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South Dakota

PHCC

Plumbing • Heating • Cooling Contractors Association

Inside this Issue:
- President’s Message
- Access to AHP’s Blocked
- Apprenticeship Opportunities Available
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The South Dakota Pipe Chatter

Official publication of the South Dakota Association of Plumbing-Heating-Cooling Contractors, Inc.

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www.sdphcc.org
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- 2nd Vice President: Ryan Brozik, Winner Plumbing - Winner
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- Treasurer: Andy Bruce, Allied Plumbing & Heating, Inc - Pierre

Zone Directors
1. Brett Kaltvedt, Midwestern Mechanical, Inc - Rapid City
2. Jeremy Seeman, Redlinger Bros Plumbing & Heating - Watertown
3. Dan Hartman, Wolff's Plumbing & Heating - Spearfish
4. Frank Krohmer, Krohmer Plumbing & Heating - Mitchell
5. Brian Ames, Northwest Pipe Fittings - Rapid City (Sustaining Member)

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May 7-8, 2019
Washington, DC

PHCC CONNECT 2019
Oct 2-4, 2019
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President’s Message

I would like to start by thanking everyone for the opportunity to serve as your 2019 PHCC President. It is an honor and a privilege to serve, and I truly look forward to the experiences it will bring. I am very fortunate to have Kristie Brunick (our Executive Vice President) to work with, as she keeps everything running smoothly in our office. Although she’s a relatively new EVP, she is doing a great job keeping us informed of issues that relate to our industry.

Kristie, and her assistant Angie, organized a fabulous annual convention this year, held in Sioux Falls, February 28-March 1. I believe everyone enjoyed not only the dueling pianos, but also the education sessions and the table top displays. There was terrific networking going on throughout the event.

A little about me...I’ve been in the industry for over 40 years and I can say that I’m as passionate about it today as I was when I began my career after graduating from Mitchell Tech. In 1980, I began my tenure at Frisbee’s, which is the same company I work for today. I had no real vision of where I thought by career would take me back then, but I knew I loved what I was doing. So, I worked hard every day. I was focused on learning as much as I could, listening to the guys who were my mentors, and getting my Journeyman’s License. I decided early on in my career that I wanted to be “that” plumber that contractors would request to work on their jobs. I’ve always had that strong sense of pride in my work, and I will always encourage those in my trade to do the same. It’s not enough to just DO your job...do it WELL! Additionally, take ownership of your jobs by keeping them clean, and try to achieve perfection as best you can. Your business will enjoy continued success if you put your heart and soul into your workmanship.

As we all know, our limited workforce is one of our greatest challenges. Our young people today are smarter and more educated than ever before. There are many really good young people out there...and we are fortunate when we get them into our industry. BUT, the problem is that we need many, many, more young people to fill the gaps. Older plumbers and HVAC techs are retiring at a rapid pace, so we need to get young people to work under them and learn from them while they are still around.

To those of us who have been in the plumbing and heating industry for years, you’ve all heard the jokes. Unfortunately, we’ve gotten a bad rap over the years. It’s up to us to educate young people about how great this industry really is. We need to improve our image to the consumer...we’re a lot more than crap and toilets :)

We need to show new employees that they can make a great living in this field, feel a sense of accomplishment when they finish a job, and maybe even go on to own their own business after years of hard work. The general public will appreciate us more if we show our professionalism, so let’s work toward that goal.

We continue to see more and more technology at work in our industry...both in plumbing and in heating. As it continues to be integrated into our world, it’s important for you and your employees to keep up with the trends. Get education and training as often as necessary so you can be the trusted choice of your contractors and their customers. They will turn to YOU for knowledge. Know your trade. To keep your business up to date and profitable, get more involved with PHCC and take advantage of all it has to offer. Go to www.phccweb.org to see all the tools available to you that will help you grow in these everchanging times.

It is said that “the plumber protects the health of the nation”. Let’s prove that statement!

Best regards in this business season...

Tom Hines, GM—Frisbee’s Plumbing, Heating, AC & Electrical
2019 SDAPHCC President
Federal Judge Blocks Expanded Access to Association Health Plans

By Chuck White, PHCC Vice President of Regulatory Affairs

U.S. District Judge John Bates in Washington, D.C., ruled in favor of the plaintiffs in an Association Health Plan (AHP) lawsuit filed by 12 states who claimed that the U.S. Department of Labor (DOL) exceeded its statutory authority in a rulemaking that opened up opportunities for multiemployer Association Health Plans.

In his ruling, Judge Bates ruled that the rule’s expansion of the definition of a “bona fide association” and the inclusion of working owners were “unreasonable.” His finding states that DOL interpreted the commonality of interest provision of the law too broadly when it allowed groups to form based on geographical commonality and when groups would form for the express purpose of providing health insurance although those groups may have an additional (non-primary) function.

Judge Bates concluded that it appears that associations that act in the interest of employers would continue to be compliant with statutory language. Similarly, the judge found that Congress had clear intent that ERISA programs are intended for benefits arising out of employment relationships which cannot exist when there are no employees working for a sole proprietor. Businesses with common work interest that have employees would be viewed as compliant with statutory language.

PHCC National continues to be compliant with the original DOL ruling defining associations that act in the interest of employers and the commonality of interest provision. The Court ruling would not impact this status. PHCC will continue to advocate for the inclusion of sole proprietors amongst the national insurance carriers. PHCC will monitor the DOL response to this recent ruling, which will determine the association’s next steps.
PHCC Water Supply Calculator App

The PHCC Water Supply Calculator App offers a single resource to determine water supply fixture units and minimum fixture branch sizes for common plumbing fixtures, typical pressure drops in water meters, equivalent lengths of fittings.

The app also allows a user to input a fixture unit demand, resulting in suggested pipe size, determines GPM demand, pressure drop/100’, and velocity in Type “L” copper pipe; with selectors referenced to the National Standard Plumbing Code, the Uniform Plumbing Code, and the International Plumbing Code.

In addition to the calculator, the app serves as an all-in-one membership engagement tool that allows members to directly access PHCC information and resources on their portable device.

PHCC is now everywhere you are!

The Water Supply Calculator App is brought to you by Charles “Chip” Greene, 2015-2016 PHCC National President

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Krohmer Joins Board as New Zone Director

By Frank Krohmer

Hello Fellow PHCC Members!

My name is Frank Krohmer and I, along with my wife Chris and sons, Nick, Ben and Drew own and operate Krohmer Plumbing, Inc, and have done so for the last 35 years. We have locations in Mitchell and Sioux Falls.

I began plumbing after school when I was a sophomore in high school in Wessington Springs, SD. I really enjoyed what I was doing, so I chose plumbing (or maybe it chose me) as my lifelong career.

I have been really blessed to have a job that I love to come to every day and work with my wife and my kids and as a bonus I bring my dog Jasmine with me every day. I don’t know how it could get any better than that!

I am also blessed to have a great staff, some that have been with me for over 30 years.

I am really looking forward to working with the PHCC as a zone director and I am hoping that I can bring some good ideas to the table.
PHCC Strategic Preparation

By Michael Copp, PHCC Executive Vice President

Paul D. Meyer, is President and Co-CEO of Tecker International, LLC, and recently conducted an annual strategic review with PHCC National Association. Part of those discussions included how to help our members and our association weather the impending recession forecasted for 2020-2021. Several considerations are listed below for your awareness:

Leadership and Management –

- Leadership includes maintaining vision, constant communication, education on cyclical nature of economies, creating a culture of trust, strategic insight and preparation for upturn.
- The association becomes the member’s support system and point of stability. Members will remember when you were there during rough times.
- **Maintain closeness to members.** Exude trust and confidence.
- **Scale back spending on non-essentials.**
- **Recessions are an opportunity for brands/products to expand market share.** Increase messages focused on “efficiency” and “value.”
- **New products are put on hold.** Reduce risk.
- **Environmental scanning is crucial.** Continue to scan for opportunities during and after recession.
- **Communicate, communicate, communicate** (especially new companies).

Peter Drucker noted that “the greatest danger in times of turbulence is not the turbulence – it is to act with yesterday’s logic.” Paul Meyer notes there are several possible actions that can be taken during a future economic downturn:

- **Maintain your course and constantly share your vision.** Timeframes may need to change, but if long-term vision is still correct, hold position and communicate.
- **Stay in.** As other brands cut back, your share of voice is going to increase. Your brand will be more visible for less money and you will come out of a recession with greater momentum.
- **Get more than your share.** Share becomes more important in tough times, and benefits go to those with resources to outspend the competition: when everyone is losing, the strong become relatively stronger.
- **Provide better value.** Businesses which provide better value for money in their customers’ are more profitable during economic downturns and grow faster after recovery.
- **Strategic flexibility is crucial.** Economic downturns give managers the opportunity to look harder at their organizations and reconnect with their markets. Bold strategies are required.
• **Spend more.** Those who increase spending in economic downturns generally improve share, and therefore profit; those who increase spending significantly may have to absorb a short-term drop in ROI but can thereby gain share substantially and greatly improve their position, and profit, for the future.

• **Good times always follow bad.** Taking action during less than rosy economic times provides a foundation for coming out on top of competition when the economy rebalances.

• **No more, Mr. Nice Guy.** An economic downturn can be seen as a wonderful time to take an unfair advantage.

• **Manage your message.** Reflect the new customer mindset. Shift your advertising message, shift funds to product lines that are suited to an economic downturn, stress quality and value, and unveil new uses for old brands.
Spring Weather: Protect What Matters Most

Winter has passed, along with its associated hazards. Even though the sun has started shining longer and the birds are chirping, now isn’t the time to let your guard down. Spring comes with its own set of risks.

Threats to homes and businesses vary depending on location, but storms are a threat to every region of the country. Lightning can cause power outages or start fires. Heavy rainfall can inundate waterways and drainage systems, resulting in flash flooding. Tornadoes can rip through communities, injuring or killing people, and causing severe damage to property.

The unexpected nature of many of these events often prevents residents and business owners from protecting their property. But there are a number of measures that will help you get through a sudden disaster and protect what’s most important: your employees, families, and friends.

Make and Practice a Plan
If you haven’t already, take the time to analyze your business and make shelter and evacuation strategies. The type of emergency will dictate if you get out of the way or stay put and find a sturdy place to wait for the disaster to pass. But whatever happens, a plan will help you act quickly when every second counts. Write down all the pertinent information, including nearest exit locations, shelter locations, meet-up spots, and utility shut-off procedures. Make sure plan essentials are posted where everyone can find them.

Prepare an emergency kit and keep it in a place where you will have access to it when you need it. Your kit may include a flashlight, a weather radio, extra batteries, a list of important phone numbers, insurance information, and a first-aid kit.

Keep an Eye on the Weather
Arming yourself with information is the surest way to position yourself for safety. Refer to weather websites often for the latest information, and tune into radio or television news outlets regularly for warnings of potential adverse weather events.

The more you know, and the more thorough your preparation, the better chance you, your families, and your employees have of making it through a disaster.

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PHCC Protects Your Business

When you’re working on your business, you don’t have time to focus on industry-wide challenges ... yet changes in legislation can have a dramatic impact on your operations and your bottom line. That’s where PHCC comes in, advocating on your behalf on federal, state and local issues ... and keeping you informed!

*Here’s what we’re doing to have your back ... and how you can take our efforts to the next level:*

**Legislative and Regulatory Leadership.**

We talk ... and they listen, resulting in recent action on key issues affecting p-h-c contractors, such as:

- Passage of the $1.2 billion Carl D. Perkins Career and Technical Education Act in 2018, providing increased funding for skilled trades.
- Implementation of the 2019 tax reform package that:
  - lowered corporate and individual tax rates
  - increased the threshold of the estate tax
  - increased expensed capital purchases
- Reduction in overly burdensome regulations through an executive order removing two existing regulatory actions for every new regulation created.
- Reauthorization of the Water Infrastructure Finance & Innovation Act (WIFIA), opening up possible contractor business opportunities with municipal water distribution and wastewater systems.
- Revised definition of Waters of the U.S. rule that limits the extent of federal oversight over development of private property—including water and conveyances—across the country.
- Issuance of a U.S. Department of Energy Process Rule to improve the agency’s process for setting HVAC energy efficiency standards and test procedures for residential appliances and commercial equipment.
- Introduction of S.1170, which gives small businesses expanded access and eligibility to participate in Association Health Plans, a multi-employer option to provide affordable health care for employees.

**Reinforcement of Industry Standards that Protect Public Health and Safety.**

PHCC never stops advocating on measures that safeguard us all, particularly through our representation on, and contributions to, important code bodies that support:

- Legionella prevention.
- Development of a Water Efficiency and Sanitation Standard (WE·Stand).
- Scald prevention through education on proper water heater installation.
- Code adoption of quality installation standards for HVAC equipment.
  
  UL Standard 60335-2-40 for air conditioning and heat pump products with sections regulating A2L refrigerants.

**Regular Alerts on Laws, Regulations & Code Changes.**

When changes come around, be the first to know so you can prepare, plan and adapt. PHCC’s monthly PHCC Advocate keeps you informed on all the latest legislative, regulatory and code news.
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From the Executive’s Desk

After hosting the convention and Continuing Education classes, we spent the past month regrouping. And as we enter spring, the coming month will be a good time for renewing. As always, I welcome any feedback on the convention and Continuing Education classes that would help make future improvements.

I was fortunate to travel to Rapid City and Pierre last month. While I was in Rapid City, I was able to visit with several members. There was one common theme that seemed to arise in my discussions - Everyone is looking forward to spring!

It’s never too early to start planning ahead for next year. So, while I was in the Black Hills area, I made a stop at the Lodge in Deadwood to better assess the facility for our next convention. It is a beautiful property that I think it will serve us well. I’m excited to start putting plans into place!

I was also able to attend the Western Dakota Tech HVAC Advisory Board meeting. It was encouraging to hear about the successes of the program. Collectively, there is a real desire to continue to work towards attracting new students to the industry. Our meeting wrapped up with a detailed tour of the shop.

In addition, I had the honor of attending the funeral for Jef Mattern, in Spearfish. It was a beautiful service that honored a good man. Our condolences go out to the Mattern family and everyone at Wolff’s Plumbing and Heating. Jef will certainly be greatly missed.

While I was in Pierre, I attended the Plumbing Commission Meeting. The two new inspectors have settled into their positions and are busy visiting jobs. The Commission is also working to make adjustments relating to the new legislation that was recently passed.

On both trips, I had the privilege of enrolling apprentices. I always enjoy meeting those who are starting their journey in the industry. If you have new or emerging employees that you would like to enroll into our apprenticeship program, please don’t hesitate to contact our office.
In Memoriam

Jef Mattern of Spearfish, South Dakota

January 6, 1962 - April 12, 2019

On Friday, April 12, 2019, Jeffrie Lynn Mattern, lost his short battle with cancer at the age of 57 years. Jef was born in McIntosh, SD, on January 6, 1962, the seventh child of Peter John and Gladys Marie (Lenerville) Mattern.

Jef was raised in McIntosh and worked with his father at the Mobil Station. Jef graduated from McIntosh High School in 1980. He then attended Mitchell Vocational Technical School, from which he graduated in 1982.

In August of 1982, he moved to Spearfish, SD, where he began working for Wolff's Plumbing & Heating, a company of which he was a co-owner of at the time of his death. He took great pride in his work, and on-and-off over the years, his children worked alongside him.

In 1987, he married Jacqueline and the couple were blessed with two children before their union ended in 2003. They continued to raise their children in Spearfish.

Jef lived his life to the fullest, and he had a very active social life; many friends and neighbors will remember the parties hosted in his garage over the years. He was an avid hunter and fisherman, and an active member of the National Wild Turkey Federation. In his younger years, he was a proud volunteer member of the Spearfish Volunteer Fire Department. One of his favorite places was Shadehill Lake, and many summers were enjoyed there with friends and family.

Jef is survived by his two children, Dusty Ryan and Allyx Emily; as well as their mother, Jacqueline; his long-time companion, Sheryl Swaby; her children, Jay Swaby, Jennifer (Adrian) Netterberg, and Joshua Swaby, as well as her grandchildren, Eli, Graham, and Dalton; his seven siblings, Caroline (Terry) Dauwen, Paulette (Butch) Fanning, John Mattern, Joel Mattern, Betty (Derry) Meyer, Marla (John) Hausauer, and Jerry Mattern, as well as 17 nieces and nephews, and countless other relatives and friends. Jef was preceded in death by his parents, Peter and Gladys Mattern; nephew, Dillon Meyer; great-nephew, Justin Fischer, brother-in-law, Jack Weekes and sister-in-law, Rhonda Mattern.
SDAPHCC Apprentice Program

The SDAPHCC offers members the opportunity to enroll their employees in its apprentice program. The SDAPHCC provides the curriculum and administers the program, while the member provides on-the-job training. In addition, the program has been approved by the Federal Department of Labor.

PROGRAM FEATURES

- Four year program composed of educational instruction and 8,000 hours of on-the-job training
- Apprenticeships available in plumbing, HVAC, and sheet metal
- Approved by the Federal Bureau of Apprenticeship Training
- Approved for Post 9/11 Veteran’s Education Benefits

SERVICES PROVIDED BY SDAPHCC

- Meet with the apprentice to explain the program and enroll them
- Provide curriculum and grade completed tests
- Manage all federal, state, and local registrations
- Monitor and communicate apprentice progress
- Award Certificate of Completion
- Notify federal, state, and local agencies of completion
- Provide Davis-Bacon verification if requested

PROGRAM COSTS

$150.00 - One time enrollment fee per apprentice
Plus $22.40 monthly fee per apprentice

HOW TO ENROLL YOUR EMPLOYEE

Contact Kristie Brunick at the SDAPHCC to begin the enrollment process.
Phone: 1-800-640-7422 Email: kristie.phcc@midco.net

NEW BENEFIT FOR APPRENTICES

Apprentices can now take advantage of a special membership offered by NAPHCC. This free membership connects apprentices with an online community and news publications.

HOW THE PROGRAM WORKS

The apprentice studies the curriculum and completes the tests at his/her own pace. Completed tests are submitted to the SDAPHCC office to be graded. Once the tests are graded, they are returned to the apprentice along with a letter detailing the apprentice’s performance and overall progress. A copy of this letter is also sent to the employer.

This continues until the apprentice has completed the curriculum book.

The studying and testing are performed in conjunction with the required 8,000 hours (approximately 4 years) of on-the-job training provided by the employer. Apprentices may receive credit for work experience earned prior to enrollment.

As the apprentice nears completion, he/she may begin studying the Uniform Plumbing Code book in preparation for the journeyman’s test. This book, along with a study guide, may be purchased from the SD Plumbing Commission (605-773-3429).
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