



Newsleak — March 2025



A Message from Board President, Dick Rhodes

After this very cold winter, many of us are looking forward to spring which is right around the corner.

Hopefully the frigid temperatures of winter brought substantial heating work for our member companies and kept you busy through the cold season!

In our industry we are very dependent on the weather – hoping for very hot weather in the summer and very cold weather in the winter to increase our business. Sometimes the weather makes working conditions difficult and uncomfortable. Many of member business owners are flexible and adjust to this business variable that is completely out of our

control and many adjust well.

One of the many benefits of our association membership is that business owners, managers and techs can talk among each other at association meetings and find out how others are faring in all kinds of weather and adjusting to the difficulties of our industry.

We are fortunate to have such a venue to share our industry experiences.

Now it's time to look forward to warmer weather!

And speaking of looking forward to Spring, we have our Annual **MWPHCC Golf Outing** planned for Monday, April 21st at Norbeck Country Club in Rockville, MD.

We already have quite a few foursomes signed up! If you, your company or just friends, would like to join us for a great day of golf, please be sure to register!

Also, we want to be sure everyone is aware of the **Construction Trade Career Fair** on March 26th sponsored by Thomas Edison and Seneca Valley High School of Technology! This is a great opportunity for companies to get in front of "the future" plumbers and HVAC

techs! Let them know what your company has to offer in this great industry we are all a part of.

The Career Fair is being held at Thomas Edison High School of Technology in Silver Spring, MD.

For further info call 240-740-2052

Our **March Meeting** is being sponsored by **Milwaukee Tools!**

Join us to find out about the latest in tool technology and for some great giveaways! This is always and very popular tech session so please be sure to register in advance.

I also want to personally thank the Washington Gas group for a very informative training session in February. A lot of great information was shared that is important to all of us in the industry.

Thank You Luella Miles-Green and your team!

Hope to see many of you at our meeting on Thursday, March 6th !



Upcoming Tech Training
Thursday, March 6, 2025 6:15 pm
Holiday Inn, College Park, 10000 Baltimore Ave.

Sponsor: Milwaukee Tool

[Click HERE to register!](#)



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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

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

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

Register Today

MWPHCC ANNUAL GOLF OUTING

We still need
8 more foursomes!

Another great
MWPHCC event coming
your way—
Contact:
Sue Thompson
for more information
sue@mwphcc.org

Monday, April 21, 2025

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8:30 a.m.

Shotgun Start

Click here for Sponsorship
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Contact Kevin Cerretani of The Joyce Agency

Call: 703-898-2020

Email: kevin@thejoyceagency.com



ONLINE
Your Source for Association and Industry News

- ♦ **Adaptation and Opportunity: How to Respond to Key Trends** Economic forecasting is a game-changer for plumbing and HVAC contractors. To make sure you're adjusting your strategies in all the right ways for long-term business success, check out PHCC's Environmental Scan Summary – including specific growth opportunities – [here!](#)
- ♦ **Catalyst 2025: Fuel Your Imagination. Elevate Your Organization.** Service and repair contractors ... there's still time to connect with fellow innovators who are as passionate about steering the future of your business and this industry as you are! Join us in New Orleans for **QSC's Catalyst 2025, March 24-26!** [CLICK HERE TO LEARN MORE!](#)
- ♦ **CANDIDATES' CORNER** PHCC is pleased to have two candidates running for PHCC—National Vice President this year. Meet **Brett Kaltvedt** and **Tony Bertolino** ... and watch for more messages from them in future issues of PHCC Online. [Click HERE to meet these candidates!](#)

[Click HERE to access PHCC ONLINE!](#)

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Construction Trades Foundation's Career Fair

**Wednesday
March 26, 2025**

Participate and connect with future construction leaders at the upcoming CTF Career Fair. The **Montgomery County Students Construction Trades Foundation, Inc.** has developed a comprehensive construction technology program designed to prepare Seneca Valley and Thomas Edison High School of Technology students for a rewarding career in the construction industry. Students master a variety of construction skills by applying knowledge through their participation in a "student design-built" house project. In addition, students are eligible to earn NCCER, OSHA-10, AutoCAD, and Revit Certifications.

SCHEDULE

7:30 am - 8:20 am Employer Set Up
8:20 am - 10:15 am Interview Session I
11:45 am - 1:50 pm Interview Session II



REGISTER TO ATTEND

RSVP HERE by March 7, 2025

Email: Kmarbury@abcmetrowashington.org
Hector_M_MoralesJr@mcpsmd.org

Phone: (240) 740-2052

Thomas Edison High School of Technology

12501 Dalewood Drive
Silver Spring, MD 20906



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The #2 Behavior Leaders Neglect

By: Dan Rockwell, *The Leadership Freak Blog*, February 12, 2025

Don't worry if you aren't the smartest person in the room; be honest and ask questions. If you're intelligent, be honest and stay curious. If you feel dumb, be honest and stay curious.

The second most important behavior of leadership is asking questions. The first is being honest. Curiosity sees more than congealed brilliance imagines. Leaders who don't ask questions show up stupid, even if they're smart.

Questions:

"Good questions inform. Great questions transform." John Maxwell, "Good Leaders Ask Great Questions."

I asked three of the best question-askers, "What helps leaders ask great questions?"

#1. Warren Berger: "Confidence." Warren explained leaders must be confi-

dent enough to admit they don't have all the answers and daring enough to, "ask bold, ambitious, beautiful questions."

#2. Bob Tiede

"Make frequent use of the word, 'might.' Instead of 'What is the best way for us to increase sales?' Ask, 'What *might* be the best way for us to increase sales?'"

#3. Mark Miller "[Uncommon Greatness](#)." "A commitment to lifelong learning helps leaders ask great questions. Without this, the weeds of pride will choke out your questions."

5 powerful questions smart leaders ask:

- ♦ What can we do with what we have right now?
- ♦ What makes you think this will work?
- ♦ Imagine we failed. What didn't we do?

- ♦ How are we/am I blocking progress?
- ♦ What will a success report sound like in our next meeting?



Tips:

#1. Connect questions with something important in a person's life. "I know you enjoy golf; how might we approach this opportunity with the second shot in mind?"

#2. Never hire someone who doesn't ask questions during the interview.

#3. Curiosity inspires autonomy. People seek solutions on their own.

I listed five powerful questions leaders ask. What's your favorite?

What's most important about asking questions?

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What 3 Things Do Apprentices Need to Learn to be Great in the Trades?

PHCC National board member Tony Bertolino was asked just that on Roger Wakefield's Trade Talks podcast.

[Click to hear the podcast and Tony's top three!](#)

An advertisement for NE Hot Water Xpress. It features a clock icon with "24/7" and the company logo "NE HOT WATER XPRESS". The text reads "Commercial Water Heater Delivery" and "833-COM-HEAT (833-266-4328)". Below a water splash graphic, it says "Delivers When & Where YOU NEED IT!". At the bottom is the logo for "NORTHEASTERN SUPPLY" with a checkered flag and the text "PLUMBING • HVAC • WATER SYSTEMS • PVF".

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2025 Scholarship Program

Scholarships are open for applications NOW!

PHCC Foundation scholarships are open to any PHCC member company employee enrolled in a plumbing or HVAC apprenticeship program, in the PHCC Academy® apprenticeship courses, or in the Fast Track technician courses. College students with majors directly related to our trade can also apply.

Applicants will need:

- ♦ A letter of recommendation from the PHCC business owner or their manager.
- ♦ A letter of recommendation from their apprentice program instructor + their grades.
- ♦ Answers to 5 questions about their background and interests.

[Information and the application can be found here](#)

Need help promoting the scholarships to your members?

For a link to a Dropbox folder with scholarship social media post images you can use: [CLICK HERE!](#)

For a printable/shareable scholarship flyer [CLICK HERE!](#)

If you have any questions about the program, please contact **John Zink** at zink@naphcc.org



PHCC ADVOCATE

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

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

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The advertisement features various boiler models from Velocity, Rinnai, Navien, and Laars, with a special order section for Viessmann. The background is black with blue and white text and images of the boilers.



Exciting Workforce Development Updates!

The PHCC Educational Foundation and PHCC Academy® have just announced several key initiatives designed to advance the careers of plumbing and HVACR professionals:

- ♦ **New PHCC Academy Website:** 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. [Visit phccacademy.org](https://www.phccacademy.org).
- ♦ **Advanced HVACR Courses:** The PHCC Educational Foundation has expanded its online HVACR educational programming and updated its curriculum; [learn more here](#).
- ♦ **Redesigned National HVAC Contest:** Merging modern skills with future technology, the PHCC Educational Foundation is redesigning its National HVAC Apprentice Contest; [get details here](#).

Promote Your Essential Work. Celebrate World Plumbing Day: March 11



This year's theme – **"Plumbing Is More"** – highlights the transformative role of plumbing in shaping healthier communities, sustainable environments, and economic growth. To help you raise awareness this year about the vital role plumbing plays in maintaining health, safety, and well-being worldwide, the World Plumbing Council has provided updated logos, infographics, stats, and messaging. You can download its **World Plumbing Day Brand Guide** (as well as access other resources) [here](#).



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The Somerville Bath and Kitchen Store Relocates its Falls Church Showroom to Fairfax

Fairfax, VA – February 18, 2025 – The Somerville Bath and Kitchen Store, a division of Thos. Somerville Co., is excited to announce the relocation of its Bath and Kitchen showroom from Falls Church to a new, state-of-the-art, 2,860 sq ft, location in Fairfax, Virginia. This move is part of the company's ongoing commitment to providing the best in bathroom and kitchen products, with enhanced accessibility and a more expansive showroom experience for customers.

The new showroom, located at 9825 Fairfax Blvd, Fairfax, VA 22030, offers a spacious and modern setting that showcases a wide range of high-quality bath and kitchen products and brands including Kohler, Bain Ultra, Blanco, Duravit, EWS, Franke, Graff Faucets, Infinity Drain, Jaclo, ThermaSol, Rock Solid Vanities, House of Rohl, Brizo, Moen and so much more. The expanded showroom allows customers to explore and visualize their design ideas in a hands-on, interactive environment.

In addition to the new showroom, the Fairfax location will continue to offer expert design consultation services, helping customers bring their bathroom and kitchen renovation ideas to life with personalized guidance. The move also improves the store's accessibility to customers in the Fairfax and surrounding areas, making it easier for those seeking high-end bath and kitchen products to find what they need.

To celebrate the opening of the new showroom, The Somerville Bath and Kitchen Store will host a grand opening event at a later date, featuring special promotions, product demonstrations, and opportunities to meet with design experts. Customers are encouraged to stop by and experience the new space for themselves. Stay tuned for details.

For more information about the new showroom, please visit www.thesomervillebathandkitchenstore.com or contact:

Kalia Miller
Showroom Manager
703-269-0530
kalia.miller@tsomerville.com
Showroom Hours: Monday - Friday 8:00a.m. - 4:30 p.m.

[Click HERE for more information!](#)



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