



CPMCA

California Plumbing & Mechanical
Contractors Association

Seminar Catalog

July–December
2016

**Computer Skills/Technology • Estimating • Foreman • Management
People Management/Skills • Project Management
Sales/Service/Safety • Certified Safety Online Courses • Webcasts**

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CPMCA Executive Committee, Board of Directors and Staff

Executive Committee 2016–2017

Steve Cornelius, President
University Mechanical & Engineering Contractors

David Quirk, Vice-President
Performance Mechanical, Inc.

Jim DeFlavio, Secretary
Murray Company

Tim Healy, Treasurer
ARB, Inc.

Rick Moreno, Past President
Astro Mechanical Contractors, Inc.

Board of Directors Term Ending 12/31/2016

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Paul Hansen Equipment, Inc.

Steve Felix, Jr.
All Area Plumbing, Inc.

Randy Stewart
Pan-Pacific Mechanical

Board of Directors Term Ending 12/31/2017

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Xcel Mechanical Systems, Inc.

Mike Cables
Kinetic Systems, Inc.

Michael C. Davis
H.L. Moe Company, Inc.

Tom Finell
Southland Industries

Bryan Suttles
Suttles Plumbing & Mechanical Corporation

Larry Verne
Verne's Plumbing, Inc.

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ARB, Inc.

Shaabini Alford
Murray Company

Travis Craven
All Area Plumbing, Inc.

Beni Monaco
All Area Services, Inc.

Bryan Suttles
Suttles Plumbing & Mechanical Corporation

Bill Thompson
Meadows Mechanical

CPMCA Staff

Chip Martin
Executive Director

Marta Martin
Director of Education

Dana Giambalvo
Office Manager

Letter from the Executive Director



We are very pleased to present CPMCA's ninth semi-annual course catalog featuring classes July – December 2016. Offering classes in the area of Project Management, Foreman Training, Computers Skills, Safety and more, CPMCA's program continues to grow in popularity amongst its contractor members. Seminars are led by some of the industries best presenters, specializing in construction management. Seminars are attended by personnel with various backgrounds yet common challenges and provide a venue where ideas can be exchanged and questions addressed by qualified professionals.

We are off to a great start the first half of the 2016 with our members filling nearly 700 seats in training events similar to the one's you will find in the brochure. Thanks to this vehement member participation in our program, we are projected to close out CPMCA's now second state-funded grant afforded by the Employment Training Panel (ETP). The Panel provides funding to businesses "to assist in upgrading the skills of workers through training that leads to good paying, long-term jobs". This state program continues to give credibility and recognition to a first-in-class educational program providing an added value to the Mechanical Contracting Industry and allowing the association to funnel state funding into continued program development.

We are confident that within this course catalog you will find presentation topics that are relevant and important to your personal and professional growth and overall success in the industry.

CPMCA Mission Statement

The mission of CPMCA is to provide representation of its members to enhance their business and profitability through education and labor relations. This Association will provide a partnership for progress between Labor and Management; setting aside differences, to unite in the common goal of expanding the market share of the union mechanical contracting industry.

Vision Statement

CPMCA is the organization of choice, a progressive leader and voice for the union plumbing and mechanical contracting industry in Southern California, providing business opportunities, education, fair employment, honesty, integrity and family values.

Goal & Guarantee

Our goal is to offer a comprehensive first-in-class educational program unparalleled in the industry which will continue to advance the professional, technical and managerial skills of our member contractors and their employees. If you are not fully satisfied with a particular program, we will gladly provide a full refund.

SCHEDULE AT A GLANCE BY MONTH

The following is a list of classes offered during the first half of 2016.

July

20 Benefits and Constraints of Anchoring Options Presentation; A Hand-On Demonstration

August

19 Interpreting Construction Documents
25 Become a High Performance Business
26-27 Foreman Advanced Supervisory Education (ASE) 1 & 2

September

15 Six Habits of the Highly Effective Project Manager
22 Dealing with Difficult People in Construction
23-24 Foreman Advanced Supervisory Education (ASE) 3 & 4

October

5 Seismic Bracing 101
6 Scope Control & Change Order Management
20 Estimating and Blueprint Reading
28-29 Foreman Advanced Supervisory Education (ASE) 5 & 6

November

3 Quality Control in Construction & Planning and Facilitating Effective Meetings
11 Bluebeam Software Training – Day 1
16 Fundamentals of California Construction Contracts

December

1 Bluebeam Software Training – Day 2

Anytime – Webcasts

- Active Listening
- BIM 101
- Excel: Excel Solver Procedure
- Excel: Insert Excel Sheet into Word
- Excel: Microsoft Word fill-In Forms
- Excel: Summarizing Data with Subtotals in Excel
- Going Green – Valuable Opportunities for Mechanical Contractors
- Green Building: LEED Certification “So You Want to be a Green Contractor”
- Green Building: LEED Certification and Sustainable Design
- Mechanical Estimating Techniques
- Microsoft Office 2007 Excel
- Microsoft Office 2007 Overview
- PowerPoint: Introduction to PowerPoint 2007
- Retro-Commissioning
- Water Efficiency and How It Relates to Green Building

Computer Skills & Technology

- Bluebeam Software Training Day 1
Friday, November 11, 2016
- Bluebeam Software Training Day 2
Thursday, December 1, 2016

Estimating

- Interpreting Construction Documents
Friday, August 19, 2016
- Estimating and Blueprint Reading
Thursday, October 20, 2016

Foreman

- Foreman Advanced Supervisory Education (ASE) 1 & 2
Fri & Sat, August 26 & 27, 2016
- Foreman Advanced Supervisory Education (ASE) 3 & 4
Fri & Sat, September 23 & 24, 2016
- Foreman Advanced Supervisory Education (ASE) 5 & 6
Fri & Sat, October 28 & 29, 2016

Management

- Become a High Performance Business
Thursday, August 25, 2016
- Quality Control in Construction & Planning and Facilitating Effective Meetings
Thursday, November 3, 2016
- Fundamentals of California Construction Contracts
Wednesday, November 16, 2016

People Management/Skills

- Dealing with Difficult People in Construction
Thursday, September 22, 2016

Project Management

- Six Habits of the Highly Effective Project Manager
Thursday, September 15, 2016
- Scope Control & Change Order Management
Thursday, October 6, 2016

Sales/Service/Safety

- Benefits and Constraints of Anchoring Options Presentation; A Hands on Demonstration
Wednesday, July 20, 2016
- Seismic Bracing 101
Wednesday, October 5, 2016
- ClickSafety Online Courses
Anytime! Available 24/7

Webcasts

- Active Listening
- BIM 101
- Excel: Excel Solver Procedure
- Excel: Insert Excel Sheet into Word
- Excel: Microsoft Word fill-In Forms
- Excel: Summarizing Data with Subtotals in Excel
- Going Green – Valuable Opportunities for Mechanical Contractors
- Green Building: LEED Certification “So You Want to be a Green Contractor”
- Green Building: LEED Certification and Sustainable Design
- Mechanical Estimating Techniques
- Microsoft Office 2007 Excel
- Microsoft Office 2007 Overview
- PowerPoint: Introduction to PowerPoint 2007
- Retro-Commissioning
- Water Efficiency and How It Relates to Green Building

and many more – please see www.cpmca.org for complete listing

IMPORTANT EVENTS



Plan Accordingly! Take note of these important MCAA Events:

AEC Conference – W Hotel – Seattle, WA	August 7-10, 2016
Dispatchers Professional Development Training Program – DoubleTree by Hilton Seattle Airport, Seattle, WA	September 12-13, 2016
IPM Class 63, Week 2 - University of Texas, Austin, TX	September 18-22, 2016
ALI Course 16, Week 1 – Babson College, Wellesley, MA	September 25-29, 2016
***Field Leaders Conference – LAX Marriott, Los Angeles, CA	September 28-30, 2016
Student Chapter & Mechanical Contractors Summit – Denver Marriott Tech Center, Denver, CO	October 13-15, 2016
MSCA Annual Education Conference – Fairmont Scottsdale Princess, Scottsdale, AZ	October 24-27, 2016
Collective Bargaining Seminar – Loews Madison Hotel, Washington, D.C.	November 2-4, 2016
IFEBP Annual Conference – Miami, FL	November 13-16, 2016
Sales Masters II – University of Houston, Houston, TX	November 13-18, 2016
ALI Course 16, Weeks 2 – Babson College, Wellesley, MA	November 13-18, 2016

MCAA Contacts:

Please call MCAA directly for additional information on any of their events @ 301-869-5800.

For conference & conventions, contact Cynthia Buffington @ cbuffington@mcaa.org.

For Advanced Leadership Institute, contact Dennis Langley @ dlangley@mcaa.org.

For educational classes & IPM, contact Beth Miller @ bmiller@mcaa.org.

For online webcasts & conferences, contact Sean McGuire @ smcguire@mcaa.org.

For online webcasts & MSCA, contact Barbara Dolim @ bdolim@mcaa.org.

Plan Accordingly! Take note of these important CPMCA Events:

CPMCA Annual Retreat – The Resort at Pelican Hill, Newport Beach, CA	July 27-31, 2016
CPMCA Labor/Management Retreat – The Wynn Resort, Las Vegas, NV	September 8-11, 2016
CPMCA Annual Dinner – Lakeside Golf Club, Burbank, CA	Thursday, December 8, 2016

CPMCA Contacts:

For educational classes, contact Marta Martin at marta@cpmca.org or 818-275-2893.

For meetings, retreats, and all other events, contact Dana Giambalvo at dana@cpmca.org or 818-275-2890.





Troy Aichele became involved with the mechanical contracting industry while obtaining his B.S. degree in Construction Management Degree at the University of Washington as an intern for a Seattle Mechanical Contractor. After graduating and working full-time, he went on to secure an A.A.S. degree in HVAC and Refrigeration Design and has since worked in every facet as a Mechanical Contractor in the Pacific Northwest over the last 20 years. Currently, Troy manages the Commercial High-Rise Division as Sr. Account Executive for the Hermanson Company in Seattle where his group performs \$40M of Mechanical Construction annually. Troy is a member of the MCAA's (Mechanical Contractors Association of America) Board of Directors, Chairman of the MCAA Career Development Committee, which oversees 52 student chapters in North American and manages the popular Student Chapter Competition held yearly at MCAA's National Convention, and a member of the MCAA's Board of Trustees, MCERF (Mechanical Contracting Education & Research Foundation).



NEW SPEAKER! Michael Breeden brings a passion for technology and training to every class he leads. He has years of experience developing technology curriculum for teachers, and leading trainings to assist educational leaders in making the most of new technology. Now focused on the AEC industry, Michael delivers inspired software training to help both beginning and advanced users incorporate more efficient paperless workflows.

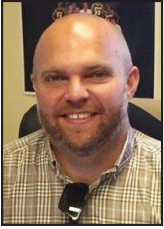


Jim S. Bain is a professional motivational speaker, published author, and successful business consultant with over 30 years of experience in getting things done. He has been a principal in a large independent insurance firm, a senior executive in a trade association and a construction company, as well as owning a retail business and his current consulting firm. In addition to serving as the Executive Director for three not-for-profit groups, Jim has served on the national faculty for the Associated General Contractors of America and the Mechanical Contractors Association of America He has been a featured speaker at the AGC/A national convention as well as the Construction Financial Management Association national convention. Described by his audiences as a cross between Mike Ditka and Jonny Carson, Jim entertains, amuses, and delivers hard hitting lessons on living a productive, successful and happy life. As one attendee said, "it's not fair to make me laugh, cry, and feel better about myself all in one evening."



Kevin L. Dougherty has been speaking to the construction industry for the past 27 years. Kevin represents a changing industry - aggressive, realistic, and open-minded. Kevin's work and education experience enables him to relate to today's problems and provides tangible solutions in an easy-to-listen style. He has taught thousands of people in various seminars. His client base ranges from family-owned businesses to corporate conglomerates. In addition to speaking and writing articles, Kevin has served as sales manager and corporate trainer for a multimillion-dollar mechanical contractor and specialty services contractor.

Kevin has also been a frequent speaker for various PHCC, ISA SBA, SMACNA, MCAA, MSCA, NECA, SMWIA, U.A., QSC, and numerous other trade associations and locals. Kevin's humorous and energetic speaking style has made him a convention favorite. He has spoken to such groups as Benjamin Moore & Co., 3M, Johnson Controls, W.R. Grace, Ferguson Enterprises, Morton International, Manville/Schuller, York International, and Hagemeyer Electrical Australia, The National Labor College just to name a few. Kevin's ability to entertain audiences and hold their interest while getting his message across consistently makes him one of the industries top speaking and training talents.



NEW SPEAKER! **Mike Golini** is a MEP Specialist for the Southern California and Las Vegas markets. Prior to joining ISAT in 2014, Mike brought 6 years prior seismic experience from a previous organization. Mike helps contractors from start to finish on a project, assisting with Project Managers, Detailers, and Field Personnel to execute a successful project to completion.



John R. Koontz has over 30 years of wide-ranging mechanical industry experience that includes contracting, academics, and consulting. He is a former Tenured Associate Professor in Purdue University's Department of Building Construction Management. He is also the founder and former director of Purdue's Mechanical Construction Management Specialization Program. In addition to his academic career, he spent 15 years in the employment of MCAA contractors in a variety of positions including senior project manager, project manager, project engineer, and estimator and is the founder of the 1st ever MCAA student chapter which was started at Purdue in 1993. Professor Koontz's family heritage of long-term UA family members (grandfather, great uncle, and father) provides a sincere and deep-rooted pride, interest, and concern for the future success and survival of all parties involved in union mechanical construction.



NEW SPEAKER! Since beginning his consulting practice in 1983, **Bob Langdon**, author of *Managing Your Business for Profit*, has been assisting business owners in achieving their sales and financial goals. Gaining comprehensive business skills working for PricewaterhouseCoopers and serving as the general manager for a rapidly expanding wholesale distribution company, enables Bob to understand the problems of the entrepreneur. Speaking numerous times in the construction industry the past ten years enables Bob to understand the challenges and opportunities that we face.



As a field engineer at Powers Fasteners, **Eric Mutuc** influences structural engineers and architects to specify Powers products through hosting regular technical presentations and training seminars for design professionals related to the design of Powers products with a focus on testing details, product performance, applications and limitations in order to achieve a safe, code compliant and cost effective installation.

Eric comes to Powers with 10 years of experience in engineering, project management and inspection. He earned his bachelor's degree in civil engineering from California Polytechnic University, and a master's degree in business administration from Cal State Channel Islands and is a Registered Professional Engineer in the State of California.



Keith Rahn is a faculty member (Assistant Professor) at Auburn University in the McWhorter School of Building Science. He served as an Instructional Assistant Professor at Illinois State University for 9 years in the Construction Management program. Mr. Rahn has taught classes in mechanical and electrical systems, project management & administration, estimating & project scheduling and construction material & methods. In 2007, the MCAA presented him with the "Educator of the Year" award at the national convention. With 15 years of mechanical industry experience in estimating, project management and ownership with MCAA contractors, his industry knowledge coupled with his educational background provides an unparalleled classroom experience



NEW SPEAKER! Joe Sullivan holds over a decade of experience as an educator and trainer to both adults and high school students. He excels at translating highly technical information into training curriculums that can be grasped and mastered by any student. For the past four years he has consulted with some of the most innovative architecture, engineering and construction firms in the US, helping them improve their workflows with Revu's intuitive features and functionality. Joe has spent the last few years providing hands on training to help AEC professionals learn to use Revu. He received an MFA from the University of California, Riverside.



NEW SPEAKER! Shannon Rose has specialized in the seismic restraint of non-structural components for 10 years and is the Director of Engineering for ISAT seismic bracing. Upon joining ISAT in 2000, Mr. Rose spent his first 5 years managing the seismic restraint design on hundreds of large scale commercial, industrial, and healthcare construction projects. After being promoted to Director of Engineering for ISAT, Mr. Rose has lead the development of ISAT's cutting edge support services to include ISAT's IPD/BIM services. In addition, Mr. Rose manages ISAT's engineering and technical support personnel across all 11 of ISAT's branches across the US. In 2008 Mr.

Rose was named to the Industry Advisory Panel for National Science Foundation funded Grand Challenge project to investigate the seismic performance of nonstructural systems.



Thomas (Tom) L. Williams, P.E. was MCAA President in 2003. He recently retired from McKenney's, Inc., a multi-disciplined construction and engineering firm based in Atlanta, and serving the Southeast. During Tom's thirty-one years with the company, McKenney's annual revenues grew from \$3 million dollars to \$145 million dollars. A significant portion of the work is design / build. Mr. Williams has been personally involved with the construction of hospitals, office buildings, museums, stadiums, public buildings, and industrial projects. Tom Williams is a graduate of the Georgia Institute of Technology where he received a degree in mechanical engineering. He has been

educating through the Mechanical Contractors of America National Education Initiative teaching industry

professionals how to improve both their hard and soft skills. Mr. Williams presents regularly at local associations in the United States and Canada. He also teaches at MCAA's Institute for Project Management and the Advanced Institute for Project Management. His seminars make extensive use of case studies and real project examples. Tom is also a consultant to local associations and contractors on labor negotiations and best business practices.



NEW SPEAKER! Kevin Winters has been a major part of ISAT's business development efforts since 1998. He is the Regional Sales Manager for the Western US, and has had a hand in the successful execution of most of ISAT's largest and most complex projects. Kevin's expertise in non-structural support and bracing systems makes him a valuable asset to any contractor when identifying the most appropriate solutions for a multitude of project conditions.



NEW SPEAKER! Theresa Crawford Tate is a partner in the firm of Crawford & Bangs. Her legal practice for the last 23 years has focused on construction contracts, claims and litigation. Crawford & Bangs is a small firm that specializes in all aspects of construction law. Ms. Tate graduated with honors from both the California State University at Fullerton and Loyola Law School. Ms. Tate is admitted to practice before all the state courts of California and the U.S. District Court for the Central District. Ms. Tate has been actively involved with many trade associations, including the Orange County Chapter of the Construction Financial Management Association (CFMA), Real Property Section of the Los Angeles County Bar (LACBA), Building Industry Association (BIA), and Orange Empire Sheet Metal & Air Conditioning Contractor's National Association (SMACNA). Ms. Tate is a frequent author and speaker on construction related topics, and her articles, as well as those authored by other members of her firm, are posted on the Crawford & Bangs website at www.BuildersLaw.com.

Bluebeam Software Training - Day 1

Michael Breeden & Joe Sullivan – **NEW SPEAKERS!**

Friday, November 11, 2016

7:30 a.m. – 3:30 p.m.

Member: \$100

Non-Member: \$299

Bluebeam Technology – Basics

“Be better - Work Smarter - PDF technology for working without limits.” Bluebeam technology is a desktop solution that provides PDF creation, markup, editing and collaboration for the construction industry! Come learn about the Revu Core Basics: Revu Interface, Navigation & Customizable Profiles, Document Editing and Management, Markup Tools/Tool Chest, Markups List, and Collaboration using Studio Session & Projects.



bluebeam®

Bluebeam Software Training - Day 2

Michael Breeden & Joe Sullivan – **NEW SPEAKERS!**

Thursday, December 1, 2016

7:30 a.m. – 3:30 p.m.

Member: \$100

Non-Member: \$299

Bluebeam Technology – Advanced Workflows

“Be better - Work Smarter - PDF technology for working without limits.” Bluebeam technology is a desktop solution that provides PDF creation, markup, editing and collaboration for the construction industry! This session builds upon the skills and functions covered in Basics. Come learn about some more advanced workflows, tools and features in Revu! Session will include: Takeoffs & Estimation and managing changing and revisions with our Document Control features.

ESTIMATING

Interpreting Construction Documents

Keith Rahn

Friday, August 19, 2016

7:30 a.m. – 3:30 p.m.

Member: Free

Non-Member: \$179

The proper reading of construction drawings is essential in our industry. This course is designed to give you the fundamental knowledge of how to use and interpret drawings in your job. Covered will be the Design Process: Gain an understanding of the process architects/engineers and owners go through designing a project. Contrast the difference of plan and specification to Design/Build process. Discuss problems with faulty documents. Language of Drawing: Discuss the use of symbols, lines scales and details to communicate a construction project. Ground Work of a Project: Civil and Foundation drawings provide a lot of information for several trades. Contour lines and their use will be discussed. Building Shell: Gain a understanding of the superstructure and exterior design. Look at how the shell affects different trades. Creating the perfect environment: Discuss interior finishes and explore the important work hidden by the beautiful finishes. Gain knowledge on how to coordinate all of the work.

Estimating (4 Hours) & Blueprint Reading (1 Hour)

Troy Aichele

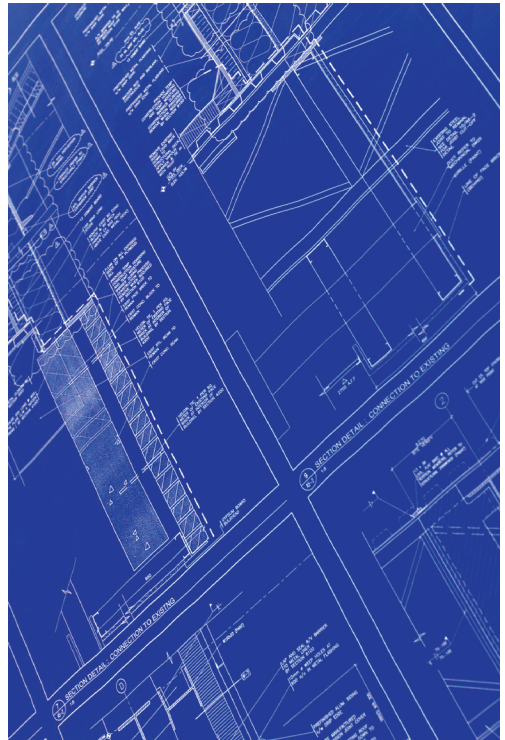
Thursday, October 20, 2016

7:30 a.m. – 12:30 p.m.

Member: \$50

Non-Member: \$179

If you missed this course in November 2014, this is your chance to enroll! In this course, instructor Troy Aichele, LEED AP (O+M), takes attendees through the gamut of mechanical estimating, from start to finish. Starting with an optional 1-hour blueprint reading class where attendees perform a contract document scavenger hunt, Troy will review estimating philosophy, facilitate an actual in-class QTO (quantity take-off), cover the LEM (Labor Estimating Manual) uses, basic assumptions and productivity factors, perform a mock bid (utilizing the actual estimates created in class) and end with an activity where attendees use a one-of-a-kind estimate risk analysis worksheet that can be immediately added as one your company's estimating department tools.



Foreman Advanced Supervisory Education (ASE) 1 & 2

John R. Koontz

Friday and Saturday, August 26 & 27, 2016

7:30 a.m. – 4:30 p.m.

Member: \$100

Non-Member: \$400

This course will cover the following topics:

- **Planning Skills for Foremen:** Effective planning makes projects more productive and profitable. This session covers three areas of planning: turnover meetings, pre-construction planning, and short interval planning.
- **Productivity Improvement: Material Management and Site Planning Methods:** Learn how material management and labor productivity are related, and get strategies for improving material handling and site planning.
- **The Foreman's Role in Project Documentation:** Examine the role of the jobsite supervisor in creating daily, indisputable project documentation. Review the basic types of and uses for project documentation and learn methods to improve documentation effectiveness.
- **Managing Labor: Coding, Tracking, and Forecasting:** You will explore the jobsite supervisor's role in managing and controlling mechanical project labor costs as well as the jobsite supervisor's unique partnership with the mechanical project manager in timekeeping, coding, tracking, and forecasting project labor hours and costs will be stressed.

Foreman Advanced Supervisory Education (ASE) 3 & 4

John R. Koontz

Friday and Saturday, September 23 & 24, 2016

7:30 a.m. – 4:30 p.m.

Member: \$100

Non-Member: \$400

This course will cover the following topics:

- **Essential Management Skills for the Project Foreman:** his session explores basic management skills relative to the position of jobsite foreman. Understand essential traits, skills, and behaviors that allow a foreman to more effectively manage crews.
- **Managing Change at the Jobsite:** Review the jobsite supervisor's role in managing the change order process. Discuss the negative impact of change orders on the completion of the original scope of work and the methods for minimizing and managing these impacts.

- **Critical Leadership Skills for Project Foremen:** Learn the difference between being in charge and being an effective leader. Understand the critical leadership skills of an effective foreman.
- **Successful Survival of Project Closeout:** This session provides basic skills for a successful project closeout. A discussion of innovative methods used by MCAA contractors to help reduce the typical end of project profit/productivity drain is included.

Foreman Advanced Supervisory Education (ASE) 5 & 6

John R. Koontz

Friday and Saturday, October 28 & 29, 2016

7:30 a.m. – 4:30 p.m.

Member: \$100

Non-Member: \$400

This two day course will cover the following topics:

- **Everyday Negotiating Skills for Jobsite Supervisors:** This session will provide jobsite supervisors with basic skills to improve their negotiating abilities and increase their effectiveness and comfort level when negotiating.
- **Managing Your Subcontractors:** This session will include subcontractor management topics such as thoroughly understanding the subcontractor's scope of work, managing change orders, proper communication, developing strong relationships, managing safety, coordination and documentation.
- **Practical Time Management Skills for Foremen:** This session will focus on the practical time management methods and techniques a foreman can easily use to increase management efficiency and effectiveness such as delegation, task prioritization and managing meetings.
- **Qualities, Characteristics, and Habits of the Industry's Best Foremen:** Why are some mechanical foremen consistently more successful than the typical foreman in our industry? What are the qualities, methods, and practices that separate a good foreman from a great foreman?

Become a High Performance Business

Bob Langdon – NEW SPEAKER!

Thursday, August 25, 2016

7:30 a.m. – 11:30 a.m.

Member: Free

Non-Member: \$179

Calling all Owners, Management & Sales Staff!

Become a High Performance Business - From Hello to Sold - 100% Sales Strategies

If you believe that price competition is increasing in the plumbing & mechanical industry then this program is a must for you. In this program, Bob Langdon, author of *Managing Your Business for Profit*, will show you simple techniques to identify your most profitable customers and proven methods to help you generate more business from them. You'll learn how to differentiate your product and service, thus enabling you to achieve a higher gross margin, while increasing sales and profitability. And you'll return to your business more competitive than ever with Bob's proven methods of:

- Identifying and selling to the upscale, service-driven customer.
- Utilizing a seven-step process to closing a profitable sale.
- Increasing gross margin in your business.
- Developing a positive customer service environment.
- Differentiating your product and service.

Part Two - Three Routes to Increased Profitability - 100% Financial Strategies

The economy is improving and now it's time to profit from the recovery. How best to accomplish this goal is the question. Increasing sales is certainly important. What about enhancing gross margin and continuing to control expenses? In this program, Bob Langdon, author of *Managing Your Business for Profit*, will explore three ways to increase profitability in your plumbing & mechanical business and how to accomplish all three simultaneously. You'll learn how to calculate breakeven for your business, thus assisting you in achieving your profit goals. After attending this program, you'll return to your business more competitive than ever with Bob's proven methods of:

- Increasing profitability three different ways in your business.
- Determining what poor management costs your business.
- Improving working capital in your business.
- Reducing expenses immediately in your business.
- Evaluating your business profit potential.

Quality Control in Construction (4 hours) & Planning and Facilitating Effective Meetings (2 hours)

Jim S. Bain

Thursday, November 3, 2016

7:30 a.m. – 2:30 p.m.

Member: Free

Non-Member: \$179

In **Quality Control in Construction** you'll learn the fundamentals of quality management and the simplified approach to Quality: say what you do and do what you say; develop a quality policy, provide a vision and demonstrate commitment; establish the responsibility for providing quality work and keep everyone informed; define and measure; clearly understand Customer requirements, make sure the requirements can be met, keep the Customer informed and track Customer satisfaction; examine operations and report results to management; determine the root cause of problems, fix the causes and verify the corrections are permanent. Learn how to practice, practice, practice, continuous improvement - 4 hours

Planning & Facilitating Effective Meetings

A meeting is an event where the minutes are kept and the hours are lost! – Anonymous. Meetings can be productive, but so often are not. In this course participants will learn the eight steps to planning and facilitating an effective meeting. Even if you are not responsible for leading the meeting, you are still responsible for making it an effective use of YOUR time. Finally, we will talk about dealing with the “problem children” who negatively impact so many meetings. – 2 hours



Fundamentals of California Construction Contracts

Theresa Crawford Tate – NEW SPEAKER!

Wednesday, November 16, 2016

11:45 a.m. – 2:45 p.m.

Member: Free

Non-Member: \$179

Maximize profits and minimize risks through your construction contract. Project team members have the best chance of accomplishing a successful project when the contract is formulated to your advantage. This workshop will provide an understanding of the most critical contract clauses and assist your team in developing all of the following:

1. Essential tools for negotiating profitable contracts
2. Comprehend lengthy and confusing legal language
3. Appreciate the inherent risk in contracts
4. Spot project “killer” clauses
5. Identify standard form contract terms (both AIA and ConsensusDocs)
6. Know the clauses that are unenforceable in California

Contract clauses to be covered include:

- A. Pay-if-Paid
- B. Retention
- C. Changes to Contract/Claims
- D. Indemnification/Hold Harmless
- E. Protection of Property
- F. Warranty
- G. Attorney’s Fees
- H. Liquidated Damages
- I. Lien Waivers

PROJECT MANAGEMENT

Six Habits of the Highly Productive Project Manager

Thomas L. Williams

Thursday, September 15, 2016

7:30 a.m. – 3:30 p.m.

Member: Free

Non-Member: \$179

This seminar will focus on the actions the project manager can take to thrive in turbulent times. Using the historically successful 7 Habits model, project managers will understand their most productive actions and why those activities are so successful. The critical role that trust plays in both job site and personal relationships will be examined and methods will be reviewed to improve trust relationships.

Scope Control and Change Order Management

Jim S. Bain

Thursday, October 6, 2016

7:30 a.m. – 11:30 a.m.

Member: Free

Non-Member: \$179

These processes are vital to the profitable completion of any project. Scope control is a preventative process that starts with a detailed project scope and ensures discipline in changing the scope during project execution. Change Order management involves processes for managing all of the changes and associated documentation that occur on the project. This course includes both insight and tools to improve both scope control and change order management. – 4 hours

PEOPLE MANAGEMENT/SKILLS

Dealing with Difficult People in Construction

Kevin L. Dougherty

Thursday, September 22, 2016

7:30 a.m. – 3:30 p.m.

Member: Free

Non-Member: \$179

Get even the most difficult person to act civilized! This program will help you get even the most difficult person eating out of your hands. You will walk away from this program with some tricks and tactics which you will put to immediate use, and learn how to keep the tempers from flaring.

Benefits and Constraints of Anchoring Options Presentation; A Hands-On Demonstration

Eric Mutuc

Wednesday, July 20, 2016

12:00 p.m. – 2:30 p.m.

Member: Free

Non-Member \$179

A hands-on anchoring demonstration in which presenter Eric Mutuc will highlight the benefits and constraints of expansion anchors, screw anchors, shot pins (gas vs. powder) and adhesive anchoring systems in concrete. Eric will go over special inspection proof loads for OSHPD and DSA, including torque testing and pull testing.

Seismic Bracing 101

Michael Golini, Kevin Winters and Shannon Rose – NEW SPEAKERS!

Wednesday, October 5, 2016

12:00 p.m. – 1:30 p.m.

Member: Free

Non-Member \$179

ISAT will be discussing changes in seismic anchorage and bracing design requirements for CBC 2013 and 2016. These requirements have an impact on seismic bracing for plumbing (gravity and pressure), medical gas, hydronic and steam piping systems, and HVAC systems. The building code changes also impact anchorage design for isolated and non-isolated plumbing and mechanical equipment. The presentation will be informational and interactive, as we encourage “real-life” scenarios to be brought to the table for discussion and troubleshooting.

International Seismic Application Technology (ISAT) is a global provider of engineering services, consulting services, and seismic restraint components for MEP systems. ISAT specializes in the health care, industrial, and commercial construction markets. Our entire focus is providing code-compliant solutions that are both cost effective and construction friendly. Our services and solutions are specific to building utility systems, including but not limited to: HVAC, Plumbing, Process Piping, Mechanical Pipe, Electrical and Fire Protection. ISAT’s services are available to augment the specialized needs of the design construction team or simply act as a stand-alone seismic bracing engineer of record”.

CLICKSAFETY ONLINE COURSES

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Member: Free (however CPMCA will bill for the cost of the class if the class is not completed)

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To sign-up for online training through our partners at ClickSafety.com, please contact CPMCA or the A & J for more information. CPMCA processes enrollment for contractor members staff personnel while the Apprentice & Journeymen Training Trust Fund processes class assignments for Union members.

CPMCA: 818-275-2893 A&J: 310-387-4520

Please note: all classes must be completed within 6 months from the start date. Classes are offered free of charge to members, however CPMCA will bill for the cost of the class if the class is not completed by due date.

OSHA Online 10-Hour Safety & Health

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WEBCASTS ARE AVAILABLE AT WWW.CPMCA.ORG!

NOTE: All Webcasts are Online Courses that can be accessed on CPMCA's website at any time. They are available to CPMCA members only. Your company login information is required to access these courses.

Active Listening

Mark Matteson

Online Course – Please contact our office to obtain or create login credentials.

Active Listening is vital in today's business environment. In this webcast, you will learn from Mark Matteson the 4 steps to Active Listening and how to apply them in everyday business communication with your customers. According to Mark Matteson, the 4 steps to active listening are: listen active and with intention, pause 3 – 5 seconds before responding, question for clarification and paraphrase. Incorporating these 4 basic steps into your customer relations will improve your effectiveness and increase your sales with your customers

BIM 101

Dwayne Lindsey

Online Course – Please contact our office to obtain or create login credentials.

There is simply no easier way to learn about BIM (Building Information Modeling) than viewing this easy to understand webcast. You will learn exactly what BIM is and why it's good for your industry in a non-technical way.

Excel: Insert Excel Sheet into Word

Ginnie Floraday

Online Course – Please contact our office to obtain or create login credentials.

You can incorporate an Excel workbook into your Word document. You have the choice of linking to the actual Excel sheet or bringing in a static copy of the worksheet. If you link to the original file it is called embedding. If changes are made to the original selection they will appear in the copied text within Word. A static copy will not transfer any of the changes back to the spreadsheet.

Excel: Solver Procedure

Ginnie Floraday

Online Course – Please contact our office to obtain or create login credentials.

This webcast will show you how to use the Solver function in Excel to streamline formulas in spreadsheets. Solver allows you to calculate a formula backwards. Participants will learn how to change the value of a cell that is dependent on a formula. An example of the application of this function is budgets. After setting individual projections within each department, a department total is generated for each department. If you know that a certain department cannot exceed a certain amount, the Solver can modify the individual numbers that impact the total. All you have to do is identify what the total should be, and Solver will modify any of the related cells.

Excel: Summarizing Data with Subtotals in Excel

Ginnie Floraday

Online Course – Please contact our office to obtain or create login credentials.

When the data is in list form, Microsoft Excel can calculate and insert subtotals in a worksheet. When you specify the items you want to create subtotals for, the values to be summarized, and the functions to use on the values, Microsoft Excel outlines the worksheet so that you can show or hide as much detail as you need. If you have summarized data by using formulas that contain functions such as SUM, Microsoft can automatically outline the data.

Going Green – Valuable Opportunities for Mechanical Contractors

Jeff Grossberg

Online Course – Please contact our office to obtain or create login credentials.

Jeff Grossberg will inform member contractors about the growing demand of sustainable technology. Grossberg encourages contractors to become leaders, rather than followers, and offers guidance on how contractors can grow their business and garner market share by entering the green building marketplace.

Green Building: LEED Certification and Sustainable Design

Lincoln Pearce

Online Course – Please contact our office to obtain or create login credentials.

Once considered a passing fad, green building has driven its roots deep into the American landscape. City Halls in Chicago and Atlanta have green rooftops and green building initiatives are thriving in Los Angeles, Seattle, Denver, Dallas and other major cities nationwide. Even the United Nations headquarters in New York will be renovated with green principles in mind.

Green Building: LEED Certification “So You Want to be a Green Contractor”

Dan Bulley

Online Course – Please contact our office to obtain or create login credentials.

Learn what it takes to become a green contractor with Dan Bulley.

Mechanical Estimating Techniques

Keith Rahn

Online Course – Please contact our office to obtain or create login credentials.

If you can expertly estimate the cost of a construction project you have the edge in the bidding process. Keith Rahn will teach you how to analyze contract documents and estimate more accurately than your competition. Keith's techniques will give you the tools you need to win the bid and establish long-term trusted relationships with your customers.

Microsoft Office 2007 Excel**Ginnie Floraday****Online Course – Please contact our office to obtain or create login credentials.**

This webcast will give an overview to the updated version of Excel including improvements to Pivot tables, Filters and advanced formatting.

Microsoft Office 2007 Overview**Ginnie Floraday****Online Course – Please contact our office to obtain or create login credentials.**

This webcast will give an overview to the updated versions of Excel, Word, PowerPoint and Outlook. Some of the new features to be reviewed will be the Ribbon (the replacement for the toolbar), the Mini Toolbar, document Themes and Quick Styles in Word. Excel enhancements include improvements to Pivot tables, Filters and advanced formatting.

Microsoft Word Fill-In Forms – Build a Word document with Fields**Ginnie Floraday****Online Course – Please contact our office to obtain or create login credentials.**

A form is a structured document with spaces reserved for entering information. You design the form, and others can fill it in on paper or in Microsoft Word.

PowerPoint: Introduction to PowerPoint 2007**Ginnie Floraday****Online Course – Please contact our office to obtain or create login credentials.**

This webcast will provide an overview to the updated version of PowerPoint.

Retro-Commissioning**Chris Philbrick****Online Course – Please contact our office to obtain or create login credentials.**

Retro-Commissioning is a commissioning process applied to existing buildings that have never been commissioned. It is a systematic, documented process that identifies low-cost operations and maintenance improvements in existing buildings and brings the building up to the design intentions of its current usage. Retro-commissioning assures that the mechanical systems are optimally integrated and perform together as efficiently as possible. Retro-commissioning's primary focus is on using O&M tune-up activities and diagnostic testing to optimize the building systems. This course will outline the process and phases of RCx: planning, investigation, implementations, measurement and verification. Chris Philbrick will cover a typical project that has moved through the retro-commissioning process and will include a summary of cost and savings for multiple projects. Typical low cost measure will be discussed as well as how the retro-commissioning process relates to LEED EB credits.

Water Efficiency and How It Relates to Green Building

Jim Allen

Online Course – Please contact our office to obtain or create login credentials.

Seventy percent of the Earth's surface is water...and yet only 3 percent is fresh water, and 57 percent of that fresh water is frozen in polar ice caps and glaciers. Only 1 percent of the Earth's water is available for human consumption – and the green building movement is working to conserve that vital, limited supply. This online course will inform member contractors about the importance of water conservation, as well as ways to improve water efficiency in a building project. The online course covers how different industries use water and provides an overview of national conservation initiatives. Upcoming technologies and emerging trends to conserve water are also discussed.

Workplace Violence

Rick Maltz

Online Course – Please contact our office to obtain or create login credentials.

Workplace violence is a leading liability to employers, but can be prevented with proper on-the-job measures. This webcast helps employers understand the impact of workplace violence, explains what Red Flag indicators to look for, and review best practices for developing a Workplace Violence Prevention program.



CPMCA

California Plumbing & Mechanical

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