



September 2023

Metropolitan Washington Association of Plumbing-Heating-HP Inc.

Newsleak — September 2023

MWPHCC Upcoming Tech Training Thursday, September 7, 2023 Beginning at 6:00 pm Holiday Inn, College Park, 10000 Baltimore Avenue

Overview of Training:

There is so much to talk about when discussing water filtration systems, the state of our water today, coupled with mechanisms and systems to meet the growing challenges of securing clean water. Halo Water Systems offers several options for contractors.

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2023 MWPHCC Golf Outing Recap



Another successful MWPHCC Golf Outing is in the books!

On May 15th, we had 72 golfers come out to the Crofton Country Club.

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... the weather was perfect, facilities were beautiful
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A big **Thank You** to all our sponsors for assisting in making this event so special year after year:

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***Congrats to all participants!
We look forward to next year's outing!***



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UPCOMING MWPBCC TECH TRAININGS

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(Note date change from Oct.5th)
Chesapeake Systems with ECO
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Boilers

January 4, 2024
Washington Winnelson

February 1, 2024
Ferguson Hydronics

November 9, 2023
(Note Date Change from Nov 2)
Cummins Wagner & HM Sweeny

March 7, 2024
Milwaukee Tool

December 7, 2023
D&B Distributing with JetGlas
Water Heaters & Bradford White

April 4, 2024
Washington Gas

May 2, 2024
Rinnai America



*All trainings begin at 6:00 p.m. and are held for Chapter Members at
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The Metropolitan Washington Association for Plumbing, Heating & Cooling Contractors (MWPHCC) is an association 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.

The MWPHCC was founded in 1873 and represents over 40 members in the District of Columbia, Maryland, and Northern Virginia. The membership is diverse and includes many one-man shops to larger businesses with several hundred-employees. We incorporate social and networking opportunities with technical and learning initiatives.

The MWPHCC is a chapter of the National PHCC Association. PHCC National has been an advocate for plumbing, heating and cooling contractors since 1883. As the oldest trade organization in the construction industry, approximately 3,500 members nationwide put their faith in the association's efforts to lobby local, state and federal government, provide forums for networking and educational programs, and to deliver the highest quality of products and services.



[For more information on our organization, visit our MWPHCC website!](http://www.mwphcc.org)
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Plumbing and HVACR Contractors Are Pioneers of Progress

By: Michael Copp, Nonprofit Strategic Leader, Resource Manager and Free-lance Columnist, August 17, 2023

Plumbing and HVACR contractors, once evoked as visions of ill-fitting britches, rusty wrenches, and mercury tilt-switch thermostats, are now smartly clad **'comfort consultants' with callused hands** who are leading the way toward progress through innovation. Beyond making house calls to replace or repair a clogged pipe, decomposing flapper, or gas leak, and/or recharge an aging air conditioner or swap out a heating element; these rugged craftsmen and craftswomen have intentionally tied themselves to the health, safety, and welfare of their customers. Their presence now transcends the transitory as they stand for a company making a perpetual commitment to the comfort and tranquility of their customers. They are an indispensable part of the ethos of benevolence to their clients.

These well-educated professionals are like alchemists of the mechanical world, embracing efficient and sustainable p-h-c solutions. They offer water heaters that produce safe hot water while consuming less energy; faucets that dispense temperate clean water with prudent measure; thermostats that optimize convenience and control; and air conditioners and furnaces that discharge a soothing waft of air with higher energy efficiency and lower carbon emissions. These noble artisans, blending conscience with skill, cultivate a culture of environmental earnestness.

While providing traditional services like indoor air quality audits and retrofits, drain cleaning, water treatment modernization, and system audits, contractors are now clandestine sentinels who can remotely monitor water and HVACR systems within the homes and spaces of their building owners, while diagnosing



malady with but a flicker on their digital screens.

They supply smart home integration that allows for virtual help with remote flood detection, equipment monitoring, and online system software updates. They also provide customers with cost savings by facilitating conversations about sustainable opportunities like EPA's WaterSense certified products and appliances, and the 2021 Infrastructure Investment & Jobs Act (IIJA) and the 2022 Inflation Reduction Act (IRA) that include discounts and rebates for equipment retrofits and upgrades for customers increasingly concerned about shrinking their carbon footprint.

Plumbing and HVACR contractors are pioneers who step forth with resourcefulness and resoluteness. In their hardened hands, the future flows, pristine and pure- for the homes and businesses they touch bear the mark of progress and hope for a sustainable future. Given the ongoing skilled workforce shortage, this exceptional story must be told. We must overcome stereotypes and understand that as Mike Rowe (2015) points out, **"Our civilization is held together by people who keep the lights on, pipe connected, and who keep it warm in the winter and cold in the summer... Our relationship with these people is critical and that part of our workforce is fundamental to society..."**

As I have written before, we need to get **back to a time when "youth in olden days achieved the status of craft workers, they became important members of society"** according to the Washington State Dept. of Labor & Industries. We need to reestablish vocational education that was dismantled in much of the country. We need to achieve greater diversity within the skilled-trades industries to include more women, minorities, and at-risk youths: all seeking that same level of importance and respect earned through their contribution to society.

We need a movement: a cultural shift in which parents, guidance counselors and others do not view vocational skilled-trades education/ apprenticeships as a second choice to going to college. Parents want their children to exceed them



in success, but we must redefine what **'success' means.**

By chance, we have an 'activist' Gen Z cohort looking for a movement to join. The tech-savvy Gen Z workers with a keyboard shortcut for every situation and fueled by cups of matcha lattes and cans of caffeinated energy drinks, care deeply about being integral in how the future is formed. For these realists, the need to leave the planet better than they found it is profound. The Annie E. Casey Foundation (2021) reported in its article, Social Issues That Matter to Generation Z, that according to a study by the communications firm Porter Novelli/Cone, **"in America alone, 87% of Gen Zers report being worried for the environment and the planet"**.

The p-h-c industry is perfectly positioned to connect its stewardship of the health, safety and welfare of consumers while protecting the environment with Gen Zer's **proclivity toward environmental earnestness.** For this dystopian-anxious generation (having lived through a pandemic, a recession, and radical weather events), engaging as conscientious guardians of this planet is in part what **'success' looks like to them. And they should be working for your company!**

This article was printed with the permission of Michael Copp!!



Additional Leave?

July 2023

Question

An employee exhausted his 12 weeks of leave under the federal Family and Medical Leave Act (FMLA). He recently provided us with an updated doctor's note saying he needs to be out of work indefinitely. Are there any other laws requiring us to provide him with additional leave?

Answer

Under the federal Americans with Disabilities Act (ADA), an employee with a disability is entitled to reasonable accommodation, absent undue hardship. Employers should note that the definition of "disability" is construed broadly, in favor of extensive coverage. Under the law, permitting the use of accrued paid leave, or unpaid leave, is a form of reasonable accommodation when necessitated by an employee's disability. The U.S. Equal Employment Opportunity Commission (EEOC) directs that an employer should allow an employee with a disability to exhaust accrued paid leave first and then provide unpaid leave. Thus, providing additional leave to an employee who has exhausted their FMLA leave entitlement may be a form of reasonable accommodation, provided it does not impose an undue hardship on the employer.

That said, although employers may have to grant extended medical leave as a reasonable accommodation under the ADA, they have no obligation to provide leave of indefinite duration. According to the EEOC, indefinite leave is different from leave requests that give an approximate date of return, such as, for example, a doctor's note saying an employee is expected to return around the beginning of March. If an employee's approximate date of return turns out to be incorrect, the employer may seek medical documentation to determine whether they can continue providing leave without undue hardship, or whether the request for leave has become one for leave of indefinite duration.

Given the potential liability under the law, if an employer wishes to deny additional leave to an employee, the employer should consult with legal counsel for assistance in assessing the specific circumstances at hand and determining whether undue hardship exists. Employers should review their state and local laws for any additional requirements that may apply.



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Don't Depend on Others....

By: Dan Rockwell, *The Leadership Freak Blog*, August 14, 2023

“Don't depend on others” is a destructive scam. Life is limited to individual achievement when you depend only on yourself.

Self-reliance

Joan Benoit said, “You can't depend on other people, you have to run your own race.” Joan was the first woman to win a gold medal in the Olympics (1984). You may not know the whole story.

Reject the wrong message from self-reliance.

Joan injured her knee before the Olympic trials. 17 days before the race she had arthroscopic knee surgery. She finished the marathon in the top three with a time of 2 hours 31 minutes and 41 seconds. Three months later, her gold medal run was nearly seven minutes faster. That's self-reliance. But there's more.

Depend on others

Joan didn't perform knee surgery on herself. She flew from Maine to California to have the best in the U.S. examine her knee. Reflect on the journey of any Olympian. They all depend on others to become high performing athletes.

- Top performers depend on others.
- The more you achieve, the more you depend on others.
- Everyone who reaches high stands on the shoulders of an army.

How to depend on others:

1. **Demonstrate self-reliance.** Start on your own. Sir Edmund Hillary was invited to join the team to climb Mt. Everest because he had been climbing since he was a teenager. He demonstrated competence.

2. Help others.

Before you depend on others, be a person others depend on.



3. Appreciate the unique abilities of others.

The coaches of great athletes can't perform as well as the athletes they coach. But they are remarkable coaches.

“Don't depend on others,” is a...
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