

THE

FALL 2022

PIPELINE



Newsletter of the California Plumbing and Mechanical Contractors Association

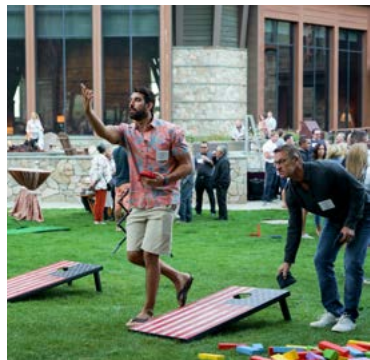


TABLE OF CONTENTS

- 01** Message from CPMCA Leadership
- 02** Executive Committee & Board of Directors
- 03** Reusser Marketing Partnership
- 04** Evolution of CPMCA Branding
Our New Director of Education
- 05** Golf Outing
- 07** Annual Board Retreat
- 09** Sponsors
- 10** New Classrooms & Upcoming Courses
- 11** Scholarship Recipient Feature
- 12** 2022-2023 CPMCA Scholarship Recipients
- 13** Partner & Member Accomplishments
- 14** Star Safety Awards
- 15** Workplace Tips From Our Experts
- 16** Upcoming Events

LETTER FROM THE EXECUTIVE DIRECTOR

CHIP MARTIN



As we near the end of 2022, we are marking another successful year working together to advance our organization, the industry and our members.

As always, we've enjoyed spending time with you at recent CPMCA events, including our Annual Board Retreat, Career Development Scholarship Golf Tournament, MCAA Convention and many other beneficial educational, training and networking events.

If you haven't been to a CPMCA event or meeting recently, now is a great time to get involved. Member participation is welcome at all CPMCA Board and membership meetings and all labor-management task force meetings. There are openings on the A&J, PIPE and the Pension/Health trust funds as management trustees. There are also openings on sub-committees as well.

Lastly, we look forward to you joining us this year at our annual Christmas Party event on Friday, Dec. 9. at the beautiful Anaheim Marriott. It will be another opportunity for us to connect about the mission of CPMCA, develop lasting relationships and lead the growth of the industry.

The team at CPMCA is fortunate and proud to serve you as the voice of the union mechanical contracting industry in Southern California. We look forward to continuing to provide best-in-class services for the industry and our members for years to come.

If you are looking for opportunities to invite others to join our chapter, reach out and let's discuss how we can work together to strengthen our industry.

Best,
Chip Martin
Executive Director

LETTER FROM THE BOARD PRESIDENT

STEVE FOSDICK



As one of the largest MCAA chapters in the country, it's no surprise that we have built a strong reputation. Our peers look to us as a model for a thriving, successful chapter.

As your new board president, my goal is to build on the strong foundation laid by former board president Jay Chase and lead the organization to fulfill our meaningful mission.

Our top priority is to continue to engage current and potential members about the benefits of CPMCA membership. The strength of our chapter is because of the enduring peer-to-peer relationships we work hard to establish, and we must continue to leverage these relationships to grow our membership.

Your involvement as a member of the organization is key to our chapter's success. Whether you are an established contractor or a new contractor starting your company, the lasting connections we develop at CPMCA are unparalleled in other organizations.

Of course, education is another critical arm of our chapter's work. The membership benefits for employee education for both the project management level and the field supervisor level are best-in-class.

Finally, our relationships and cooperation with our union labor partners are second to none.

With strong leadership, enduring relationships and engaged membership, we will continue to be recognized as a leader in the industry for years to come.

Warmly,
Steve Fosdick
Project Executive, Murray Company
Board President, CPMCA



Executive Committee

Steve Fosdick, President
Murray Company

Robert Felix, Vice President
ACCO Engineered Systems

Jason Gordon, Secretary
Couts Heating and Cooling, Inc.

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

Jay Lusita, Past President
Tier One Mechanical, Inc.

Board of Directors

Harout Bederian
ARB, Inc.

Michael Cables
Kinetic Systems, Inc.

Matthew Cunningham
Jackson & Blanc

Tom Finell
Murray Company

Peter Fortin
ACCO Engineered Systems

Jeff Hachey
H.L. Moe Company, Inc.

John Modjeski
University Mechanical & Engineering Contractors

Ed Newville
Southland Industries

Bryan Suttles
Suttles Plumbing & Mechanical Corporation

Michael Teague
Schultz Industrial Services, Inc.

Larry Verne
Verne's Plumbing, Inc.



As CPMCA's official marketing team, Reusser from Roanoke, Ind. attend CPMCA events to capture marketing content. Left to Right: [Jaclyn Goldsborough](#), [Cat Cresse](#), [Erica Sullivan](#), [Julia Hanauer](#), and [Lauren Lipp](#).

Enhancing Marketing Through Partnership with Reusser

As a valued member of CPMCA you have labor representation in the industry and exclusive access to key decision-makers, important updates on time-sensitive industry news and other best-in-class services.

To enhance our services further, CPMCA is working with [Reusser](#) to tell stories important to our membership, create content and document our organization's growth and progress.

From the golf outing to the Christmas party, please say hello to the Reusser team, introduce yourself and get to know these individuals as an extension of our team!

In addition to creating content and documenting CPMCA's successes, Reusser will also be pulling content from our contractor members, labor partners, suppliers, vendors and other industry partners to help increase your company's visibility and exposure. By doing so we will hopefully increase our following on all social media platforms

and expand our audience thereby improving the information flow to more individuals on pertinent CPMCA news.

We believe this partnership will significantly strengthen our efforts at CPMCA, thus further advancing the industry and supporting our primary initiatives, including:

- › Providing education and training programs
- › Promoting contracting opportunities among its members
- › Working with Southern California's state and local decision-makers to promote favorable policies and raise awareness of issues facing the industry
- › Advocating for public and private investment in infrastructure projects to generate new business opportunities for our members

This year is another important year in the growth and trajectory of our organization. We look forward to working with Reusser and are optimistic about the positive impact they will have on our membership.

The Evolution of CPMCA Branding



There is a point in time for an organization to evolve. From

pursuing new strategies to adopting industry trends, evolution is key to remaining competitive and achieving organizational success.

The same concept goes for marketing and branding. It is no surprise that we often hear how CPMCA is a model for MCAA chapters because of our hard work and high level of excellence. We quickly realized it was time for our branding to reflect this level of excellence as well.

To stay relevant and celebrate our evolving organization, CPMCA partnered with Reusser to update the organization's branding including the logo and colors.

Previously, the logo included three small icons representing the industry for a very literal translation of the organization's services. However, as

membership and the organization evolved, it was time to find a distinctive and captivating logo and color scheme.

The branding process involved in-depth research including an analysis to evaluate and benchmark similar organizations across the country. After a thorough review, it was determined that the logo must be more personal and personable.

In the end, CPMCA reviewed 6 logo options, and after a few revisions, one stood out among the rest because it embodied all things California.

The brand logo and color scheme **draw inspiration from the bright sun-soaked California hills and the dramatically blue Pacific waters**, key features of our beautiful home.

The brand refresh allows CPMCA to remain relevant and distinct as our organization evolves.

As CPMCA works to attract new membership and target young talent to join the industry, the branding logo and colors give a fresh, modern look that will continue to help our organization stand out as a leader in the industry.



Meet CPMCA's New Director of Education

We're excited to welcome Jessica Diaz as our new Director of Education! In her new role, Jessica will serve as the main CPMCA contact for all things education with support from Michelle Lynn as she transitions into a consultant role with the organization.

Prior to joining CPMCA, Jessica was at A&J Training Trust Fund, which provides Journeymen training and a 5 year apprenticeship training for the 12 Southern California local unions in the plumbing and piping industry. Her background and experience in the industry is a great asset to our team and CPMCA members.

"I'm proud to be a part of this strong industry. Even more so, I am excited to further my growth and knowledge now that I've transitioned from the training to contractor side," said Diaz.

Welcome to the team, Jessica!



2022 GOLF OUTING

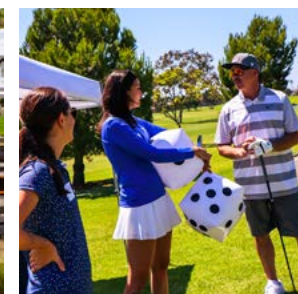
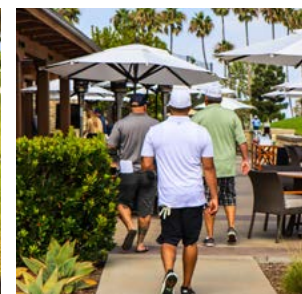
CPMCA members, industry partners and vendors enjoyed the 2022 Golf Tournament at the picturesque Newport Beach Country Club in late August. It was a day full of camaraderie, relationship building and friendly competition.

We kicked off the day with lunch at the clubhouse before taking on the beautiful and challenging golf course. Terrific views of the Pacific Ocean paired with 75 and sunny weather made for a great day on the course.

The evening was capped off with cocktail hour on the veranda, a delicious dinner in the clubhouse and many happy raffle prize winners.

Thank you to all who joined us for the 2022 Golf Tournament!

Proceeds from this event will benefit the CPMCA Scholarship Program.





Successful Annual Retreat in Lake Tahoe

Thanks to all CPMCA board members that joined us in beautiful Lake Tahoe for our Annual Retreat! This important meeting brought together CPMCA board members as well as our union partners to discuss the influential work of our chapter and the future of our organization.

Armand Kilijian, President, O'Brien Mechanical, Inc. II and former President of MCAA, joined us for a special presentation about the strategic efforts of the national chapter including developing a pipeline of young talent, supporting important policy and skilling-up industry workers. Additionally, Richard Barnes provided another thoughtful presentation about the benefits of collaboration during negotiations and revealed what's most important to young talent today.

During the retreat, we also gave our thanks to former CPMCA Board President Jay Chase, President of Muir-Chase Plumbing Co., Inc, for his leadership and welcomed our new Board President Steve Fosdick, Project Executive at Murray Company. We're thrilled to see where Steve's leadership will take us over the next year.

THANK YOU TO OUR

SPONSORS



Golf Outing Sponsors:

TITLE SPONSORS:

ABI Foundry/Mainline Sales/Ferguson
Blue Rock Advisors
District Council #16
Elmco Stewart
Milwaukee Tool
National Investment Services
NEPC
PIPE
Victaulic

DINNER SPONSORS:

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Star America Infrastructure partners & Tikehau
The Paul Law Firm
UA Local 230
UA Local 250
UA Local 484

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Charlotte Pipe/Mega Western Sales
Delco Sales
Merit Brass
The Paul Law Firm
UA Local 230
Washington Capital

Annual Retreat Sponsors:

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APOLLO FLOW CONTROLS

Don Russell

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MILWAUKEE

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Cobi Welch
Michael Schrager

MILWAUKEE VALVE

Susanne Sussman

SERVICE TRADE

Clint Mathis

UPONOR

Matt Bahr
Mitchell Crocco

VICTAULIC

Joe Stepanski
David Taylor
Ian Thomason

New Education Classrooms and Upcoming Courses

The following is a list of the classes
offered during the first half of 2023.

JANUARY

18 Microsoft Project 2019 – Part 1*

FEBRUARY

1 Microsoft Project 2019 – Part 2*
17-18 Project Management 7 & 8
22 Microsoft Excel 2019 – Part 1*
24-25 Foreman Training 5 & 6

MARCH

8 Microsoft Excel 2019 – Part 2*
10 Successful Teams and Creating
Accountability from the Office to the Jobsite
16 Effective Presenting
17-18 Project Management 9 & 10
22 Microsoft Excel 2019 – Part 3*

APRIL

12 Change Order Bootcamp
13 Contracts, Claims, and Documentation
14-15 Project Management 11 & 12
26 Bluebeam BEGINNER

HOW TO REGISTER FOR CPMCA CLASSES

There are two ways to register:

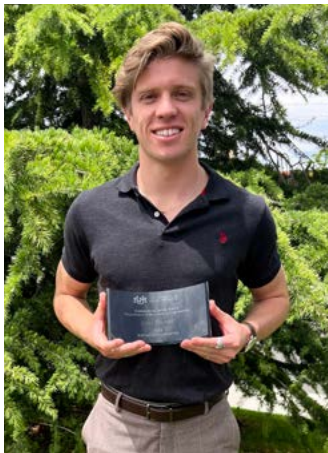
- 1) Go to www.cpmca.org, hover over the “Education” tab, click on “Course Training Schedule.” You will see a list of classes for which registration is open. Click on “More Details” and then “Website” to view specific information about the class and/or to register online.
- 2) Online invitations are emailed a month before each class date. The invitation will contain specific information about the class (time, location, parking directions, speaker information) as well as links to register online. If you are not on the email distribution list, please email jessica@cpmca.org.

*These classes are ONLINE classes.

***All classes listed in this course guide are approved and will count toward the Journeyman Upgrade Training Requirement. Please take advantage of these valuable opportunities. Visit www.ajtraining.org for more information.

Scholarship Feature

LEVI PREMIER | UNIVERSITY OF NEW MEXICO



Pictured receiving the outstanding junior of the year award for the mechanical engineering school.

Engineering with intentions to pursue a master’s degree in control systems.

I have a few cool projects and jobs that I am a part of, one of my favorites being a solar trailer that I am building for a local farm with a mentor who works for Sandia National Labs and volunteers at the farm as well. We were donated a few solar panels and a 1980’s manure trailer which we had to completely rebuild to withstand the racking system. We are now in the process of searching for donations to complete our final purchases involving electrical components such as batteries and an inverter. We have been working on this project for about 8 months now and hope to finish it by the time I graduate.

In March 2022 I also became a published author with a graduate student on our peer reviewed paper, “Developing an Advanced PVT System for Sustainable Domestic Hot Water Supply.” We are now working on our second paper where I am designing and constructing a vacuum membrane distillation system to incorporate into our photovoltaic-thermal hybrid system.

I also work at Sandia National Labs as a year-long intern where I have gained extremely valuable industry experience. I just completed a monitoring

I am currently attending The University of New Mexico (UNM) in Albuquerque which has been quite the adjustment compared to being raised in Venice, California.

I am now a senior graduating with a Bachelor’s in Mechanical

system they can use for roof mounted solar panel systems. My main task is working with a team that focuses on monitoring the Building Automation Systems (BAS) at Sandia to make sure they are performing as designed. My specific role is helping troubleshoot certain valves and controls that may be faulty. I also code the integration of the logic behind the troubleshooting into the software we use to automate the analysis of building data.

Through this experience I have found a great desire to improve some of these control systems to optimize the energy usage of older buildings. This is where I plan to focus my studies when I pursue my master’s degree. I hope to work with optimizing control systems in commercial buildings so that we are efficiently using energy while still maintaining the robustness of the overall system.

Without the CPMCA scholarship I wouldn’t have taken on as many opportunities as I did my sophomore and junior year; I would have had to spend more time paying off my tuition.

UNM with rent is on the less expensive side in comparison to other schools, so I was able to barely pay off rent and school with one job working minimal hours, which allowed me to focus on internships and research experience as well as maintain my grades. This boosted my resume tremendously and without this scholarship from CPMCA, I wouldn’t be where I am today.

I have made great connections within the CPMCA community that I am grateful for and cannot express enough gratitude for the help CPMCA has provided.

2022-2023 CPMCA Scholarship Recipients



SEAN AGUILAR
Cal Lutheran University
Major: Business Management
GPA: 3.69
Company Affiliation: Suttles Plumbing



JANELLE IOIMO
Long Beach State
Major: Kinesiology
GPA: 4.0
Company Affiliation: Xcel Mechanical



PARIS CORREIA
Biola University
Major: Nursing
GPA: 3.76
Company Affiliation: University Mechanical & Engineering Contractors



PHOEBE RAABE
Biola University
Major: Business Administration
GPA: 3.89
Company Affiliation: University Mechanical & Engineering Contractors



CALVIN COX
University of California, Berkeley
Major: Economics & Psychology
GPA: 3.71
Company Affiliation: ACCO Engineered Systems



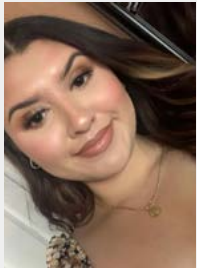
JEFFREY VERNE
Hope International University
Major: Political Science (Pre-Contract Law)
GPA: 3.80
Company Affiliation: Verne’s Plumbing



SETH ELLIOTT
Concordia University - Wisconsin
Major: Business Management/Marketing
GPA: 3.22
Company Affiliation: UA Local 582



SHELBY WAGONER
Fresno State
Major: Kinesiology/Exercise Science
GPA: 4.0
Company Affiliation: Air Control Services



KAILEY GARCIA
Long Beach State
Major: Nursing
GPA: 3.50
Company Affiliation: Schultz



LILY YOUNGDALE
Northern Arizona
Major: Elementary Education
GPA: 3.47
Company Affiliation: University Mechanical & Engineering Contractors



BROOKLYNN HENDERSON
Moorpark College
Major: Engineering
GPA: 4.14
Company Affiliation: Suttles Plumbing

Xcel Mechanical Systems Recognized with National Safety Excellence Award

by the Mechanical Contractors Association of America (MCAA)



Congratulations to [Xcel Mechanical Systems](#) on receiving a National Safety Excellence Award from the [MCAA](#). This is Xcel Mechanical's third such award in the past five years, an outstanding achievement that underscores their impactful work in the industry.

The MCAA/CNA Safety Excellence Award is presented annually to five commercial mechanical contractors of varying size that demonstrate a profound commitment to keeping their employees and project partners safe through ownership investment and documented safety program results.

"It's important to note that every MCAA member contractor that competes for this award is already a leader in terms of their commitment to Occupational Health & Safety," said Raffi Elchemmas, MCAA's Executive Director of Safety and Health.

"For an MCAA member contractor to win this award just once is remarkable, which makes Xcel Mechanical's third award extraordinary."

Raffi Elchemmas

Xcel Mechanical Systems President Kevin Michel, a California state-licensed Professional Engineer (P.E.) who founded the Gardena, CA-based design-build firm more than two decades ago, said his senior management team's decision to invest in an industry-leading Safety Program many years ago came easily, especially given the job-related dangers construction workers face each day.

"Construction workers everywhere perform their jobs in high-risk environments, and so doing whatever we can to keep our employees safe is an everyday priority," Michel said.

Kevin Michel

"An effective safety program starts with commitment, teamwork, accountability, and personal responsibility," he said. "The result of that effort is that our employees return home to their families safe each night, which is the most important part. But these awards are also an enormous point of pride for everyone at Xcel Mechanical," he said. "These awards represent the diligence of our entire company. They are without question the most important recognitions we have received since opening our doors."

CPMCA applauds Xcel Mechanical for their leadership and commitment to safety.

Schultz Achieves Zero Recordable Incidents for Five Years at California Resources Corporation

CPMCA is happy to celebrate [Schultz Industrial Services'](#) achievement of zero recordable incidents in five years of work for California Resources Corporation. This achievement is a great example of the influential work of our chapter as leaders in our industry.

This recognition is the result of a dedicated workforce practicing safe behaviors, setting the example for doing work the safe way and a strong safety culture supported by the leadership of Schultz and California Resources.

The workforce performed 1 million work hours during the five year period. In addition to zero recordable incidents, first aid case rates were substantially reduced.

The California Resources work locations in the LA Basin include Long Beach (onshore and four offshore islands), Huntington Beach and the nearby Tideland operations.

The crafts include laborers, carpenters, millwrights, boilermakers, pipefitters and electricians.

This focus on safety is demonstrated daily by all Schultz personnel at California Resources who believe in the core value that "Zero Incidents are Possible."

Schultz's commitment to safety was further recognized by CPMCA as they won the 2022 CPMCA Safety Statistics Award in the greater than 1 million work hour category. Schultz understands that its personnel are the most valuable asset, and we commend them for their daily commitment to a safe work environment.

"CPMCA is proud to honor Schultz for their outstanding safety processes and culture. Schultz understands that its personnel are the most valuable asset, and we commend them for their daily commitment to a safe work environment," said CPMCA Executive Director Chip Martin.

Chip Martin

Schultz was recognized for this award at the CPMCA General Membership and Board Meeting.

Congratulations to Schultz Industrial Services on these exceptional milestones.

2022 CPMCA Star Safety Awards

WINNERS

25,000 to 50,000
Astro Mechanical Contractors, Inc.

50,000 to 100,000 Hours
Sierra Commercial

100,000 to 250,000 Hours
Suttles Plumbing

250,000 to 500,000 Hours
Muir-Chase Plumbing

500,000 to 1,000,000 Hours
University Mechanical & Engineering Contractors

>1,000,000 Hours (DART)
ARB, Inc.

>1,000,000 Hours (TRIR)
Schultz

HONORABLE MENTION

25,000 to 50,000
G & G Mechanical

25,000 to 50,000
Monaco Mechanical

50,000 to 100,000 Hours
City Commercial

50,000 to 100,000 Hours
Verne's Plumbing

CONGRATULATIONS!

Total Hours Submitted:
21,806,597

OVERALL WINNER
Schultz



Three Common Workplace Challenges

In today's workplace, team members can face a variety of challenges during the daily task of getting the job done. Three of the most common include building relationships, managing stress and inadequate communication.

01 FORMING MEANINGFUL, COOPERATIVE RELATIONSHIPS.

A relationship is built by establishing things we have in common with another person and working to develop rapport. When we don't form meaningful, cooperative relationships, we're eliminating the building of trust that leads to a culture of honesty, safety and respect amongst workers. **To build better relationships, take a genuine interest in other people's personal and professional lives.** Ask open-ended questions about the other person. Getting people to talk about themselves lets you know more about them so you can establish commonalities, and it also makes you more likable. Make sure your relationship building is intentional, because you have a genuine and authentic interest in your coworker as a person and desire to work well with them.

02 MANAGING STRESS.

With workforce shortages in construction, supply chain issues and never-ending customer demands,

stress management is no easy task. Managing stress on the smallest scale will allow you to think more clearly and be more focused and productive. Stress management techniques vary amongst different people. **The best technique to manage stress is sleep.** By getting enough quality and quantity of sleep, you give yourself the capability to navigate a variety of daily stressors. Then, upon awakening, do something at the beginning of the day to insulate you from some of the daily stressors that are going to arise. This could include gratitude journaling, doing a workout or some form of exercise or just getting up with enough time to have a few moments to yourself and enjoy a cup of coffee or spend time with a family member. When a stressful situation does arise during the day, leave the scene. Either take a brief walk to benefit from fresh air and natural daylight, go for a short run while listening to music or step away and watch a humorous clip on YouTube. Once you can see the situation more calmly and clearly, you can take steps to solve the problem.

03 COMMUNICATION THAT IS TOO SHORT OR TOO LONG.

Over the past two and a half years of remote, virtual work many people have become very brief with their communication practices. However, brevity does not work best in every situation and with all individuals. Some coworkers would benefit from a deeper and more granular conversation. **There are ways to identify when to use brief communication or when to elaborate.** People often show you or demonstrate that they have received your message. If a person genuinely and authentically nods their head after your statement or instruction and then can paraphrase back what you said in their own words, that's a strong signal that they understand, and brevity works. Signals that they might need more information include when they respond with a confused, perplexed look, often shown by raising an eyebrow or furrowing the forehead. **To ensure you deliver communication that is meaningful to each person, simply ask "Did I explain that thoroughly enough?" or "Have I given you everything you**

need to start working on this?" Notice the use of "I" in those examples, so as not to make the person feel as if they missed something. It is the sender's responsibility to make sure the receiver gets the message in all communication formats.

By managing these challenges, you can be more productive and more emotionally satisfied in the workplace.

Meet Eric Herdman



Eric Herdman is a professional speaker with 28 years of experience speaking in-person and virtually on topics including leadership, communication and productivity. Eric works with a variety of associations and companies in the construction industry. He is a CPMCA favorite!

SAVE THE DATE

**MCAA
CONVENTION**

March 26-30, 2023

JW Marriott Phoenix Desert Ridge

LET'S CONNECT



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