods Bulletin, *How to Find, Hire, and Manage Student Interns*. The bulletin can help you find the best qualified interns to meet your current needs and also shows you how to screen and manage them for possible future full-time employment. The bulletin offers tips on when and where to look for prospective interns, what to expect during the interview process, and how to manage

them to ensure the best experience for you and your interns. It also includes an article on why our industry needs to compete aggressively for the best qualified college graduates with technical and engineering degrees.

Check out these and other Management Methods Bulletins and publications at the committee's booth during the Annual Manufacturer/Supplier Exhibit during *MCAA '07* in Orlando, FL. Committee members will be on hand to meet you, discuss your ideas for new bulletins or other publications, and answer your questions about the E. Robert Kent Award.

Share Your Idea for a Bulletin

The *Management Methods Manual*, comprised of Management Methods Bulletins, continues to be one of MCAA's most valuable resources because its information is timely and relevant to the daily business challenges faced by contractors. If you encounter a business problem or issue that you think would make a great topic for a bulletin, tell us about it. The committee is already working on several topic suggestions that were submitted in response to a survey earlier this year. Submit your ideas to Ann Mattheis at amattheis@mcaa.org or call 800-556-3653. ♦

SPEAKING OF SAFETY

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OSHA's New VPP for Construction

OSHA recently announced a new version of its Voluntary Protection Program (VPP) for construction. VPP is a program based on agreements between OSHA and employers. It allows OSHA to monitor companies' safety and health management systems, conduct jobsite inspections, and make recommendations

for hazard abatement. In turn, the employers abate OSHA-identified hazards, and follow the agency's recommendations. Companies with VPP status are exempt from OSHA citations and fines. In the past it was difficult for construction employers to participate in VPP because the programs were project specific. On typical construction projects, construction employers weren't around long enough to establish and benefit from VPP. However, OSHA's new VPP, referred to as the VPP Mobile

Workforce Demonstration for Construction, allows construction employers with mobile workforces and short-term projects the same VPP benefits as those with fixed sites. For more information on the new VPP, visit www.osha.gov and click on the Voluntary Protection Programs link. ♦

2007 MSCA Educational Programs Open for Registration

January 15–17

Selling Skills Training Program for the HVAC Industry Scottsdale, AZ

This intensive three-day program will help service sales professionals immediately improve their sales effectiveness. Specifically developed for the HVAC service salesperson, this highly interactive, hands-on workshop will give participants the critical sales and interpersonal skills they need to successfully sell mechanical services. Additional information is available at www.mcaa.org/education/msca/sellingskills.

January 24

Managing Service Projects Fort Lauderdale, FL

This one-day program provides service project managers with valuable insights and skills to help them handle their hectic and fast-paced jobs more efficiently and effectively. During this class, participants will learn how coordinating service projects are so different from managing new construction projects, requiring a different focus and skill set including the need for proper planning, superior customer relations, precise time management, and an excellent working relationship with subs and partners. Additional information

can be found at www.mcaa.org/education/msca/managingservice.

February 6–7

Dispatcher Professional Development Program Dallas, TX

This two-day program was specifically designed for MSCA member companies and will help new or experienced dispatchers understand their vital role to the company, advance their careers, improve the skills needed for their demanding jobs and significantly enhance their ability to contribute to the company's success. The program focuses on all facets of a dispatcher's job including their impact on profitability, communication skills, partnering with technicians, servicing customers and working with service managers. Additional information is available at www.mcaa.org/education/msca/dispatcher.

March 19–22

Service Managers Training Program Scottsdale, AZ

This intensive four-day course provides service managers with the fundamental management, financial, interpersonal and leadership skills they need to be successful managers as well as invaluable

employees. Developed with the service manager's typical day-to-day challenges in mind, this highly interactive, hands-on course will provide attendees with the skills they need to manage all aspects of their service operation. Additional information can be found at www.mcaa.org/education/msca/svcmgrtraining.

March 29

Evaluating the Financial Performance of your Service Operation San Francisco, CA

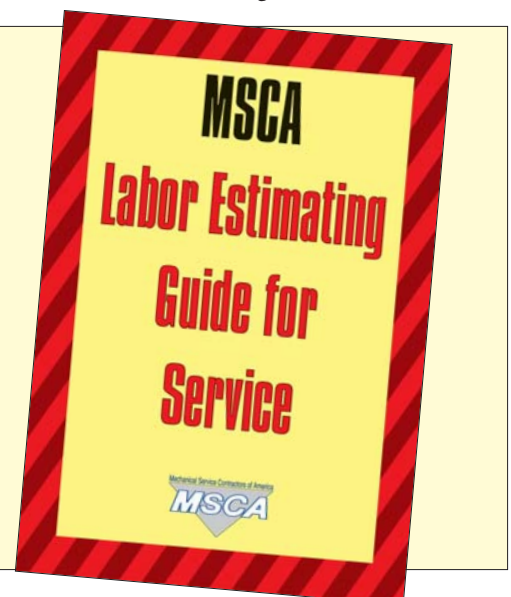
New for 2007, this one-day program will provide all the tools needed to properly evaluate a company and get the most from its service sales. Designed specifically for the HVACR service management team, the course will show participants how to grow their maintenance bases into booming repair and retrofit markets by properly utilizing the resources the company already possesses. The program will be held at the Hyatt Regency San Francisco Airport. Additional information is available at www.mcaa.org/education/msca/evaluatingfinancial.

If you have questions about any of these programs, please contact Sobeida Orantes at saorantes@mcaa.org or 301-869-5800. ♦

MSCA Labor Estimating Guide for Service Now Includes Excel Spreadsheets for Added Flexibility!

The *MSCA Labor Estimating Guide for Service* provides industry consensus data on routine maintenance tasks and average times to complete those tasks. It includes a discussion on basic assumptions, a list of labor correction factors, a list of routine maintenance tasks for 50 different pieces of equipment, and more. And now the information is available in both Adobe Acrobat PDF and Microsoft Excel formats, giving you added flexibility to customize this data for your company's needs. Published in 2006, version 2.0 is available to members for \$90 per copy and to non-members for \$270 per copy. To order, visit www.mcaa.org/store or call 301-990-2200.

If you previously purchased the Labor Estimating Guide for Service, watch your mail for a special offer when you upgrade to version 2.0.



Mechanical Careers

Recruit Interns Now for Future Professional Needs

Not so long ago, employers were in the driver's seat when it came to recruiting young professionals just out of college for entry-level positions in mechanical, plumbing, and service contracting firms. Those days are past. Firms in our industry are waking up to the fact that the pool of well-qualified candidates for professional positions is declining and other industries are competing hard for their talents. That's why more and more MCAA contractors are hiring interns to meet current staffing needs, and evaluating their interns for future professional positions.

What's behind this downturn in the supply of professional hopefuls coming out of engineering, architectural, and construction management schools? Two years ago, Professor Tim Wentz of the University of Nebraska – Lincoln gathered and analyzed demographic data showing that:

- 1) "Baby boomers" (those born between 1946 and 1964) are rapidly approaching retirement age; and
- 2) "Echo boomers" (those born between 1985 and 1997) are fewer in number than their parents' generation, and fewer of them are choosing careers in engineering or science.

Consequently, there are fewer potential replacements for the retiring "baby boomers" and, at least in terms of birth rates, that trend will likely continue. Population data released in 2003 showed that the birth rate in this country was the lowest in recorded history. Consequently, in future years, there will be even fewer candidates seeking science and technical degrees, and therefore, fewer professionals who have the credentials to work in our industry.

Faced with these ominous statistics, the Mechanical Contracting Education & Research Foundation (MCERF) provided additional resources to the Career Development program in 2004 to help increase the number of student chapters

around the country, and therefore, the number of programs designed to attract more students seeking careers in mechanical, plumbing, and service contracting.

One of the challenges facing the Career Development Committee, which oversees the allocation of the MCERF resources, was to find the most effective ways to increase students' interest in the industry. The committee ultimately decided to allocate a portion of the MCERF funds to grants to contractors who hire student interns. Committee members reasoned, based on their own experiences and those of faculty who teach construction management students, that when a student works in the industry and experiences the dynamic environment of a project site, they will want to pursue a full-time career in the industry.

The grants were first offered in 2004, and 11 contractors received them. In 2005, 26 contractors received the grants, and in 2006, the number of grant recipients increased to 39. Obviously, an increasing number of MCAA members are taking advantage of this benefit and hiring interns, but are they making the most of the opportunity?

Interns can help contractors fill temporary staffing needs, but savvy contractors may also evaluate their junior professionals for future full-time professional positions. An internship experience gives the contractor the opportunity to see how well the student grasps new concepts; solves problems quickly, efficiently, and effectively; relates to craft labor and clients; recognizes and resolves scheduling issues; and more.

On the other hand, the intern can evaluate his employer for a possible more permanent employment arrangement. The firm's corporate culture, the kind and breadth of assignments the intern receives (i.e., estimating versus filing), inclusion of the intern in staff and client meetings, and the level of responsibility given to the intern all figure into his decision to accept an offer for a permanent position, if offered.

Because internships are becoming a more popular and effective way for companies to recruit future professionals, the competition for the brightest and best students is increasing. For example, general contractors and specialty trade contractors are all struggling with the same staffing pressures as mechanical, plumbing, and service contractors and all are looking for ways to find and win over the best qualified students to their industry and businesses.

To help MCAA members plan a successful recruiting strategy for interns and full-time professionals, the Career Development Committee is sponsoring a session during *MCAA '07, Make Way for Your Future Employees: Finding, Hiring, and Managing New Professionals*. The session will tell you when and where to look for your future new professionals, what resources are available to assist you with your search, what attracts the brightest and best students to an employer and a position, and how to keep promising young professionals when you find them.

Jack Wilhelmi, chairman of the Career Development Committee and MCAA's Vice President and Treasurer, will moderate the session. Professor Wentz and Professor Maureen Weidner of the Georgia Institute of Technology will present you with information to help you plan an effective search for interns and/or new professionals. A panel of recent graduates who now work for mechanical contractors will explain what factors influenced their career search and what you can do to get a jump on the competition for future professionals.

In the meantime, watch for announcements next month about the availability of 2007 Student Internship Grants. Information about the grants and application instructions will be posted on the careers website at www.mcaa.org/careers.

For more information about the student chapter program, please contact Ann Mattheis at amattheis@mcaa.org. ♦

Speaking of Safety

MCAA's Newest Safety Publication

Don't forget to check out the newly revised *MCAA Safety Manual for the Mechanical Construction Trades*. Designed to provide workers with quick access to important safety and health information they will need on the job, the manual includes information on safe work practices that will help workers protect themselves from workplace hazards and comply with OSHA safety and health standards for construction. In addition, this comprehensive, user-friendly revision includes step by step instructions for first aid, including the most critical life saving techniques for treating victims for problems with breathing, bleeding, and shock. Existing safety sections have been rewritten, and several pertinent safety sections have been added. Color illustrations have been added to highlight key points and enhance the reader's ability to find information.



Each MCAA member company received a free copy in a special safety mailing last month. Additional copies may be ordered by calling Linda Burke at 800-556-3653. The manual is \$6 for MCAA members and \$18 for nonmembers, plus shipping. Volume discounts are available—please call for information. To order, visit MCAA's online store at www.mcaa.org/store, or call Linda Burke at 301-990-2200.

Safety Excellence Awards for 2006

Did your company achieve safety excellence in 2006? Watch for your Safety Statistics and Awards Program annual report form so you can participate in the program this year. The report forms, which arrive in this month's membership mailing, can be completed very quickly and easily. All you have to do is answer a few questions by filling in five blanks with injury and work hour data for 2006. **MCAA will keep the data strictly confidential**, and use it to calculate incidence rates for rewarding safety excellence. The results also provide members with a safety benchmarking tool. The benefits of participation are:

- Top winners receive awards and recognition at the Awards of Excellence Breakfast at the MCAA Annual Convention, which will be held February 25–March 1, 2007, at the Grande Lakes Orlando;
- All participants who achieve safety excellence by earning a lost workday cases incidence rate of zero, or one that is 25 percent or more below the industry average will receive certificates of commendation. The safety certificates make MCAA members more

competitive while bidding for projects; and

- All participants, regardless of their safety performance, receive a confidential report that allows them to compare their incidence rates with the aggregate rates of the other participating companies in the same work hour size category.

Completed annual report forms are due back at the MCAA office no later than February 1, 2007.

ANSI to Publish Ergonomics Standard for Construction

The American National Standards Institute (ANSI) is preparing to publish an ergonomics standard (ANSI A10.40) for the construction industry. MCAA voted against the standard for two reasons. The first is that the standard will likely be used against construction employers by occupational safety and health enforcement agencies and plaintiff attorneys claiming that worker complaints of musculoskeletal pain constitute work related injuries. However, health care professionals cannot accurately determine whether musculoskeletal pain is work related, unless it is directly related to a workplace incident that results in visible trauma such as broken bones or swelling. The second is that there is no language in the standard stating that there is not complete consensus among A10 committee members about the causes of and solutions to human musculoskeletal conditions. Users of the standard may incorrectly assume that there is significant consensus. However, eight construction trade associations representing hundreds of thousands of construction employers voted against the standard. Construction employers will be the ones most affected by the standard. Also voting against it was the Construction Users Roundtable (CURT) and several construction companies. MCAA and other ANSI A10 members are considering appealing the standard.

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Welcome New Members

Welcome New Members MCAA/MSCA Members

A & A Mechanical, Inc.
Slidell, LA

A P Mechanical, Inc.
Bakersfield, CA

ARC Mechanical Contractors, Inc.
Slidell, LA

Baudier Mechanical Contractors, Inc.
Chalmette, LA

Bremermann Mechanical, Inc.
Kenner, LA

C & H Mechanical Inc.
Bennington, NE

Charter Mechanical Contractors, Inc.
Tualatin, OR

Construction Solutions, Inc.
Portland, OR

Crest Mechanical Construction, Inc.
Metairie, LA

Critchfield Mechanical Inc. of Southern
California
Costa Mesa, CA

Thermal Mechanical Inc. dba F.L. Dye
Bozeman, MT

Finkle & Sons Service Company, Inc.
Branford, CT

Flaherty Mechanical Contractors
Bridgeville, PA

GMP Process Piping
Vacaville, CA

Hale Contracting, Inc.
Detroit, MI

Hank's Plumbing & Heating Company
dba Hph Mechanical
Toledo, OH

Industrial and Mechanical Contractors, Inc.
Jefferson, LA

Innovative Construction & Mechanical, LLC
Clarendon, PA

Jack's Mechanical Solutions, Inc.
Albuquerque, NM

Lou-Con, Inc.
Meraux, LA

Luevano Hart Construction LLC
Kansas City, MO

Master Cooling Corp.
Moorpark, CA

McCloskey Mechanical Contractors, Inc.
Lindenwold, NJ

MGK Mechanical Services, Inc.
Upland, CA

Pacific Mechanical Co., Inc.
Honolulu, HI

Pipe Pro Inc.
Cedar Rapids, IA

PJM Mechanical Contractors, Inc.
Princeton, NJ

Prairie State Plumbing & Heating, Inc.
Athens, IL

Precision Piping, Inc.
Greenville, OH

R & B Mechanical, Inc.
Pittsburgh, PA

S3H, Inc.
Las Vegas, NV

Teamwrkx Mechanical
San Jose, CA

Thermal Aire
Rocklin, CA

W. G. Tomko
Finleyville, PA

Wadsworth Slawson Northeast
Cleveland, OH

Westwind Mechanical Services
Santee, CA

Manufacturer/Supplier Members

Elkhart Products Corporation
Elkhart, IN

Invisible Service Technicians LLC
Milford, OH

Luvata Grenada LLC (Heatcraft)
Grenada, MS

Market Hardware, Inc.
Bethesda, MD

Matco-Norca, Inc.
Brewster, NY

Plastic Trends, Inc.
Shelby Township, MI

Specialty Consultants, Inc.
Pittsburgh, PA

LABOR RELATIONS CONFERENCE

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income to exporting nations in the Middle East, and funding for terrorists follows closely behind. According to Mr. Woolsey, the American motoring public is funding both sides on the war on terrorism. After commenting on the rapid pace of development and investment in hybrid electric cars and other biomass fuels and chemicals, Mr. Woolsey cited the positive development of a growing broad national political coalition spanning environmentalists, evangelicals, labor/management investors, and the scientific community all supporting alternate energy development for environmental, national security and energy infrastructure development reasons.

Targeted Growth Market Programs

The UA's Special Representative Gary Hamilton led a presentation on the rapidly expanding UA/MCAA/PCA residential plumbing program, where the UA provides a national residential collective bargaining agreement that is readily adaptable to local conditions with a Schedule A addendum to the agreement. Mr. Hamilton reported that the agreement is now in use in 46 states with some 1,200 union signatory employers working under the agreement. David Sink, executive director of the MCA

of Memphis, described local market erosion in Memphis over recent years, and the impact the use of the residential agreement could have in that market in regaining market share where the union sector has not previously been competitive. MCAA member Lee Walker, IV of Walker-J-Walker Inc. in Memphis related his company's successful use of the new agreement in winning work in the area. And, Henry Heier, executive director of the MCA of New Orleans, described the development of a residential training program in New Orleans, and offered an update of local conditions in the industry in New Orleans in the wake of Hurricane Katrina last year.

Other UA Market Efforts

The program concluded with a series of presentations on other UA initiatives.

UA welder certification and NCPWB programs

—UA Special Representative Randy Ward and National Certified Pipe Welding Bureau Chairman Bob Silvia delivered a presentation on the UA welder certification program and NCPWB program.

Mechanical Allied Crafts

—Tom Panconi, Administrative Assistant to the General President, gave a status report on the development and broad scope of planned activities of the new Mechanical Allied Crafts (MAC), which would join the

efforts of six specialty trade unions (UA, IBEW, SMWIA, Insulators, Elevator Constructors, Iron Workers) within the Building and Construction Trades department of the AFL-CIO to meet rapid developments in the industry by sharing resources and marketing high-skill services together to the owners and contractors.

UA Standard for Excellence

—UA Assistant General President Steve Kelly gave a detailed presentation of the UA Standard for Excellence that President Hite introduced earlier in the program. Mr. Kelly emphasized that the program stemmed from the UA's new strategic planning effort and is designed to learn from the mistakes of the past and regain market predominance by addressing the shortcomings that impaired market competitiveness.

Concluding Remarks

—In concluding remarks capping the successful conference, UA General President Hite strongly emphasized the cohesion and resolve within all ranks of the UA to meet the broad range of market challenges head on with a determination to build back the predominate strength of the union sector in the mechanical trades industry.

The MCAA and UA principals decided to slate the next joint conference for the fall of 2008. ♦

MCAA CALENDAR

2007 JANUARY

14–18
IPM, Class, 40, Week 2
Austin, TX

15–17
MSCA Selling Skills Training Program
Scottsdale, AZ

24
MSCA Managing Service Projects
Ft. Lauderdale, FL

FEBRUARY

6–7
MSCA Dispatchers Professional
Development Program
Dallas, TX

25–March 1
MCAA Annual Convention
Orlando, FL

MARCH

19–22
MSCA Service Managers Training Program
Scottsdale, AZ

29
MSCA Evaluating the Financial Performance
of Your Service Operation
San Francisco, CA

APRIL

15–18
NCPWB Technical Committee Annual Meeting
Napa Valley, CA

22–26
IPM, Class 41, Week 1
Austin, TX

24–25
MSCA Dispatchers Professional
Development Program
Hartford, CT

MAY

1–3
Campaign for Quality Construction
Legislative Conference
Washington, DC

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

Rabe Environmental Systems Wins 2006 Governor's Award for Safety Excellence

MCAA member and MSCA STAR qualified contractor Rabe Environmental Systems, Inc. (Erie, PA) received the 2006 Governor's Award for Safety Excellence and praise from Pennsylvania Governor Edward G. Rendell during the recent Governor's Occupational Safety and Health Conference in Hershey, PA. The governor, who also presented awards to four other companies, said, "Reducing workplace accidents and injuries should be a top priority for every business and every worker in the commonwealth." Rabe has worked over 1,000 days without a lost-time accident, and has had zero recordable injuries for 2004, 2005, and 2006. Richard Patrizia, president and CEO of Rabe, said, "This award belongs to the employees of Rabe. Their efforts and commitment to safety made this award possible."



Company President Bill Bassett accepts the award as Kim Bassett Heitzmann, executive vice president, looks on.

Fox Cities Chamber of Commerce & Industry in conjunction with Virchow, Krause & Company, LLP. Award judges cited Bassett Mechanical as an industry innovator that has a winning measure of customer focus and operational excellence, allowing the company to meet the challenges of business in the 21st century. According to company president Bill Bassett, "We always strive to provide superior long-term value to our clients. Receiving this award is an affirmation of our focus on quality work."

Plumbing and MCA of Northern Illinois Facilitates Donations of Surplus Plumbing Fixtures

New, surplus plumbing fixtures, faucets and piping were donated to those in need in the Eastern Kentucky Appalachia Mountains by members of the Plumbing and MCA of Northern Illinois (PAMCANI) Industry Fund in cooperation with UA Local 501. The donations were distributed locally through the ministry of St. Jude's church in Louisa, KY. "The donated goods come from surplus stocks that contractors accumulate because of changed and cancelled orders; none of it is used," explains PAMCANI Executive Director Stan Peters, "and Local 501 contributes materials no longer needed for its educational programs."

MCA of Metropolitan Washington Holds Its 8th Annual Heat's On, Water's Off

About 120 volunteers from the MCA of Metropolitan Washington (MCAMW), UA Locals 602 and 5, and the Prince Georges (PG) County Department of Family Services and Fire Department gathered on October 28 for Heat's On, Water's Off, the MCAMW's humanitarian event of the year. During the event, volunteers donated their skills, time and equipment to service the HVAC and plumbing in 45 homes of elderly and disabled PG County residents. Volunteers convened at the UA Mechanical Trades School in Landover, MD, for the event kick-off, which featured a note of thanks to the volunteers from Senator Thomas V. (Mike) Miller, Jr. and House Judiciary Chairman Joseph F. Vallario, Jr.

Utah MCA Establishes Contractor Safety Awards Program

The Utah MCA recently established a new, annual safety award contest for its contractor members to increase safety awareness within the mechanical contracting industry, and to reward and recognize member firms for their commitment to providing safe workplaces. To qualify for the contest, member companies must be 25 percent below the national average for their NAICS or SIC code for both Recordable Incidents and Lost Time Accidents, and the companies must have EMRs of less than 1.0 with no fatalities in 2006. The contest will be administered and judged by C2 Consulting to assure confidentiality of the information. Contest awards will be presented in early 2007 based on 2006 data. ♦



Pictured with the award (left to right) are: Safety Director Denise Buell, UA Local 12 Business Agent George Sommers, Rabe President Richard Patrizia, Local 47 Business Agent Dan Harmon, and Service Team Leader Tim Hoover.

Bassett Mechanical Named 2006 Manufacturer of the Year

MCAA member Bassett Mechanical (Kaukauna, WI) received the 2006 Manufacturer of the Year Award in the category of large-sized manufacturer (more than 300 employees) on October 25. The award, which was part of an annual program that honors manufacturing excellence, is sponsored by the