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PHCC of Washington

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Greta Flinn, Executive Director
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A Message From Executive Director

UNITY, ONENESS, COMRADERY



Todd Allred

I hereby introduce myself as your new Executive Director, assuming this esteemed position with immense enthusiasm and purpose. In embracing this role, I am granted the extraordinary opportunity to fulfill my profound Calling and Purpose, which lie at the core of my aspirations for Unity, Oneness, and Comradery.

Allow me to paint a vivid picture of the vision I hold for our collective journey. The PHCC of Washington possesses remarkable potential to emerge as a resounding voice within the industry, propelling us towards unprecedented growth. To pave the way for this transformative path, we have embarked upon the implementation of an advanced Association Management Software (AMS), which promises to revolutionize both the user experience and the management of our esteemed association. By rebuilding from the very foundations, with NOVI AMS serving as our bedrock, we anticipate a grand launch on September 1st. Through the member portal, you will gain unparalleled control over your membership, a prospect that fills us with genuine excitement.

In our relentless pursuit of progress, we have established a NEW Membership Committee, infused with renewed vigor and unwavering focus. At the helm of this committee stands the illustrious Jason Pritchard of Pricor Technologies, assuming the position of Chair, with the esteemed Paul Long of Gesa Credit Union as Vice-Chair. This group of 13 dedicated individuals, comprised of Associate and Affiliate members, possess an ardent devotion to nurturing our membership and fostering the association's growth. As we refine our processes, we aim to develop into a well-coordinated and highly efficient entity, functioning seamlessly like a finely tuned machine.

Once the NOVI platform has been successfully launched and our membership committee is primed, our intention is to inaugurate a membership drive in the months of September or October. Brace yourselves for a spirited competition, as we plan to accompany this initiative with an engaging contest and enticing prizes. Rest assured, it will be an enjoyable endeavor for all involved.

As we march forward, expanding and evolving, assuming the mantle of the contractor's voice, perfecting the member experience, and propelling businesses towards unparalleled growth, we shall emerge as the preeminent "need to join" association in Washington! Together, let us embark on this exhilarating journey, united in purpose and resolute in our determination.

With utmost resolve,

Todd Allred,
Executive Director

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PHCC OF WASHINGTON APPOINTS NEW EXECUTIVE DIRECTOR

We are thrilled to announce Todd Allred as our new Executive Director. Todd is a highly regarded plumbing professional with over 30 years of experience in the industry, starting as a plumber himself and eventually becoming a business owner. Along with his wife, Chris, he co-owns Chipper Plumbing & Radiant Inc. in Tukwila, Washington.

In his new role, Todd is committed to advancing the plumbing, heating, and cooling industry and supporting its members. His dedication and hard work in the industry have been recognized in the past, having been awarded the PHCC of Washington Industry Person of the Year in 2017. Todd is also the Chairman of the Labor & Industries Plumbing Advisory Board, where he has been a strong advocate for Unity, Oneness, and Comradery, which he believes is critical for the success of any business or organization.

As a natural leader, Todd is constantly developing his skills and abilities. He is currently in his second year of the WILD, Whole Intentional Leader Development Toolkit, which has had a significant impact on his growth as a person and as a leader.

In his free time, Todd enjoys motorcycle riding and is always on the lookout for invitations, interruptions, and introductions while on his rides. Todd is married to the love of his life, Chris Allred, for 31 years, and they have three children, Josh, Devin, and Jordynn.

We are excited to have Todd Allred leading our organization and look forward to his contributions in advancing the industry and supporting our members.

LEGISLATIVE UPDATE

By Todd Allred

As we embark on our journey to safeguard and fortify the industry, there are always areas that warrant our attention and effort.

On the auspicious occasion of our Day on the Hill, held on March 16th, I extend my heartfelt gratitude to all those who graced us with their presence to champion our cause and advocate on behalf of our members. During this event, we had the privilege of engaging in a productive 45-minute dialogue with the Governor's office, effectively conveying our vision for the future and our commitment to supporting our members.

I am delighted to announce a significant development in our endeavors. We have successfully established the authority to oversee residential service trainees through either remote supervision or in-person supervision. This achievement is the result of our ongoing discussions with Labor & Industries, reflecting our dedication to ensuring the highest standards in our profession.

A collaborative stakeholder group, consisting of influential organizations such as the PHCC of Washington, Washington State Association of Plumbers and Pipefitters, the Mechanical Contractors Association, and Labor & Industries, has

commenced its deliberations for the upcoming round of revisions to the RCW. This concerted effort signifies our commitment to driving positive change within the industry, streamlining operations, and facilitating workforce management.

Numerous ideas are currently under evaluation as we strive to bolster the industry and enhance its operational efficiency. Our representatives at the negotiation table include Kathy Thaut, Dusty Hoerler, Tom Bozeman, and myself. This is an intricate process that demands meticulous attention, as we diligently shape proposed legislation to address the industry's needs. Our aim is to be fully prepared to introduce a comprehensive bill in Olympia by December 1st.

To ensure a seamless and successful endeavor, we are formulating a three-pronged approach that encompasses strategic planning, prioritization, and a spirit of camaraderie. By employing these essential elements, we aspire to navigate the path ahead with clarity and effectiveness.

As we progress further and make crucial decisions, we will be sure to share more information and keep you well-informed.

THE POWER OF UNITY: HOW PLUMBERS, HVAC TECHS, AND ASSOCIATED COMPANIES THRIVE TOGETHER

Introduction

In the face of a challenging economy or uncertain times, it is natural for professionals across various industries to become more guarded and private about their businesses. However, the plumbing and HVAC industry can greatly benefit from taking a different approach. By embracing unity, fostering collaboration, and supporting one another, plumbers, HVAC technicians, and associated companies can weather difficult times more effectively. In this article, we will explore why sticking together, organizing joint events, and cultivating a sense of community can lead to a more resilient and prosperous future for all involved.

Shared Knowledge and Expertise

The plumbing and HVAC industry is vast and encompasses a wide range of specialized skills and knowledge. By coming together and sharing experiences, tips, and best practices, professionals in these trades can collectively enhance their expertise. Open communication and collaboration can lead to problem-solving, innovative solutions, and improved workmanship. Rather than competing against one another, by working together, plumbers and HVAC techs can elevate the entire industry and better serve their customers.

Joint Marketing and Networking Opportunities

By forming strong relationships and connections within the industry, plumbers, HVAC techs, and associated companies can leverage each other's networks to expand their reach and attract new clients. Collaborative marketing efforts, such as joint advertisements, trade show participation, or online campaigns, can be more cost-effective and impactful than individual endeavors. Additionally, by attending industry events and engaging in networking activities together, professionals can build a strong referral network, opening doors to new business opportunities.

Resource and Equipment Sharing

During tough economic times, the cost of tools, equipment, and supplies can become a burden for individual businesses. By fostering a sense of camaraderie and trust, plumbers and HVAC techs can create a system of resource sharing. This could involve lending equipment to one another, sharing bulk material purchases, or even pooling resources to invest in expensive machinery that benefits the entire group. By reducing individual

costs, businesses can become more resilient and flexible in the face of economic downturns.

Collective Bargaining Power

I've come to see our local PHCC as a sort of Union for open shops. I see Todd, our new Executive Director, as an "Organizer" for us Non-Union shops. And organization is what we need. There is no better way to collaborate and work together like I've previously been illustrating, then to connect and join up with your local PHCC. Joining PHCC is like raising your hand and saying publicly that you are open to sharing, learning, and working together to make our trade and our individual businesses stronger than ever. Concerning the laws and policies that affect our industry and even Labor and Industries, working together as a collective group representing our industry is the only way that anything positive will be accomplished.



*Dennis Hamon,
PHCCWA President,
at right*

Conclusion

In an industry as diverse and demanding as plumbing and HVAC, there is strength in unity. By embracing collaboration, sharing knowledge and resources, and celebrating successes together, professionals in these trades can weather economic downturns more effectively. The benefits of sticking together far outweigh the drawbacks of isolation and secrecy. By cultivating a supportive and inclusive community, plumbers, HVAC techs, and associated companies can create a more resilient and prosperous future for themselves and the industry as a whole.

PHCC is growing stronger and more able to represent and effectively advocate for change our industry most certainly needs. Join us and you will see that we truly are Better Together.

To your success,

Dennis Hamon
President, PHCC of Washington

THREE PRACTICES OF GREAT HVAC TECHNICIANS

Most techs in the field want to be better, faster and more efficient at their jobs. Here are three things to focus on to help improve skills, satisfy customers and finish jobs more quickly and thoroughly.

FIRST, FOCUS ON AIRFLOW.

HVACR is all about moving air around. No matter how efficiently a system runs, or how expertly it's fine-tuned, if the ductwork is too small, makes too many bends, has blockages or large gaps or leaks—the space is not going to be properly cooled or heated. Techs can frequently focus on “the box” because that's where the technology is, and they ignore the rest of the system. Seasoned technicians understand the importance of airflow when installing a system, making sure duct systems are correctly sized, contain fewer bends, and allow for free flow of air throughout the entire home.

If you're changing out a system, consider repairing or replacing necessary ductwork as well. Remember, older systems may contain asbestos, requiring certified professionals to aid in removal. Even in newer systems, it remains important to test for leaks and efficiency, so always be prepared to make revisions that improve overall performance in the long run.

SECOND, LOOK FOR OBVIOUS PROBLEMS.

When assessing a system, start with the easy stuff. Be alert and look for things that are out of the ordinary and may be symptoms of bigger problems. For instance, refrigerant oil stains on the floor could mean a refrigerant leak in the system. Use a flashlight to visually inspect the



evaporator coils and blower wheels. By examining them for dirt or corrosion, you could uncover what's causing the issues. Another quick, easy fix is the air filter. Swapping it out with a clean one immediately improves airflow and circulation.

Also, look for UV damage on control wiring. Sunlight tends to cause wiring to degrade prematurely, and this may adversely impact a system. By checking the entire system, it's easy to judge the quality of workmanship and know how carefully to inspect other areas of the system.

LASTLY, DOUBLECHECK YOUR WORK.

No one intends to do subpar work, but sometimes steps are missed, and mistakes are made. Be sure to doublecheck everything throughout the day. This starts with caps and seals. Leaving them off is never OK. It's a simple step to ensure they won't be accidentally knocked onto the ground or lost behind a piece of equipment. Put caps and seals back on finger tight and snug hex flare caps up with a wrench.

When performing electrical work, don't leave spade connections loose and don't forget to properly torque contractor lugs. Also, never leave exposed wire. Strip back insulation to the length required to make the connection.

When the job is done and after performing a comprehensive run test at the end of a repair, do a final walk of the job and check all disconnects and set points. Also, perform a final cleanup and

collect all tools. Leave nothing unchecked and nothing left behind.

While these three things are simple, they do help all HVACR techs work faster, safer and smarter on every job.

Article courtesy of Fieldpiece Instruments

WELCOME NEW MEMBERS

We are thrilled to announce our remarkable growth and progress! In our pursuit of excellence, we have established a revitalized membership committee dedicated to enhancing the overall membership experience.

We take immense pleasure in introducing a distinguished group of new members who have joined our ranks. Please join us in extending a warm welcome to the following companies, who are now part of our ever-expanding family:

Adept Mechanical Services Inc.	The Plumbing Guys Inc.
C Les Plumbing	Attic Projects Company
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Fox Plumbing & Heating	Pacific Northwest Restoration
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Mainstream Electric LLC	Farmers Insurance
Service Plumbing & Heating	Gilchrist Chevrolet Buick GMC
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We extend our heartfelt gratitude to each and every new member. It is the collective involvement of all of us that allows us to foster a robust and influential association. Together, we will continue to build a stronger and more prosperous future.



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GOOD TIMES AT NETWORKING EVENTS

PHCC of Washington hosted two successful networking events in June. The first was June 20 at Lombardi's in Bellingham and the other was June 22 a Half Lion Brewing Co. in Sumner. Both events featured displays and demonstrations from Milwaukee Tool as well as plenty of fun, door prizes and camaraderie.



See more photos on pages 12 and 13.

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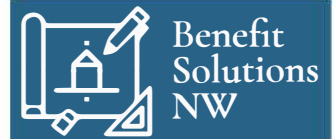
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PHCC-WA ANNUAL GOLF TOURNAMENT



See You Soon

**PHCC-WA ANNUAL
GOLF TOURNAMENT**

DATE: THURSDAY, AUGUST 10TH, 2023
WHERE: RIVERBEND GOLF
COMPLEX – 2019 WEST
MEEKER STREET, KENT, WA

PHCCWA.ORG

AUGUST 10TH AGENDA

9:00 am
Start of check in for golfers

9:30 to 10:45 am
Putting Contest

11 am – 4 pm
Golfing!

4:30 pm
Dinner and presentation
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PHCCCONNECT2023

SET TO HELP PLUMBING AND HVACR CONTRACTORS MAKE REAL PROGRESS ON THEIR BUSINESSES

For plumbing and HVACR contractors who are eager to discover proven, practical ideas to meet their business goals, the Plumbing-Heating-Cooling Contractors—National Association is providing *real* insights, *real* solutions, and *real* value at its annual Conference and Product & Technology Showcase – PHCCCONNECT2023 – to be held this year on Oct. 25-27 in Cleveland, Ohio.

PHCC—National Association President Dave Frame, CEO of Bob Frame Plumbing Services, Inc., in South Bend, Indiana, is excited that attendees will be exploring these opportunities with the people who share their passion and purpose. “Every year, this is your best chance to connect with like-minded professionals who know your challenges, are eager to share their own solutions, and truly care not only about the future of their business but about the future of this industry.”

THE INDUSTRY’S BEST EDUCATIONAL PROGRAMMING

Attendees can expect more than 20 targeted educational sessions on topics plumbing and HVACR contractors want most, from business management and leadership, to sales and marketing, to soft skills and technology. “These relevant sessions will result in key takeaways contractors can implement to make a significant difference in their business,” says Frame.

One of PHCC’s highly anticipated keynote speakers, Coach Ken Carter, is ready to push attendees to their full potential during his address, “Growth Begins at the End of Your Comfort Zone.” This successful author, business owner and educator – and the inspiration behind the popular movie *Coach Carter* – will share his hard-hitting advice about accountability, integrity, and leadership ... and his firm belief that “greatness is defined by the service you give to others.”

JASON PRITCHARD IN THE RUNNING FOR PHCC-NATIONAL VICE PRESIDENT



PHCC of Washington board member Jason Pritchard is running for PHCC-National Vice President. Jason is the co-owner of PriCor Technologies and has served on the PHCCWA board of directors for seven years as well as being its past president. Jason also is the

National Zone 3 Director representing Alaska, Idaho, Montana, Oregon, Washington and Wyoming.

In a June PHCC Online e-newsletter, Jason wrote about his candidacy: “ ... I have become fiercely passionate about the principles that drive this association. I relish each opportunity to lead and mentor as well as to serve and give back to an industry that has given us all so much. As your Vice President, it will be my focus to draw young people to our trade and continue to foster the spirit of service that has made this association so great.”



And, back by popular demand, Economist Connor Lokar of ITR Economics will offer an accurate, proven, analytical approach on “Piercing Through the Noise” concerning the status of today’s economy and will provide attendees with clear direction on how to maximize revenue and profit growth.

During a workforce development breakfast sponsored by SupplyHouse.com. – “The Truth About the Trades: Dispelling the Top 10 Myths About Working in the Industry” – contractors and other professionals will share stories about some perceptions in the industry and how attendees can promote the truth about the plumbing and HVACR professions.

Educational opportunities also include two sessions for union-affiliated contractors; manufacturer tours of Moen, Merit Brass, RIDGID, and Oatey; a Women in the Industry luncheon hosted by the PHCC National Auxiliary; and a chance to experience PHCC’s popular Finance Bootcamp.

CALLING ALL RISING LEADERS

Contractors are encouraged to bring the power performers in their companies for a special one-day Rising Leaders Summit on Thursday, Oct. 26. The program will be packed with two keynote speakers – Goalmakers Co-Founder and CEO Jeremy Wall, as well as Steve Acho, a human and business performance mentor. This summit is sponsored by A. O. Smith, Milwaukee

Tool, Rheem Manufacturing, and Scorpion.

SHOWCASE OF TECHNOLOGY . . . AND TALENT

The year’s Product & Technology Showcase will be an unprecedented hub of activity – world-class technologies with a “hometown” feel – with new exhibitors, more technology, more plumbing and HVAC manufacturers, product demonstrations, education theaters, “QSC Talks” from a business coach, and intimate one-on-one conversations with the leaders of exhibiting companies.

And, inspiration flows both ways every year during the PHCC Educational Foundation’s National Plumbing and HVAC Apprentices Contests.

DESTINATION: CLEVELAND

Attendees can enjoy Cleveland’s endless icons of art, culture, and history. In fact, the PHCCCONNECT2023 closing event is at the city’s legendary Rock & Roll Hall of Fame.

For more information – including the conference schedule, session descriptions, registration, sponsors, and hotel rates and reservations – visit phccweb.org/connect. Register by July 31 to take advantage of the Early Bird Rates!

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PHCC NATIONAL LEGISLATIVE CONFERENCE RECAP

The Plumbing-Heating-Cooling Contractors–National Association welcomed PHCC members, chapter executives, and corporate partners to Washington, D.C., May 16-17, to meet with lawmakers and educate them on energy, economic, and workforce policies that are important to the industry and consumers.

Before heading to Capitol Hill as industry experts, members first heard from political expert Charlie Cook, who was the keynote speaker for the event. Cook spoke on the current political landscape, lessons from the 2022 midterms, and predictions for 2024.

After hearing from Cook, the group was briefed by PHCC Legislative Affairs Director Mark Valentini, PHCC Vice President of Regulatory Affairs Chuck White, and a panel of

other industry lobbyists. Panelists included Jim Collura, vice president and director of government affairs for the National Energy & Fuels Institute (NEFI); Steve Rossi, vice president of advocacy for the American Supply Association (ASA); and Robert Wolfer, manager of government relations for Bradford White Corp (PHCC Strategic Partner). That evening, the group attended a reception in the historic Caucus Room of the Cannon House Office Building. This reception was held in conjunction with the Heating Air-conditioning and Refrigeration Distributors International (HARDI) and the Air-conditioning, Heating and Refrigeration Institute (AHRI). Members of Congress stopped by to network with members of PHCC and these other industry groups.

The next morning during breakfast, attendees heard insights from a second Washington Insider panel consisting of Craig Brightup, chief executive officer of the Brightup Group LLC; Matt Kiessling, senior director of state affairs for the American Gas Association (AGA); and Christopher Lindsay, vice president of government relations for the International Association of Plumbing and Mechanical Officials (IAPMO – PHCC Supporting Sponsor).

In total, 71 PHCC members from 27 different states had 111 meetings with elected officials and their staffs. At a closing rooftop reception that evening, members spoke in-depth about how much they valued the in-person meetings on Capitol Hill, in addition to getting to participate in the rest of the sessions as a part of this two-day event.

“The 2023 PHCC Legislative Conference was an extremely valuable event for all who attended,” said PHCC-National Association President Dave Frame. “Besides the very beneficial one-on-one meetings with legislators, the conference was a great opportunity for PHCC members to connect with each other and with others in the industry supply chain. Together, we are able to accomplish so much more on behalf of our members, the industry, and society.”

Mark your calendars for May 21-22, 2024 for next year’s PHCC Legislative Conference.



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¹Wheelright, Trevor. "2022 Cell Phone Usage Statistics: How Obsessed Are We?" Reviews.org. <https://www.reviews.org/mobile/cell-phone-addiction/>. Accessed 02.17.2023.

²US Department of Transportation. "Driver Distraction in Commercial Vehicle Operations". <https://www.fmcsa.dot.gov/sites/fmcsa.dot.gov/files/docs/FMCSA-RRR-09-042.pdf>. Accessed 2.20.2023



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