



Newsleak — February 2025

***A Message from Board President, Dick Rhodes***

Happy New Year!

First let me begin with how honored I am to be serving as your Chapter President!

A little background on how I got to this position. I started in our industry in 2009 with the Taze & Hewitt division of Chesapeake Systems as a sales rep in the DMV for hydronic & plumbing equipment. Over the past 15 years, I have had a great opportunity to get to know and work with many plumbing & heating contractors and distributors in our area.

In 2010 I was asked to join the MWPCHC Board of Directors as an "Affiliate Member," and as a

member of the Board since 2010, I have had the privilege of working with some of the fine leaders who have served as President of this chapter..... ***Steve Heidler, Glenn King, Buckey Davis, Bill Royston, Charlie Perkins, Al Luke, Bill Warshauer and Fred Werth.*** It's from these Past Presidents and members of our Board, that I have gained some very valuable experience within the MWPCHC Chapter!

In November of 2021, I went from a sales rep to joining the world of contracting with The Bryant Group, heading up their purchasing and warehouse departments, which allowed me to now become a **"Contractor Member" of the Executive Committee** within our Board of Directors. For the past two years I have served as your Vice-President which has now lead to this position of Chapter President!

As I begin my role as President, I look forward to working with all of the members of our chapter. This association is a great place to learn from your colleagues and share the latest information in the trades. As an association we are working hard

to bring you the most current news, technical trainings & product updates in the HVAC & Plumbing industry. Needless to say our Board is open to any and all suggestions and ideas to help improve on what we can bring to our valued members. Please feel free to reach out to me or our Executive Director, Sue Thompson.

If you are a member of our chapter and have not been to one of our monthly meetings in some time, our Board of Directors highly encourage you to come and join us at an upcoming meeting. Our chapter has some fantastic upcoming tech sessions planned this year and we always follow-up with dinner and our general meeting.

Please refer to our list of upcoming tech sessions and events within this newsletter.

Again, I cannot express how honored I am to serve as Chapter President and I look forward to working with all our chapter members, affiliates and sponsors!



Upcoming Tech Training
Thursday, February 6, 6:15 pm
Holiday Inn, College Park, 10000 Baltimore Avenue

Sponsor: Washington Gas: Gas Meters and Regulators, policy and insights.

[Click HERE to register!](#)

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* ESI Carbon Footprint Spreadsheet



2025 MWP HCC TECH TRAININGS



JANUARY 9, 2025

Winnelson & Crown Boiler

FEBRUARY 6, 2025

Washington Gas: Gas meters and regulators, policy and insights

MARCH 6, 2025

Milwaukee Tool: Review One Key Options & provide product updates

APRIL 3, 2025

N H Yates: Training on refrigerant press fittings and the tools used to complete the process, looking the difference between water and refrigerant press fittings,.

MAY 1, 2025

Rinnai: Rinnai will provide product updates and the latest innovations in its continuous commitment to providing the best hot water solutions. Products will be on-hand for a hands-on experience and breakdown of features and benefits.

SEPTEMBER 4, 2025

Duhart Company will offer Gastite Certification.

OCTOBER 2, 2025

Special Tech Session on HVAC

NOVEMBER 6, 2025

Northeastern Supply

DECEMBER 4, 2025

D&B Distributing Co
Jetglas EF High Efficiency Training

Click [HERE](#) to register
February 6 Training &
Dinner!

All trainings begin at 6:15 p.m. and are held for Chapter Members at Holiday Inn, College Park



MWPHCC Welcomes Newest Contractor Members:



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Email: msmith@raineandson.com
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Mallick Plumbing & Heating
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METRO WASHINGTON PHCC 2025 BOARD OF DIRECTORS



Left to right: Tony Bertolino (Zone 2 for PHCC), Fred Werth, Dick Rhodes, Silas Naecker, Mark Choinski, Brendan Warshauer, Bill Warshauer, Elie Safi, Carl Anderson, John Davis, Jamey Gray, Luella Greene-Miles and John Barry. Absent: Otto Seidel, Jason Breeden, and Gary Markle.



2025 LEGISLATIVE CONFERENCE

May 20-21, 2025

Join your peers as they connect with federal representatives on Capitol Hill!

Conference attendees will meet face to face with their federal legislators to educate them on PHCC's legislative priorities. This is your time to share your passion for your industry in order to strike a chord with legislators who can make these policies possible, in order to move things forward for our industry!

Make plans now to attend the PHCC 2025 Legislative Conference to meet

with your lawmakers and educate them on the significant role our industry can play in promoting energy, economic, and workforce policies that are important to our industry and will move America forward. You will have access to:

- Insider political analysis from a former Congressional lawmaker
- Targeted issues briefing and effective advocacy tips from PHCC's Government Relations team and top Washington lobbyists
- Personalized coaching provided by PHCC's federal lobbyist on conducting meetings with legislators and staff

- IN-PERSON visits with your representatives in Congress

And, you'll be able to educate policy-makers on:

- Protecting America's energy future through fuel choice
- Impact of tax, trade and immigration policy on contractors and customers
- Supporting workforce programs and registered apprenticeships

[Click here for more information or to register!](#)



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How to Create a Thriving (and Intentional) Mental Health Program for Your Business

December 13, 2024; By Staff Writer, PHCC-National Association



Supporting your employees' mental health isn't just a compassionate choice – it's essential for business success. Consider this: alcohol misuse alone costs the U.S. economy \$249 billion annually, and 62% of adults with a substance use disorder are actively employed. Here's a hopeful statistic: employees in recovery miss 14 fewer workdays per year than those struggling with untreated substance use.

At PHCC CONNECT 2024, Bill Hefernan of **ScreenSafe** led an insightful session on building a successful mental health program, and it's now available for you to watch! This session is packed with actionable strategies, from creating a supportive workplace culture to understanding your role in helping employees. Bill shares how aligning with Employee Assistance Programs (EAP) and crafting a culture that suits your unique needs – rather than copying others – can make all the difference.

PHCC is proud to offer this valuable resource, compliments of PHCC's

Union-Affiliated Contractors, which will help you better understand the impact of mental health challenges in the workplace and how you can reduce the stigma that prevents employees from seeking the help they need.

Watch the [full video here](#) to learn how to build a mental health program that supports your team.



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PHCC Academy® Launches New Website

The PHCC Educational Foundation is pleased to announce the launch of their new PHCC Academy® website, a comprehensive online training platform for the plumbing, heating, cooling, and refrigeration industries. This centralized learning hub offers specialized courses for professionals at every career stage, from pre-apprentices to seasoned business owners, providing flexible, industry-recognized training programs.

The platform features on-demand learning options and industry-specific certifications, directly addressing the evolving needs of P-H-C professionals while reinforcing PHCC's commitment to advancing industry standards and professional development.

Discover the complete range of educational programs at phccacademy.org. If your state chapter is interested in becoming an Academy Partner, please contact the Academy Support team at phccacademy@naphcc.org

A large advertisement for Thos. Somerville Co. featuring a background image of a warehouse aisle filled with tall shelves of boxes. Overlaid on the image are several comic-style speech bubbles and text boxes. A large black speech bubble on the left says 'WE HAVE WHAT YOU NEED!!!'. A white speech bubble on the right says 'INVENTORY!'. Below it, a white speech bubble says 'You can count on us!'. Another white speech bubble says 'Don't let a lack of options hold you back!'. At the bottom left, a green text box says 'DISTRIBUTORS OF PLUMBING, HEATING & AIR CONDITIONING SUPPLIES'. Below that, a black text box says 'Come see what we have in our branches and experience the difference of working with a team that's always prepared!'. At the bottom right, the Thos. Somerville Co. logo is shown, which is a circular emblem with a stylized 'S' and the text 'Thos. Somerville Co. Est. 1861'. Below the logo, the text 'Thos. Somerville Co. Distributors of Plumbing, Heating & Air Conditioning Supplies' and 'TSCOnline.com' are displayed.



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WashingtonGas.com/MWPHCC

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ONLINE

Your Source for Association and Industry News

2025 – Looking Back and Forward: Industry Innovations From a Contractor's Perspective

By: Charlotte Perham, PHCC Vice President of Communications & Marketing



As we begin this milestone year, PHCC asked members about the top innovations that have shaped the industry since 2000. Unsurprisingly, many of the answers highlight advancements in technology – whether in products, processes, or pricing/buying systems.

Looking ahead, PHCC members predict technology will continue to

lead the way, particularly through tools that help contractors troubleshoot customer issues, train staff, and streamline business operations. Alternatives to traditional products – such as more efficient upgrades and connected devices – are also gaining attention.

Click here to see what your PHCC peers list as the top innovations of the past 25 years, what they predict as major industry innovations moving forward, and how they're

already using AI in their respective businesses!

BONUS: Be sure to read to the end of the article to learn how PHCC contractors are already using AI in their businesses ... you may discover ideas that could work for you!

[Click HERE for full article!](#)



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Upcoming Trainings

How to Get Paid: Payment Enforcement Mechanisms for Contractors

February 4, 2025
8–10:30 A.M.

ABC of Metro Washington
6901 Muirkirk Meadows Dr. Suite F

Find out the tools available to help timely payment for work performed. Learn about payment techniques available and best practices for ensuring payment.

PREVAILING WAGE AND THE MECHANICS OF CERTIFIED PAYROLL

February 13, 2025
8:30–10:00 A.M.

ZOOM VIRTUAL EVENT

Mistakes can really HURT you!
Learn the 'ins and outs' of local & federal prevailing wage laws.

LEADERSHIP EFFECTIVENESS: IMPORTANCE OF BUILDING TRUST

FEBRUARY 20, 2025 12:00-3:30 PM

ABC of Metro Washington
6901 Muirkirk Meadows Dr. Suite F

Discover the 5 Factors of Trust and begin a strategy for elevating trust and building a better business environment.

backflow recertification



32-Hour Backflow Certification & 8-Hour Recertification

Initial Certification

February 3-5, 2025

Recertification

February 5, 2025

Federally, the Safe Drinking Water Act of 1974 requires Public Water Systems to keep harmful contaminants and pollutants from entering the water distribution system through cross-connections and backflow. For this reason, Certified Cross Connection Control Professionals are in demand.

The Mid-Atlantic Backflow Academy brings cutting-edge backflow instruction at a centralized, east coast location.

The initial certification consists of a **32-hour, 3-day class**, where participants develop a working knowledge of the causes and principles of backflow and backflow prevention. Recognizing proper backflow prevention assembly application and operation is stressed. Complete understanding and the ability to perform accepted field-test procedures for all backflow prevention assemblies is required for successful completion.

The **8-hour, 1-day class** provides a **recertification** opportunity to keep your certification current and up-to-date.

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[Click here for more information about
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FOCUS FLASH

Monthly Newsletter of the PHCC Educational Foundation

Skilled Trades Forecast The Appeal of an Industry Career

Contractor Magazine recently published an article with industry forecasts for 2025. Our own Daniel Quinonez, Executive Director for the Foundation, was tapped for insights on workforce development.

"Choosing an alternative career path like the skilled trades has become a viable option to the next generation," states Quinonez.

"According to current market trends, many are choosing to forgo the traditional four-year degrees only to pursue vocational training programs instead. We're seeing this shift through our PHCC Academy® pre-apprentice and apprenticeship programs, which have seen a significant increase in enrollment over the last few years."

Catch the rest of the forecasts and Dan's thoughts through the article link below. [Click HERE to hear from full article!](#)



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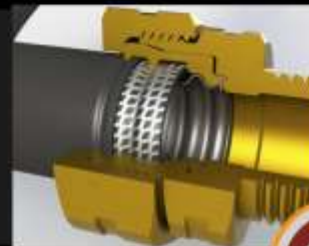
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Self-Leadership: Your Calling Includes Being Self-Centered

By: Dan Rockwell, *The Leadership Freak Blog*, January 22, 2025

John Maxwell said, “Everything rises and falls on leadership.” He explained optimistically that it also represents opportunity. If everything rises or falls on leadership, practice self-leadership first.

3 ways to practice self-leadership:

#1. Listen for a calling.

Your calling is self-centered and other-centered. First, identify what matters to *you*. Second, focus on your natural inclinations. Third, determine what brings value to others.

You won’t always be energized while you are fulfilling your calling. Meaningful work often taxes you. Reject ease. Do the work.

“He who toils with pain will eat with pleasure.” Chinese Proverb

#2. Aim at a target.

Busy leaders forget their aim. Aim creates vision. Think of vision in terms of doing good in the world. What service can you deliver today? Aim at that. Keep in mind that projects matter, but people matter more.

#3. Look in the mirror.

Self-deception means you could be failing and not know it. Self-leadership means you appraise yourself with greater rigor than you assess others.

- ◆ How much of your day is spent utilizing your strengths?
- ◆ Seek specific feedback. For example, “How frequently do you hear me asking two questions before making one statement?”
- ◆ Focus on outcomes, not intentions. What are you actually achieving?

Evaluate your relationship with all direct reports. Notice the response of people when you speak with them. Watch body language. What do verbal responses from people say about their relationship with you?

Lack of self-awareness is dangerous for you and damaging to others.



Which idea in this post could you implement today?

What item(s) can you add to the list?

Huge Shout Out and Thank You to our 2025 Newsleak Advertisers

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