

CPMCA PIPELINE



Newsletter of the California Plumbing and Mechanical Contractors Association

Spring 2014

CPMCA's 2013 Table Top Event

• Industry Suppliers Showcase Their Products and Services

COME FLY WITH US! THE 2013 CPMCA TABLE TOP EVENT at the Long Beach Marriott was attended by 215 guests, to be exact; precisely the amount of seats in a Boeing 737.

This trade-show-like atmosphere paves way to the entrepreneurial spirit where vendors, particularly newly-joined Affiliate/Associate members, establish a presence in the CPMCA contractor marketplace. Here they meet potential and existing clients in an informal setting, as contractor members view vendor displays and learn about the newest technologies, products and services available to them. CPMCA understands that many benefits come from personally meeting your customers, competitors and suppliers, and our Table Top event proudly fills that need. ■



Tyler Seacrest, Andrew Tisdale and Joe Stepanski of Victaulic.



Mueller Industries' Brett Andre, Albert Alvara and Mary Graham.



Jason and Janis Bacac of Alward Equipment Rentals.



Charming Cheryl Coenen of Marking Services.

Additional 2013 Table Top photos on next page

Well-Wishers Unite

Someone typically present at the annual Table Top event is John Odom of Murray Company, CPMCA Past President and Executive Committee Member. At the time of this event, John was just 6-weeks into his recovery following the Boston Marathon bombing. Since John was unable to join, we ventured his way, so to speak, instead. With the help of John Hernandez, CPMCA's Publicist and Nick Federoff of Environmental Media Broadcasting, Table Top guests were solicited to record, on video, well-wishes for John. Combining talented actors, great filmography and some

editing, a short film was made capturing the heart-felt messages from attendees. Sundance Film Festival submissions – beware! We later learned John was touched by the sentiments of his industry supporters and friends. His fan base is truly extraordinary.

A special thanks to Nick Federoff, Steve Mendrin, Kathy Kalpakoff and David Ovalle for their creativity in the tribute to John Odom.

We thank the Affiliate/Associate members for their active participation and contractors for supporting this event.



Nick Federoff (third from left) and his supporting crew.

We welcome you to join us at the 2014 Table Top on Thursday, May 29th at the same venue, the Long Beach Marriott. For registration details, please contact Dana Giambalvo at dana@cpmca.org or 213-417-9177. Avoid going stand-by and RSVP today! ■

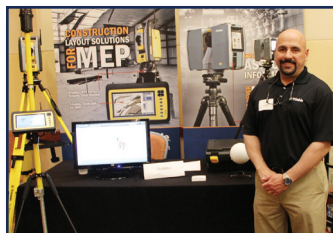


A small society of friends comes together for our dearest John Odom.

2013 Annual Table Top Event

CPMCA ASSOCIATE & AFFILIATE MEMBERS – 2013 TABLE TOP PROGRAM PARTICIPANTS

COMPANY	REPRESENTATIVE
AB & I Foundry	Michael Lowe
Airgas Refrigerants	Steven Linn
Alward Equipment, Inc.	Jason Bacac
Astro Plumbing Supply Company	Rich Atlas
Bakersfield Pipe & Supply	Eric Anderson
Clement Support Services	Michael Golini
Columbia Specialty Company, Inc.	John Fitzgerald
Delco Sales	Steve Klapp
Delta-Q, Inc.	Markos Mikelatos
Elmco Duddy	Tom Duddy
Express Pipe & Supply	Bob Routledge
Ferguson Enterprises, Inc.	David Luman
Glenn M. Gelman & Associates	Matthew Karver
Great Western Building Materials	Jared Rabin
Grinnell Mechanical Products	Susanne Messmer
Griswold Controls	Jerry Martin
Guardian Equipment	Mike Adkins
Howard C. Fletcher Co.	Greg Puskas
Hunt Ortmann Palffy	
Nieves Darling & Mah, Inc.	Nicholas Santoro
K-C Insurance Agency, Inc.	Chris Reinhardt
Marking Services, Inc.	Cheryl Coenen
Mega Western Sales	David Dicken
Merrill Lynch	Rick Baer
MG Piping Products Co.	Steve Inglehart
MIFAB, Inc.	Gene Loftus
Milwaukee Electric Tool Corp.	Matt Zeilhofer
Mueller Industries	Albert Alvara
NIBCO, Inc.	Pamela Erb
NITC	Jaime Valdivia
Orange County Windustrial	Gary Kujak
Oventrop Corporation	Pete Schumacher
P & E Insulation	Paul Rohrbacker
P.I.P.E.	Jarrodd Ferruccio
Performance Contracting, Inc.	Gerald Cox
Pro~Cast Products, Inc.	Donald Kirkland
Rapid Recovery - LA	Tim Frazee
Renco Sales, Inc.	Roger Albitre
Signature Sales, Inc.	Ron Bradford
Smardan Supply Company	John Kmet
South Coast Engineering Group	Peter Kraut
Specification Sales	David Hutchins
Symmons Industries, Inc.	Edward Ellard
Trimble	John Santangelo
Victaulic Company of America	Joe Stepanski
Weil Aquatronics	James B. Weil
West Coast Firestopping, Inc.	Karl Stoll
Westmark Enterprises, Inc.	Shaw Turnage



John Santangelo of Trimble impresses with an elaborate display.



Matthew Karver of Glenn M. Gelman & Associates.



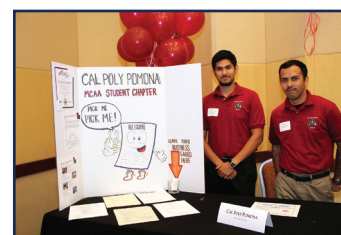
"Build with the most reliable name in flow control, NIBCO."



Nicholas Santoro, law offices of Hunt Ortmann.



"The Best Got Even Better!," Milwaukee-Tool-style.



Cal Poly Pomona students Rafael and Martin are ready for hire.



Oventrop Corp. joins CPMCA's membership.



Mike Billingsley and Steve Owens of Symmons.



Jerry Martin (left) with Griswold Controls President Bob Powers and Ken DuBois of Dawson Co. (middle).



Jessica Fotinos & James Barton of Torres Consulting and Law Group.

The 2013 Safety Recognition Awards

THE PURPOSE OF the Safety Awards Program is to recognize and reward safety excellence, and provide statistical reports to all participants for evaluating their company's safety performance. Each year in March, the CPMCA Safety Committee will collect injury and work-hour data from the preceding calendar year from CPMCA contractor member companies. The data is used to calculate incidence rates, which are used to reward safety excellence. CPMCA awards are given by company size and type of company, either service or construction. Awards are based on Recordable Case Incidence Rates (T.R.I.R.) and Lost Workday



Lyle Ferguson of Verne's Plumbing, Inc., recognized for its flawless record.



On behalf of Scott Baker of UMEC - LA, Steve Shirley of the San Diego division accepts the award.



In the 500K-1M Man Hours category, Mr. Les Osterberger of A.O. Reed & Co. accepting.



PMI, Inc. winner of >1M Man Hours & Overall Winner picked up by Tom Richey.

Cases Incidence Rates (D.A.R.T.), in each category of company size and type of work. Companies with the lowest incidence rates and workdays lost will receive awards. Companies with the most improved incidence rate will also receive awards based only on the previous year's data. All participants will receive a confidential report from the CPMCA Safety Committee that allows them to compare their incidence rates with the incidence rates of the other participants.

Companies maintaining the lowest incidence rates that year were in the spotlight. CPMCA would like to

once again take this opportunity to congratulate these award recipients listed below. ■

2013 AWARD RECIPIENTS

25,000 to 50,000 Man Hours
Verne's Plumbing, Inc.

50,000 to 100,000 Man Hours
University Mechanical & Engineering Contractors - Los Angeles

100,000 to 250,000 Man Hours
Critchfield Mechanical of Southern California

250,000 - 500,000 Man Hours
None

500,000 - 1,000,000 Man Hours
A.O. Reed & Co.

>1,000,000 Man Hours
Performance Mechanical, Inc.

OVERALL WINNER
Performance Mechanical, Inc.

CPMCA Executive Committee

Steve Klaus, President
Performance Mechanical, Inc.

Rick Moreno, Vice President
Astro Mechanical Contractors

Tim Healy, Secretary
ARB, Inc.

Don Chase, Treasurer
Muir-Chase Plumbing Co., Inc

John Odom, Past President
Murray Company

David Quirk
Executive Committee Advisor
Performance Mechanical, Inc.

Steve Cornelius, Secretary-Elect
University Mechanical & Engineering Contractors - San Diego

CPMCA Board of Directors - Term Ending 12/31/2015

Steve Felix, Jr.
All Area Plumbing, Inc.

Steve Fosdick
Pan-Pacific Mechanical

Jay Lusita
All Area Services

Les Osterberger
A.O. Reed & Company

Board of Directors - Term Ending 12/31/2014

Scott Baker
University Mechanical & Engineering Contractors - Los Angeles

Scott Burson
Xcel Mechanical Systems, Inc.

Mike Cables
Kinetic Systems, Inc.

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

Jim DeFlavio
Murray Company

Bryan Suttles
Suttles Plumbing & Mechanical Corporation

MEMBERS' ENERGY AND POSITIVE ATTITUDE BURN THROUGH THE FOG AT TERRANEA RESORT

By Marta Martin, CPMCA Director of Education

BREAKING NEWS! TERRANEA Resort, located on a land not too far away, was invaded by a colony of contractors and Affiliate/Associate members June 27-30, 2013. For 3 days the Mediterranean architecture and uninterrupted landscape attempted to conceal itself behind a layer of coastal fog, but its efforts were fruitless. CPMCA, with its guest list including such VIPs as CPMCA President Don Chase, Incoming President Steve Klaus, MCAA's John McNerney and MCAA National President Mike Cables, arrived with a fleet of 130 strong.

Thursday's Welcome Reception was a nice transition to Friday morning golf at Trump National Golf Club. Interestingly, in 1950 the course was used for farming crops. Not until 1998 did the Ocean Trails Golf Club open which in 2002 was sold to Donald Trump and on June 28, 2013 deemed by CPMCA's golfers to be an awfully challenging course!

Meanwhile, the star-studded cast of CPMCA Ladies was being beautified by the make-up artists of Sacha Cosmetics and photographed by paparazzi and headshot expert Angie Lee of *Angie Lee Photography*. The only thing missing was a red carpet!

Spouses later joined their fearless golfers for an onsite post-golf dinner at Trump. The highlight of the evening was the group's tribute to John Odom, who for the first time in Retreat history, was absent from the event. At that time, John was two months into his recovery following the Boston Marathon. He and Karen were deeply missed but on the forefront of everyone's thoughts. Don and Sandy Chase, with the assistance of Don and Judi Giarratano, orchestrated a Kodak moment that is forever frozen in time (*see page 5*).



Carmen Routledge, Charron & Dennis Castaldo and the Giarratanos attend the Welcome Reception.



The Moreno crew with Vicky Cornelius and James Barton of Torres Consulting & Law Group.





The closing dinner featured comedian Mark Eddie and his rock 'n' roll comedy show. Mark entertained with a mixture of stand-up comedy, rock, and dead-on singing impressions of artists like Al Green, Neil Diamond and Dave Matthews. Jingles from *The Brady Bunch*, *Cheers*, *Gilligan's Island*, and *I Dream of Genie* took everyone back ... way back!

The retreat serves as the passing zone of the presidential baton. Don Chase, after his year-long reign, stepped down to welcome Steve Klaus of Performance Mechanical, Inc. We sincerely thank Don for his tireless effort in growing the organization and guiding industry issues forward. ■



Gale and Carl Ladda of West CPM make an appearance.



...and the Cutest Couple Award goes to Jay & Christine Lusita of All Area Services.



Photographer Angie Lee captures Candy's perfect pose.



C. Richard Barnes and Steve Shirley of UMEC-San Diego.



Representing UMEC-LA is Scott Baker and Kelly.



Bryce and Beni, a fist-bump-kind-of-hello.

More Retreat photos and coverage on the following pages

2013 Annual Retreat

2013 CPMCA Associate/Affiliate Member Sponsors

*Many thanks to these Sponsors
for making the retreat such a
success:*

MICHAEL LOPEZ

AB & I Foundry

RICH ATLAS

Astro Plumbing Supply Co.

RON BRADFORD

Bradford White/

Signature Sales

JIM SIMPSON

Charlotte Pipe & Foundry Co.

DAVE HEINEMANN

Charlotte Pipe & Foundry Co.

JOHN FITZGERALD

Columbia Specialty Co., Inc.

STEVE KLAPP

Delco Sales

RICHARD ROOT

Elmco Duddy

BOB ROUTLEDGE

Express Pipe & Supply

DAVID LUMAN

Ferguson Enterprises

JOHN RANKEL

Grinnell Mechanical

SUSANNE MESSMER

Grinnell Mechanical

LEW JOHNSTON

Orange County Windustrial

GARY KUJAK

Orange County Windustrial

DAVID HUTCHINS

Specification Sales

JASON KEMP

Todd Pipe & Supply LLC



'Thumbs up' to Trump National, say Bob Felix and event sponsor Ron Bradford.



Chris Saldecke of JCS Welding and Jay Chase of Muir-Chase fire away.



Chip Martin, Mike Layton of DC 16, ARB's Tim Healy and Richard Barnes; their game can't be "trumped".



Special guest MCAA's John McNerney and Victaulic's Joe Stepanski.



Radell Edwards of Murray Co. with Aleta Malczewski mingle.



Event Sponsor Michael Lopez of AB & I Foundry and Gabriela.



Steve Felix, Jr. of All Area Plumbing and Cristi are retreat faithfuls.



Exec Chip Martin congratulates Malcolm MacMillan of West CPM.



Sponsor Steve Klapp with Russ Wilson and Lisa Tighe of Special Service Contractors.



MCAA President and CPMCA Member Mike Cables and Jennifer are picture-perfect.



Incoming President Steve Klaus thanks Don for his excellent year of service.



Don Chase, CPMCA's departing President, receives a distinction. We thank Sandy for her support.



Comedian and impressionist Mark Eddie rocks out.

**The 2014 CPMCA
Annual Retreat is
heading to the
Ritz-Carlton in
Half Moon Bay,
July 24-27, 2014.**

Registration now open!

2013/2014 CPMCA Scholarship Recipients

EACH YEAR CPMCA OFFERS A scholarship of up to \$16,000 to employees or students pursuing careers in the plumbing/mechanical industry. This year, the Scholarship Committee had the impossible task of granting the Scholarship to

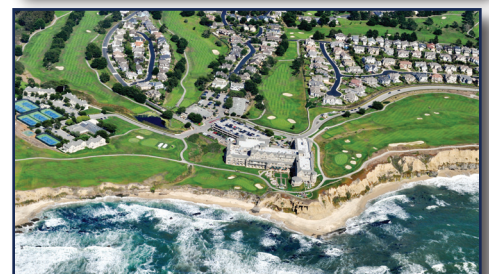
a single candidate. The applications and contenders were all worthy of accolades. Three Scholarships were awarded. The recipients were Randall Burke, Scott Moody, and Ryan Zimmerman. Congratulations All! ■



Beni Monaco with Scholarship recipients Randall Burke, Scott Moody, Ryan Zimmerman, and CPMCA's Steve Malczewski, Don Chase and Steve Klaus.



THE RITZ-CARLTON®



An 'Unconventional Convention' it was Indeed...in Scottsdale, AZ

THE 2014 MCAA CONVENTION WAS LIKE ANY OTHER — awesome! The March 8-13 program welcomed nearly 2,000 guests to the J.W. Marriott Desert Ridge in Scottsdale, AZ. We agree with the host's theme, "Unconventional." Well, most extraordinary and special to the CPMCA family was Monday's Opening Session, specifically, the presentation of the Distinguished Service Award. The award, the association's highest honor, was bestowed upon John Odom of Murray Company, CPMCA Past President and Executive Council Member.

The March 27, 2014 MCAA Press Release states, "In presenting the award, MCAA President Michael R. Cables noted that, 'The DSA recognizes an individual who has inspired us and who has contributed greatly to our industry and our association. It is a very special award given annually to a very special person, and this year is certainly no exception.' He invited convention attendees to view a video overview of Mr. Odom's many accom-

plishments, both personal and professional. In addition to giving back to the industry by helping to found and then lead the California Plumbing and Mechanical Contractors Association (CPMCA), a major local association, Mr. Odom helped ensure our industry's future by negotiating a landmark collective bargaining agreement with CPMCA's labor partners at District Council 16.

"President Cables read the last paragraph on the DSA certificate, saying, 'Life is not measured by the number of breaths we take, but by the moments that take our breath away.' He added that, 'Being able to present MCAA's highest award to John Odom on this day, after all he and his family have been through, is truly a moment that takes our collective breath away.' President Cables presented Mr. Odom with a limited edition sculpture 'as a tangible reminder of how touched we all are by your bravery, your patriotism, and your fierce determination to recover your life.'"

John Odom Receives MCAA Distinguished Service Award



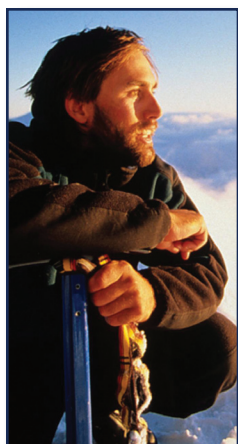
Don Odom, Chip Martin, James Patton and Jim DeFlavio:
John's supporting entourage.



Distinguished Service Award Winner John Odom got a surprise serenade when the entire audience sang "Sweet Caroline," a Boston tradition that has since become the unofficial tribute to the Boston Marathon bombing victims.
Photo and caption provided by MCAA.



MCAA 2013 President Michael R. Cables applauds John Odom, shown here with his wife, Karen. Mr. Odom received the association's highest honor, the Distinguished Service Award.
Photo and caption provided by MCAA.



**Blind adventurer
Eric Weinhenmayer
inspired us.**

shared stories of conquering the world's greatest summits, with video footage that inspired, and brought most everyone to tears. Joining the arsenal of speakers was Jordan Belfort. Yes, that Wolf on Wall Street's session was stand-

World-Class Speakers and Music Educate, Inspire and Entertain

The line-up of speakers included names like Jamie Lee Curtis, speaking at the spouse program on life, family and everything in between.

An extraordinary world-class blind adventurer, Eric Weinhenmayer,

ing-room only. CPMCA's Steve Shirley spoke about the MEP Guide to Spatial Coordination and many other industry topic sessions were in store.

All good things come to an end and inevitably, so did the Convention. The band Train provided loads of "Enter-Trainment" Wednesday night followed by an equally entertaining round of Left-Right-Center in CPMCA's Hospitality Suite. The next day, Robert Mueller, former Director of the FBI, spoke, acknowledging John Odom in his address. Mr. Mueller was preceded by UA General President Bill Hite and the changing of the guard, welcoming MCAA President Chuck Fell of Houston, TX. ■



**Irvin and Pamela Elisheva
of Pike Plumbing.**



**Glenn Black of Taft Plumbing
and Kelly enjoy the
convention.**



**Handsome couple, Bob and
Tammy Felix of All Area
Plumbing.**



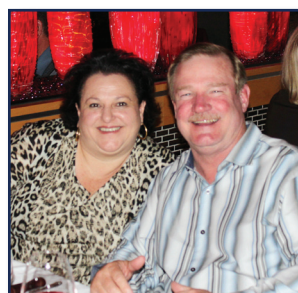
**Lisa and Walt French,
Pat Ferruccio, "Sweetie"
and Mr. Ferruccio in route
to CPMCA's dinner.**



**Glen Nolte of UA Local 582,
Rod Cobos of Ventura Local
484 and Ken Jenkins of
Burbank Local 761.**



**Zurn Industries'
Joe Cunningham, Jim & Ruth
DeFlavio, Steve Wurzel of
Murray Co. shown here
with Deanne Duddy.**



**Muir-Chase Plumbing
represented by Jay Chase
and Grace.**



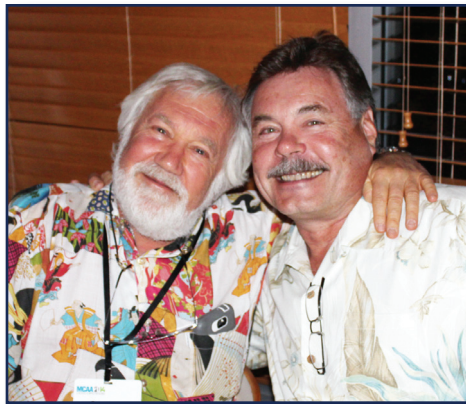
**CPMCA Past President
Don Chase and his lovely Mrs.
attend CPMCA's dinner.**

More 2014 Convention photos on next page

2014 MCAA Convention



Mr. Suttles Plumbing himself, Stephen Suttles, with Kathleen Neilson.



Ol' pals George Hamori of City Commercial Plumbing and Steve Malczewski.



Christine Lusita, Cristi Felix and Judy Bernacchi...maybe it's Maybelline.



In front row seats at the Train concert you'll find Steve and Vicky Cornelius.



Sid, John and Mike – last names not needed.



Eternally charming: Charron and Dennis Castaldo of Don Brandel.

Mark Your Calendar!
Wailea, Maui, Hawaii
March 8-12 • MCAA 2015

CPMCA Successes Recounted

By Steve Klaus, CPMCA President

AS PRESIDENT OF CPMCA I STILL find it as an absolute honor to represent such a distinguished and industry leading organization. During my term in office, I have had the privilege of working with the best of the best in our industry, including our Contractor Members, Associate/Affiliate Members, Board of Directors, Past Presidents and our Union Partners. These are relationships and friendships that I intend to cherish for a lifetime.

With this Spring Edition of the *CPMCA Pipeline* newsletter, it once again provides us with an opportunity to communicate within our association and our industry as a whole. As we all know, communication is the key element in the success within any organization, team or relationship. By adding this special Spring Edition to our newsletter publishing schedule, we trust we will be able to keep you better informed and increase our positive exposure from the many successes we have enjoyed since the publishing of our Summer 2013 Edition.

Each of our association's successful accomplishments over the past few months started with a goal and expectation, and can be

demonstrated with measurable results. Here are a few of them ...

- Involvement in CPMCA has increased considerably through participation in membership meetings, committees, Executive and Board of Directors selections, Labor/Management and Annual Retreat and recently at the MCAA Convention in Scottsdale. It is refreshing to see some new faces and faces from the past coming together again to further build on what past leadership has established for us. (Welcome Back Bob Hollowed.)

- Although our current Labor/Management relationship with our Union Partners at DC-16 is a strong one, we are looking to make it even better with a new four-year Agreement starting in July. The 2014-2018 Agreement provides both parties with unique and flexible work options that were specifically created to meet our #1 common goal – To Gain Market Share. Management and Labor did not rest after negotiating this progressive working Agreement. Last October we had a three-day session where Richard Barnes of C. Richard Barnes and Associates, LLC, facilitated a Strategic



Planning Session designed to challenge our Labor/Management group with a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. This resulted in our creating a plan that will utilize assigned task force committees responsible to carry out the strategies, goals and expectations set by each group.

- Last year we successfully met our goal to maintain our budget, due in part to record high man-hours among CPMCA contractors and throughout DC-16. Increased man-hours within DC-16 also helps both CPMCA and DC-16 meet internal goals associated with training, advertising and organizing our first-in-class Educational Program (Thanks, Marta Martin). It also helps with compliance and with sponsoring/supporting our future – the Student Chapters – to name a few.

Although we should be proud of our accomplishments as an organization, there are still opportunities out there for us to accomplish even more. I certainly intend to continue working on these throughout my term, into the next President's term (Rick Moreno) and beyond! ■



2014 CPMCA Schedule of Meetings and Special Events

CPMCA Table Top Program

May 29, 2014

Long Beach Marriott

CPMCA Annual Scholarship Development Tournament

June 16, 2014

Newport Beach Country Club

CPMCA Annual Retreat

July 24-27, 2014

Ritz Carlton, Half Moon Bay

CPMCA & DC 16 Labor Management Retreat

September 9-12, 2014

Wynn Resort, Las Vegas



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California Plumbing & Mechanical
Contractors Association

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www.cpmca.org



'Understanding the Full Cost of an Hour of Labor' with MCAA Immediate Past President, Mark Rogers, is a Hit!

By Marta Martin, CPMCA Director of Education

IN A JOINT EFFORT WITH DISTRICT Council 16 and Local Union Partners, CPMCA's Education Program offered "Understanding the Full Cost of an Hour of Labor" with then Immediate Past MCAA President, Mark Rogers. Starting on September 18, 2013, for three consecutive days in his charismatic and engaging style, Mark addressed field/office personnel about the true labor cost of a union contractor's business model. This session

gave detailed explanations of the costs associated with putting a UA worker and crew on the job for a single hour. Nearly 200 CPMCA members and Union Partners attended the enlightening presentation.

Mark and Colleen Rogers joined the CPMCA Executive Committee for dinner and some light-hearted fun... naturally! ■



The session draws a large crowd.



UA Local 582 hosted the sessions on September 18 and 19.



Mark Rogers has a great sense of humor.



Don Chase, Don Giarratano, Bob Felix, John Odom, Mark Rogers and Chip Martin attend a post seminar-dinner event.

CPMCA's 2-Day Pre-Fabrication/BIM Seminar Generates Local and Out-of-State Interest

ON FEBRUARY 12 AND 13, 2014 CPMCA coordinated a 2-day Pre-Fabrication/BIM seminar that was led by an assembled team of experts from across the nation who offered their viewpoints on Pre-Fabrication from a small/medium, medium/large and mega mechanical contractor perspective.

In the superb role as moderator/facilitator was MCAA's National Director for Project Management, John Koontz. Greg Fuller, through his first-hand experience as President of North Mechanical Contracting, Inc. and North Mechanical Services, Inc., shared the pros and cons of Pre-Fabrication, of the initial start-up. Robert J. Beck, VP and Board Member at John W. Danforth Company

followed, describing Danforth's evolution from fabricating welded pipe only to a shop culture of modularization, manufacturing, assembly, as well as spool piece fabrication. Michael Mack, the retired VP at John J. Kirlin LLC and current MCAA presenter at the Institute for Project Management, discussed the evolution of Pre-Fabrication and shared his personal and company's success from 1984 to present.

On day two, Pete Mackenzie, MCAA presenter and a now retired CAD/BIM Manager from Illinois-based Mechanical, Inc., discussed integrating Building Information Modeling (BIM) and pre-fabrication into comprehensive installation strategies. Murray Company's Director of Fabrication, Frank Hargrove and



Fab Shop Director, Frank Hargrove, discusses Murray's processes.

Mark Magnuson, Director of Labor Relations, talked about Murray's successes in integrating the Pre-Fabrication/BIM operations. Murray Company showed some of their earliest fabrication techniques as well as their advancements to date. All in attendance toured Murray's Fab Shop. ■



The venue for Day 2; Murray Company's Training Center in Rancho Dominguez.



Victaulic's Jonathan Bauer shown here presenting on manufacturing concepts in the Fab Shop.



Murray's Mark Magnuson and Bill Thompson of Meadows Mechanical gear up.



The crew from Don Brandel Plumbing takes notes.



John Odom, MCAA's John Koontz, Greg Fuller/North Mechanical and Mr. Mack, retired VPI/John J. Kirlin.



The Fab Shop tour sets sail.



Close to 100 explore the Facility.



Brandon Crick is shown here operating the Scotchman automated all thread cutter in Murray's hanger department. Once the all thread is cut, it is then assembled onto hangers and/or racks which are then labeled and packaged to meet the specific project requirements. Brent Mitte (to the left of Brandon) explains how the machine operates and how it has increased Murray's production



Frank Hargrove enlightens his captive audience.



Jim DeFlavio/Murray Co., with presenters Robert Beck, John Koontz, Greg Fuller, Michael Mack and Pete Mackenzie.



Mark Your Calendars for the 12-Day Leadership Access Institute Multiday Program for the Construction Industry Coming Your Way August-November 2014

CPMCA IS VERY PLEASED TO OFFER its members an invaluable educational opportunity; a *12-Day Leadership Access Institute Multiday Program for the Construction Industry* taught by C. Richard Barnes.

This program is best suited for those upper and middle managers, who interact daily with employees, solve workplace conflicts, negotiate agreements or represent your company in a variety of forums.



C. RICHARD BARNES

Attendees will gain a working knowledge of communication theory and skills, how to handle critical conversations, problem solving techniques, team-building and other leadership attributes.

Leadership Access Institute Multiday Program – A Program for the Construction Industry 2014

Day 1 & 2	Fri/Sat	8/29 & 8/30	DoubleTree Norwalk
Day 3 & 4	Fri/Sat	9/12 & 9/13	Anaheim Marriott Suites
Day 5 & 6	Fri/Sat	9/26 & 9/27	DoubleTree Norwalk
Day 7 & 8	Thurs/Fri	10/9 & 10/10	Anaheim Marriott Suites
Day 9 & 10	Thurs/Fri	10/23 & 10/24	DoubleTree Norwalk
Day 11 & 12	Thurs/Fri	11/6 & 11/7	Anaheim Marriott Suites

Richard currently teaches this specific course at Pepperdine University Law School as part of the Strauss Institute's Dispute Resolution Program. He also teaches at the Clinton School at the University of Arkansas and with the Masters Program at Kennesaw State University in Atlanta, Georgia. Many of you know Richard from his presentations at CPMCA

Board Meetings, his training for CPMCA and his work with our partners at DC 16. Richard has been with us since 2005 as a Facilitator in our Labor/Management negotiations.

Registration opens this summer! Meanwhile, please mark your calendar. ■

CPMCA's Education Schedule; June–September 2014

Foreman; Goal Setting, Performance Improvement	Kevin L. Dougherty	June 5	Anaheim Marriott Suites
Project Control for Field Supervisors and Project Managers	Matt Stevens, Ph.D	June 12	Long Beach Marriott
Managing and Forecasting Labor Costs	Troy Aichele	July 10	Holiday Inn Torrance
Leadership Access Training Day 1 & 2	C. Richard Barnes	Aug. 29 & 30	DoubleTree Norwalk
Foreman Training Day 1 & 2	John Koontz	Sept. 12 & 13	Anaheim Marriott Suites
Leadership Access Training Day 3 & 4	C. Richard Barnes	Sept. 12 & 13	Anaheim Marriott Suites
Wage and Hour Claims and Litigation	Alfred J. Landegger	Sept. 17	McCormick & Schmick's Downtown LA
Leadership Access Training Day 5 & 6	C. Richard Barnes	Sept. 26 & 27	DoubleTree Norwalk

Online registration for most CPMCA seminars opens around 4 weeks prior to each session. If you wish to receive class announcements via email, please contact Marta Martin at marta@cpmca.org or 213-417-9178. To register for a course, you may also visit the Training Schedule at www.cpmca.org. ■

2013 MCAA Student Summit – Students Aren’t So Blue on Beale Street

TO ATTEND THE 2013 MCAA SUMMIT LAST OCTOBER, six students from the CPMCA Student Chapter at Cal Poly Pomona headed south to Memphis, TN, the city that gave the world blues, rock ‘n’ roll and soul. The program included a behind-the-scenes tour the mechanical rooms of St. Jude Children’s Research Hospital, a walk-through of the famous Rock N’ Soul Museum, and dinner at the Hard Rock Café on historic Beale Street.

Antonio Garcia, Martin Granados, Chuck Kirschner, Rafael Lopez, Karina Madrigal and Allan Sosa were accompanied by Faculty Advisor Professor Alvarez and CPMCA’s Student Chapter Committee Chairman and Past Student Chapter President, Harry Bederian of ARB, Inc. The group explored the sites and musical sounds of the city, educational sessions and the reveal of the 2013/2014 MCAA project.

The 2014 MCAA Summit will take place in the New York City/ New Jersey area. ■

MCAA



Professor Alvarez, Karina, Rafael, Allan, Chuck, Antonio, Martin, and ARB’s Harry Bederian explore Beale Street.



Professor Alvarez, Allan Sosa and Karina Madrigal discuss the MCAA project over dinner.



Chuck Kirschner, Martin Granados, Rafael Lopez at the Hard Rock Café.

2013 Labor/Management Retreat Held in Las Vegas

• Joint Labor and Management Marketing Plan Unveiled

By Chip Martin, CPMCA Executive Director

EIGHTY EIGHT CONTRACTORS, Labor Partners and Industry Leaders met in Las Vegas September 12-14, 2013 to discuss pressing industry topics during the Annual Labor and Management Retreat. The three days were packed with meetings and networking events. Relationships were cultivated at social events while the meetings brought tremendous results.

The joint Labor and Management Marketing Plan was unveiled at the retreat by MJE Marketing which advanced the collective groups into a two-year Marketing and Communications joint initiative.

Damon Premier of All Area Plumbing gave an eye-opening speech on the development of a small projects division within AAP and the

obstacles and challenges they experienced. Collectively, Labor and Management began phase two of a Strategic Planning Session. A prioritized SWOT – Strengths, Weaknesses, Opportunities, and Threats – analysis was done leaving 13 key initiatives for the group to evaluate and act upon. ■



Linda and Gary Cook of UA Local 78 with Casey Elford.



The Thinkers: Scott Baker, Don Chase, Dennis Castaldo and Don Giarratano.



Chip Martin and guest-speaker Damon Premier of All Area Plumbing.



John Odom makes his first CPMCA appearance after returning home from Boston.



George Vasquez, Kirk Crosswhite, Glenn Santa Cruz, Gary Cook, Mike Hartley and A & J's Armando Pulido.



Jeff and April Cutler, Vincent Diaz, Karen and Don Tanaka and soon, Carlos Santana.



Denise and Steve Klaus at the House of Blues.



Glen Nolte of UA Orange Local Local 582, the Laytons, Bob and Tammy Felix.



Sid Stolper of DC 16 and Rick Moreno of Astro Mechanical.

Golfing for Scholarships

• 2013 Career Development Scholarship Golf Tourney Raises Funds for Plumbing/Mechanical Industry Students

SCENIC NEWPORT BEACH Country Club hosted the '13 Career Development Scholarship Golf Tournament held on July 29, 2013. At the Tourney, contractors and event Sponsors, specifically the vendors and local Union Partners, networked on the greens while helping to advance worthy students' academic careers. Event proceeds benefit recipients of the CPMCA Scholarship Program which each year recognizes students

pursuing careers in the plumbing/mechanical industry (see page 7). The Tourney also helps support the various events and activities of the Cal Poly Pomona Student Chapter.

Please join us on Monday, June 16, 2014 at this same coastal venue for 18 scenic holes and awesome raffle prizes! Thank you for the support! ■

More golf photos on next page



Chris Reinhardt makes a FootJoy shoe selection. All golfers follow the lead.

**We thank our
FootJoy Shoe
sponsor,
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PMI's Dennis Braddock, John Fitzgerald/
Columbia Specialty with PMI's Andy Hosler
and Steve Klaus.

Thanks to our 2013 Tournament Sponsors

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2013 Annual Golf Tournament



Execs from across the nation: Aaron Hall, Chip Martin, Tim Brink, Steve Lamb, Jeff Gaecke with Richard Barnes, Mike Layton and Doug Armstrong.



Brian Jackson, Frank Wall, Dave Davia, Brad Tham, Rick Cruzen, Richard Samaniego, John Teraman enjoy Newport.



Victaulic's Mitch Crocco, Tim Brink of MCA Eastern Pennsylvania and Joe Saenz.



CPMCA Executive Committee Members Dave Quirk and Steve Klaus had fun in the sun.



Together and united they stand!



Members of the Cal Poly Student Chapter are terrific volunteers. A big "thank you" to Cheryl Coenen of Marking Services.



Taking Gold are Jeff Thomas and Russ Wilson of Special Service Contractors, Chris Pappert of Milwaukee Tool and SSC's Otto Crass (not pictured).



Going home with Bronze are Chris Reinhardt of K-C Insurance, John Michalski, Justin Goodman and Jaime Valdivia of PIPE.

CPMCA 2013 Annual Dinner and Toys for Tots at Lakeside Golf Club

YOU NEEDN'T SEARCH THE WORLD over in pursuit of a festive ambiance, the sight of flickering lights and the echo of clinking glasses... simply attend CPMCA's Annual Dinner! For the second year running, Lakeside Golf Club in Toluca Lake played host to this crowd-pleasing event. On Dec. 12, 2013, Board Members gathered, MCAA's John Koontz addressed CPMCA's upcoming 2-Day Pre-Fabrication/BIM seminar and C. Richard Barnes spoke about his *12-Day Leader-*

ship Access Program for the Construction Industry that is scheduled August-November 2014. Learn more about these seminars on pages 12-14.

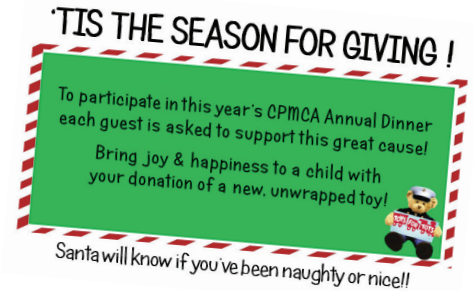
With a terrific turnout of over 200 "elves," the Toys for Tots toy drive was a tremendous success. The CPMCA sleigh, rather, transport vehicle, was bursting at the seams. So many Christmas smiles were delivered. Thank you all for your support! ■



Tim Healy of ARB and his lovely Cheri.



Steve and Denice Klaus are on Santa's "good" list.



Pan-Pacific's Steve Fosdick and Nina were nice all year.



Todd and Stephanie Aguilar of Suttles Plumbing enjoy festive Lakeside.



Ken and Christine Jenkins of Burbank Local 761.



Mark Foreman of UA Local 114 with Lucette Zura.



Aleta & Steve Malczewski, the Lusitas and Beni Monaco of All Area Services.



In the spirit of the holidays...Mike Martin of Coutts Plumbing and Diane.



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Golfing for Scholarships

- 2013 CPMA Career Development Scholarship Golf Tourney Raises Funds for Plumbing/Mechanical Industry Students
- More photos on pages 17 & 18
- Join us again on Monday, June 16, 2014 at Newport Beach Country Club!