



**Metropolitan Washington Association of  
Plumbing-Heating-Cooling Contractors**

# Newsleak

## Message from the President — Buckey Davis



Happy New Year! I am excited and honored to be serving in the association for a second year as President.

I think this is going to be a big year with lots of change. The economy has shown some signs of improvement, particularly during the holiday season. We can only hope that this will be the beginning of easier times for our industry. Also, 2012 is an election year which always brings excitement and at times friction and discord. Living in the Metro Washington area, politics is always a hot topic but in an election year, this will be greatly magnified. This is a great time to get

involved in PHCC and become more politically savvy and involved. Over the last year, PHCC has really helped to shape pro-small business legislation through grassroots efforts. Your involvement and support can ensure that our voices are heard with the incoming administration and with all of our representatives.

I want to express a sincere thank you to D & B Distributing Co., Inc. for sponsoring our December meeting as they have done for many years. And another thank you goes to all the members that attended and participated in our annual Toys for Tots toy drive. We once again

set a record and collected an impressive \$2, 274 in donations as well as a large collection of toys. It was truly a moment of holiday spirit to see everyone come together and pitch in for the children in need in our area.

Please make a point to attend the first meeting of the New Year and join us on January 5th. I will be there ready to lead our chapter through another year of great programs and events.

Please feel free to contact me anytime at 202-288-6300.

### Calendar of Events

- Jan 5 - Meeting
  - ⇒ 5:00 -Board Meeting
  - ⇒ 6:30 -T-4 Training Seminar
  - ⇒ 7:30 p.m. - Dinner and General Meeting
- Feb 2 - Meeting

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## MWPHCC January Meeting sponsored by Taze & Hewitt

Kick off 2012 and join us for the January Meeting on Thursday, January 5, 2012 and ring in the New Year with our meeting sponsor Taze & Hewitt and Weil-McLain. Michael Kaiser, Training & Technical Manager with Weil-McLain will be providing the T-4 Training on Boiler Trouble-Shooting and Modern Hydronics. In addition, Weil-McLain will be providing a brief introduction to their 3 newest product line additions! The training will begin at

6:30 pm followed by our general meeting and complimentary dinner.

For over 60 years, Taze and Hewitt has been providing the highest quality products and services to plumbers, contractors and distributors in the Washington DC and Baltimore area. From boilers to drains and everything in between, Taze and Hewitt is proud to represent many of the largest and well respected lines in the plumbing and HVAC industry.

Weil-McLain, founded in 1881, is a leading designer and manufacturer of heating equipment in the residential and commercial market. Headquartered in Michigan City, Indiana and with manufacturing facilities in Eden, North Carolina, Weil-McLain has grown to be one of the largest U.S. manufacturers of cast iron boilers and a leader in the hydronic industry.

Please join Taze and Hewitt and Weil-McLain for our first meeting of 2012!

## MWPHCC December Meeting

As in years passed, the Metro Washington December meeting was a huge success and filled with holiday cheer. We had great attendance and we hope that our members will continue to participate strongly in 2012.

During our general meeting we voted for our new slate of Officers and Board of Directors. The Metro Washington PHCC would like to present our 2012 Officers and Board of Directors:

- President** — Buckley Davis
- 1st Vice Pres.** — Bill Royston
- 2nd Vice Pres.**—Charlie Perkins
- Treasurer** — Mark Crooks
- Secretary** — Al Luke
- Sergeant at Arms**—John Barry
- Past President** — Glenn King
- Auxiliary** — Marcia Shapiro

**Board of Directors:**

- Carl Anderson
- Warren Blake
- Bob Clendening
- Ray Handy
- Steve Heidler
- Phil Heitmuller
- Buck Hudson
- John Jacobs
- Jonathon Lang
- Gary Markle
- Dick Rhodes
- Otto Seidel
- David Shapiro
- Dave Warner

The officers and directors will be installed at a later date.

Continuing with our December tradition, we held a toy drive for the U.S. Marine Corps Toys for Tots Program and it was our most successful toy drive ever.

We collected a large amount of toys and a very generous \$2,274. Two Marines were in attendance and honored at the meeting for their service to our country. They were very appreciative of the donations knowing that this has been a hard year for many. This was sure to make many children's Christmas brighter.

We want to extend a special thank you to D & B Distributing for providing a great training session and a wonderful holiday dinner. D & B has been sponsoring our December meeting for many years and we appreciate their ongoing support to our association.



*“For last year's words belong to last year's language and next year's words await another voice.” ~ T.S. Eliot*

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## DC Plumbing & Gas Fitters Bond Renewal



The District of Columbia Plumbing and Gas Fitting Bonds will soon be up for renewal once again. The current bonds expire on March 31, 2012. We are looking to get an early start on the renewal process and want to offer all MWPHCC members a group discount on the bonds.

If you are interested in renewing your bond with the group discounted rate, you must be a paid member in good standing with the MWPHCC. The rate has not increased since the last bond renewal and will be \$175 per bond. The licensing procedure requires that you obtain at least two bonds,

one for the company and one for the designated master.

A letter with all bond and renewal information will be sent out shortly after the New Year to all members in good standing. Bond information including a downloadable copy of the necessary forms will also be accessible on our website at [www.dcplumbers.org](http://www.dcplumbers.org) beginning in early January.

Please complete the form and mail with payment (make check payable to MWPHCC) to the address on the form by February 15, 2012. We will not process

any bonds prior to receiving payment, no exceptions. The Bonds will be prepared by Willis of Tennessee (and underwritten by Travelers). Bonds will be mailed directly to members or can be picked up at a monthly meeting by request.

If you are not a current MWPHCC member and would like to join and renew your bond, please contact Susan Northcutt at 301-879-2912 or [susan@northsecure.com](mailto:susan@northsecure.com).

## Maryland Lead Reduction Law

On January 1, 2012, Maryland will begin enforcing the National Lead Free Law which will require that all pipes, pipe fittings, plumbing fittings, or fixtures used in the installation or repair of plumbing intended to dispense water for human consumption comply with the requirements for lead-free materials contained in the Annotated Code of Maryland, Business Occupations and Professions Article, Sections 12-605.1 and 12-605.2.

Lead free is defined as: (1) Containing not more than 0.2% lead for solder and flux; (2) containing not more than 8% lead by dry weight for pipes and pipe fittings; and (3) containing a percentage of lead for plumbing fittings and fixtures that is in compliance with standards established under 42 U.S.C.A. § 300g-6(e) of The Federal Safe Drinking Water Act; and (4) containing not more than a weighted average lead content of 0.25% for the wetted surfaces of a pipe, pipe fitting, plumbing fitting, or fixture intended to dis-

pense water for human consumption through drinking or cooking.

Also, Section 12-605.2 of the Annotated Code of Maryland will require that persons engaged in the business of selling plumbing supplies in the State may not sell pipes, pipe fittings, plumbing fittings, or fixtures that will be used in the installation or repair of any plumbing that dispenses water for human consumption, unless the pipes, pipe fittings, plumbing fittings, or fixtures are "lead-free", containing not more than a weighted average lead content of 0.25% with respect to the wetted surfaces. Also, they may not sell solder or flux that is not "lead-free", containing not more than 0.2% lead, unless it is labeled stating that it is illegal to use the solder or flux in the installation or repair of any plumbing that dispenses water for human consumption.

It is expected that the new law will be enforced by plumbing inspectors in Maryland for

projects that will be under construction when the law takes effect.

Exposure to lead in drinking water can cause a variety of adverse health effects, especially in children and infants. Their exposure to high levels of lead in drinking water can result in delays in physical or mental development, reduced intelligence, learning disabilities, attention deficit disorder, behavioral problems, stunted growth, impaired hearing and kidney damage.

For adults, high levels of exposure to lead in drinking water can result in kidney problems, high blood pressure, nerve disorders, fertility problems, muscle and joint pain, irritability, memory and concentration problems. Furthermore, pregnant women can pass lead contained in their bodies to their fetuses.

The National Lead Reduction Law will be effective in all states beginning January 1, 2014.



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# Weil-McLain Boilers & Modern Hydronics Training

Join Us At The Metro Washington PHCC T-4 Training

College Park Holiday Inn  
10000 Baltimore Ave  
College Park, MD

**Date / Time:**

Thursday, Jan 5th 2012  
6:30 pm

**Training Provided By:**

Michael J. Kaiser Sr  
Training & Technical Manager  
Weil-McLain

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## Changes in Mailing Rates in the New Year



This New Year brings price changes for the major mailing systems.

The United States Postal Service will be changing their prices, effective January 22, 2012. Highlights of the new single-piece First-Class Mail pricing, include:

- ◆ Letters (1 oz.) – 1-cent increase to 45 cents
- ◆ Letters additional ounces – unchanged at 20 cents
- ◆ Postcards – 3-cent increase to 32 cents
- ◆ Letters to Canada or Mexico (1 oz.) – 5-cent increase to 85 cents.
- ◆ Letters to other international destinations – 7-cent increase to \$1.05

Prices also will change for other mailing services, including Standard Mail, Periodicals, Package Services and Extra Services.

For business mailers, it is important to note that the second ounce for presorted letters will be free. “This gives companies expanded opportunities to advertise new services and products to their customers as part of bill and statement mailings,” said Paul Vogel, president and chief marketing/sales officer.

UPS will be raising their rates, effective January 2, 2012. For packages, the rate increases will be:

UPS Ground services will increase a net 4.9% through a combination of a 5.9% increase in rates and a 1 percentage point

reduction in the UPS Ground fuel surcharge.

UPS Air and International services will increase a net 4.9% through a combination of a 6.9% increase in rates and a 2 percentage point reduction in the UPS Air and International services fuel surcharge.

The 2012 FedEx rates will increase beginning January 2, 2012. The price increases are as follows: FedEx Express package and freight rates will increase an average of 5.9% for U.S., U.S. export and U.S. import services. The rate increase will be partially offset by adjusting the fuel price at which the fuel surcharge begins, reducing the fuel surcharge by 2 percentage points.

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## VOW to Hire Heroes Act of 2011



*"A recent Department of Labor report states that in 2010, the average unemployment rate among returning veterans was 11.5%. ."*

In November 2011, President Obama signed the VOW to Hire Heroes Act into law. The act will provide tax incentives for companies that hire unemployed veterans and veterans with service-connected disabilities.

Approximately 160,000 active duty service members and 110,000 National Guardsmen and reservists transition to civilian life each year. After completing their service to our country, many veterans are unable to find employment.

This has led to an unacceptably high unemployment rate among veterans, without regard to their period of service. A recent Department of Labor report states that in 2010, the average unemployment rate among returning veterans was 11.5%. That is one in ten of our nation's heroes who can't find a job to support their family, don't have an income that provides stability, and don't have work that provides them with the self-esteem and pride that is so critical to their transition home. Currently, there

are nearly 1 million unemployed veterans in the United States.

The VOW to Hire Heroes Act combines provisions of Chairman Murray's Hiring Heroes Act (S.951; Report#112-36), Chairman Miller's Veteran Opportunity to Work Act (H.R. 2433; Report#112-242), and veterans' tax credits into a comprehensive package that will aggressively attack the high rate of veteran's unemployment by:

- Improving the Transition Assistance Program (TAP): The VOW to Hire Heroes Act will make TAP mandatory for most servicemembers transitioning to civilian status, upgrade career counseling options, and resume writing skills, as well as ensuring the program is tailored for the 21st Century job market.
- Facilitating Seamless Transition: This bill would allow service members to begin the federal employment process prior to separation in order to

facilitate a truly seamless transition from the military to jobs at VA, Homeland Security, or the many other federal agencies in need of our veterans.

- Expanding Education & Training: The VOW to Hire Heroes Act provides nearly 100,000 unemployed veterans of past eras and wars with up to 1-year of additional Montgomery GI Bill benefits to qualify for jobs in high-demand sectors, from trucking to technology. It also provides disabled veterans up to 1-year of additional Vocational Rehabilitation and Employment Benefits.
- Veterans Tax Credits: The VOW to Hire Heroes Act provides tax incentives of up to \$5,600 for hiring veterans, and up to \$9,600 for hiring disabled veterans, if the veteran has been looking for work for six months or longer.

### PHCC Education Foundation Webinars

Webinars from the PHCC Educational Foundation are an easy way to get great training delivered straight to your desktop or tablet. Register for all upcoming sessions at the Foundation website: [foundation.phccweb.org](http://foundation.phccweb.org). Members can log into the site to access their library of previously recorded sessions at no charge.



#### *Customer Service Superiority - Differentiate & Dominate Delivering*

**Date: Wednesday, January 18, 2012**

**Time: 3:00pm - 4:00pm ET**

**Free Member Webinar**

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## Top 10 New Year's Resolutions You Can Make for Your Business

*“Know what changes your employees would like to make in their work lives and do your best to increase their quality of work life (and usually their productivity as well).”*



The new year provides small business owners the opportunity to improve on their operations and change their fortunes. Here are ten plans of action every entrepreneur must make for their businesses.

### 1. Develop a Business Plan or Strategic Plan

You won't get where you're going unless you know where you want to be and let your employees know as well.

### 2. Constantly Promote Your Business

You can't execute one marketing effort each year and expect your business to grow. Plan marketing efforts quarterly or even monthly and plan time for follow through and tracking of results.

### 3. Create action plans for each person in your organization

Make sure every employee knows how his or her job relates to the company's overall vision, and that each has individual objectives and goals with measurable standards and timetables.

### 4. Survey Your Employees

Sometimes the biggest employee dissatisfactions are the easiest things to fix. Know what changes your employees would like to make in their work lives and do your best to increase their quality of work life (and usually their productivity as well).

### 5. Survey your customers and suppliers

Maybe the way you are doing business is costing you relationships with suppliers and customers. Know what bugs them and make it easy to do business with your company.

### 6. Set up business performance measures and get only those key indicator reports you need to run your business.

Don't waste your time and staff time compiling reports you never use. Know what you need to know to run a successful business, study those reports every month, and use them to take action.

### 7. Do a human resource compliance audit and stay out of legal trouble.

Unless you have a fully staffed HR department, you may not be aware of all of the compliance laws regarding employees. Have an audit done by an outside professional and prevent problems that could result in million dollar lawsuits by unhappy ex-employees.

### 8. Know your top 10 customers

What more can you do for them, where can you find more just like them - List your top ten customers by sales volume and let everyone in your or-

ganization know who they are. Are they in a particular geographic region, of a particular type - what is similar about them? Do everything you can to build on those relationships.

### 9. Get a coach or mentor, or join a business support group

Build accountability into your own personal planning by asking others to help you turn your dreams into reality. Enlist people who you can trust to give you objective feedback and create deadlines for your planned successes.

### 10. Make a list of the year's accomplishments and celebrate your successes with your employees

Don't forget to acknowledge and celebrate each of your milestones. The best part of creating a plan is to know when you've reach your goals, allowing some time to pause and appreciate the accomplishment, and begin to create your next set of goals.

*Jan B. King is President and CEO of The King Group, a business planning and strategic people management consulting firm in El Segundo, CA.*

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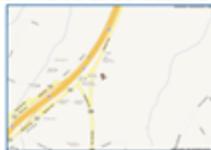
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Dedicated to the promotion, advancement, education and training of the industry, for the protection of our environment and the health, safety and comfort of society.

*PHCC Mission*

**MWPHCC**  
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