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• Proposed Bylaw Changes
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Pipe Chatter

Official publication of the South Dakota Association of Plumbing-Heating-Cooling Contractors, Inc.

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Upcoming Events

PHCC CONNECT 2019  
Oct 2-4, 2019  
Indianapolis, IN

SDAPHCC Convention  
February 27-28, 2020  
Deadwood, SD

The South Dakota Pipe Chatter is published monthly and is the official publication of the South Dakota Association of Plumbing-Heating-Cooling Contractors, Inc only insofar as notices, bulletins, and reports are concerned. Editorial and personalized new stories reflect the opinion of the writers and not that of SDAPHCC. Neither SDAPHCC nor this magazine accepts responsibility for statements or claims made for their products by advertisers.
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President’s Message

Having worked for the same company for almost 40 years, I have had the privilege of working with some of the very best tradesmen in our industry. Many of these guys are reaching retirement age, if they haven’t already. As happy as we are to see them go off to enjoy the retirement they so deserve, it’s a little sad knowing that another of the “Old School Guys” is leaving the industry. And it’s easy to think we will never see guys like that again.

But why do we have to think like that?

It’s no secret that our industry has an aging population. All you have to do is attend a South Dakota Continuing Education Class that Dan Hartman and myself put on each year. If you didn’t know better, you might think you were attending a 50’s plus men’s group meeting.

Which brings me to a conversation I had a few weeks ago...

I’m in my office, doing what I do, when a man walks in. We’re going to call this man “Jim”. Jim was a plumber who worked at Frisbees for over 41 years. He retired 4 years ago at the age of 66. Jim stops in occasionally to say hello when he is in the neighborhood. This day, he asked me if I had time to visit with him for a minute. So I invited him to come in and sit down.

He starts out by saying, “Since I retired 4 years ago, do you have any idea how many times you’ve asked me if was bored yet and ready to come back to work? I’m curious to know just how serious you were about that. I was wondering if you might have a place for an old guy like me to possibly work part time? I was thinking 3 days a week, but could do more than that occasionally, if needed.”

I immediately responded, “Jim, you just tell me what 3 days you want to work and we can keep you plenty busy! And, as much as we can, we will let you pick and choose what you want to do.”

Jim is one of those “Old School Guys” I referred to earlier. He is hard working, takes pride in workmanship, and has a positive can-do attitude. He was really good at training our young and upcoming people. He has a lot of trade knowledge and always does such a great job passing that on to others.

I shared with Jim that I currently feel really good about the crew we have today. There are some really good young people out there and we are fortunate to have them work for us. Now that they are here, it’s important for us to do the things we need to do to keep them here. And if we could pass down to them just some of the knowledge and work ethic that our older guys have, just maybe, we can keep some of the old school values alive and take them forward as we go.

Jim, this is where you come in!!!

-Tom Hines, SDAPHCC 2019 President
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bwforthepron.com
PipeChatter Changing to E-Newsletter

Starting in October, the PipeChatter Newsletter will become a digital E-Newsletter. Instead of printing and mailing the newsletter, the SDAPHCC will now distribute it each month via email.

The electronic version will allow you the option to save the newsletter to your computer for future reference. You can also forward the newsletter to other interested parties. Lastly, any member employee can subscribe to receive the newsletter and stay informed.

Now is the perfect time to add your employees to the email list!

There are 3 ways to enroll them:

1. Call the SDAPHCC office at 605-261-9525 with their name, company and email address.
2. Email the SDAPHCC office at kristie.phcc@midco.net with their name, company and email address.
3. Fill out the following form and mail to the SDPHCC office at 707 E 41st St, #220, Sioux Falls, SD 57106

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Watch for the PipeChatter in your inbox starting October 2019!
Snowplow Parenting – Why Does this Matter to You

By Michael Copp, Executive Vice President

The recent college bribery scandals as well as the very public overactive parenting of Liangelo, Lonzo and LaMelo Ball have highlighted the existence of “snowplow parenting”- “a person who constantly forces obstacles out of their kids’ paths. They have their eye on the future success of their child, and anyone or anything that stands in their way has to be removed.” (Retrieved on June 24, 2019 on the World Wide Web at https://www.todaysparent.com/blogs/snowplow-parenting-the-latest-controversial-technique/)

Claire Cain Miller and Jonah Engel Bromwich write in their article, How Parents Are Robbing Their Children of Adulthood, “In a new poll by The New York Times and Morning Consult of a nationally representative group of parents of children ages 18 to 28, three-quarters had made appointments for their adult children, like for doctor visits or haircuts, and the same share had reminded them of deadlines for school. Eleven percent said they would contact their child’s employer if their child had an issue.” (Retrieved on June 24, 2019 on the World Wide Web at https://www.nytimes.com/2019/03/16/style/snowplow-parenting-scandal.html) Some experts suggest that this is contributing to a generation lacking confidence and experiencing feelings of inadequacy.

Many believe the net effect of helicopter, snowplow, bubble wrap parenting styles is that this will contribute to a critical challenge in the workplace. Emma Waverman writes in her article, Snowplow parenting: What to know about the controversial technique, “Research shows that helicopter parenting can have a negative effect on kids. They are less resilient, and less likely to take risks. They never develop proper coping skills or the maturity to make decisions on their own. Experts fear that children of snowplow parents will have similar issues—they won’t be able to handle failure or solve problems independently. Kids of snowplow parents may quit something instead of settling for second best.” (Retrieved on June 24, 2019 on the World Wide Web at https://www.todaysparent.com/blogs/snowplow-parenting-the-latest-controversial-technique/)

So, how can employers respond? Neil Howe and William Strauss write their article, Helicopter Parents in the Workplace, “This parenting style will … continue and strengthen over time as this generation fills in the ranks of young workers.” (Retrieved on June 24, 2019 on the World Wide Web at http://www.wikinomics.com/blog/uploads/helicopter-parents-in-the-workplace.pdf) Howe and Straus list five strategies that employers can implement to “enlist parents as workplace allies:

1. **Co-market employment opportunities to Millennials and their parents:** General Electric has begun running catchy ads, with lines like, “Let us take your son or daughter off your payroll and put them on ours,” in campus newspapers and on schools’ parent web pages. Companies can create a section in the employment portion of their websites specifically directed towards parents and their concerns. Firms such as Enterprise Rent-A-Car, and Ferguson Enterprises are sending letters to parents of students who have been offered a position, outing the company, explaining what the job is, and sometimes detailing the offer. HR representatives say these tactics are raising their acceptance rates.

2. **Provide ongoing information to parents:** Office Depot has a special page on its website for job candidates’ parents, which directs them to a book on how to be supportive but not intrusive. Ernst & Young has begun distributing ‘parent packets’ to students during career sessions, as well as computer memory stick containing company information that students are encouraged to share with their parents.

3. **Engage personally with parents:** Merrill Lynch, for example, is launching a program to invite parents of new hires to visit its offices. Employers can hold a yearly event when young employees bring their parents to work, give parents of new hires a tour of the company, or have a dinner where employees can invite parents and other family members.
4. Involve parents in social and community service activities to maintain a continual relationship with them: Companies such as State Farm already have large community service initiatives within their companies and invite families to participate. Traditionally, this has meant the children of employees, but why not the parents of employees as well?

5. Help Millennials plan for the care of elderly parents down the road: Employers should start thinking now of innovative ways to support employees devoted to aging parents, including flex time for elder care and financial counseling on acute care insurance, reverse mortgages and long-term care.

We have talked about how PHCC contractors should position themselves as the “Employer of Choice” in response to the ever-increasing workforce shortage. Howe and Straus note that “Employers who develop such a strategy ... may be able to brand themselves as top choice workplaces for this generation of graduates. Those who fail to do so may find themselves struggling to recruit and retain the top candidates.”

I have written in the past that we need a movement: a cultural shift in which parents, guidance counselors and others do not view vocational skilled-trades education/apprenticeships as a second option to going to college. Acknowledging the trend in parental styles over the future workforce gives employers yet another reason to talk to parents about the great opportunities PHCC employers can offer their kids.

Source:
http://theshow.kjzz.org/content/896961/look-out-snowplow-parenting
Proposed PHCC National Bylaw Changes

PHCC National will hold its annual Business Meeting on Friday, October 4 at CONNECT 2019 in Indianapolis, IN. During this meeting, two Bylaw Amendments (listed below) will be presented.

Proposed Bylaws Amendment #1 (version November 5, 2018)

Sponsor: PHCC Board of Directors

Reason for edit: The Executive Committee recommends that Article VIII – Committees, Section 2. Special Committees and Affiliates reflect that the Plumbing-Heating-Cooling National Auxiliary leadership wishes to dissolve their 501 (c)(6) and merge with the Plumbing-Heating-Cooling National Association and designated as an Affiliate (modeled after AEC).

Proposed Bylaws Amendment #2 (version November 5, 2018)

Sponsor: PHCC Executive Committee

Reason for edit: The Bylaws Committee recommends that Article VIII, Section 1– Standing Committees list include a Business Development Committee. Its mission is to explore new partnership opportunities, and work with staff to secure new partners, sponsors and affinity programs that control the continuous flow of non-dues revenue and hence, meet the goal of the Strategic Plan to reduce PHCC financial dependency on dues to 33% of revenue and increase access for Corporate Sponsors and develop and promote non-corporate sponsor program to allow for smaller contributions.

Member Voting

If you are attending CONNECT, please make plans to participate in the Business Meeting. Eligible voters registered for the entire convention, are automatically registered to vote. If you are not registered for the entire convention, but still wish to vote, you must register to vote by September 27.

Special Note: Only primary contacts of active PHCC member companies are eligible to vote at the annual business meeting. If the primary contact of record at the national office will not be present at the meeting and wishes to designate an alternate voting member, a signed request must be submitted to the national office.
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A team approach requires a specific set of skills and behaviors from your workforce. Lone wolves and mavericks may not mesh well within a team environment, so when you’re hiring people for a true team, ask these questions:

- “Why do you want to join this team?” Look for people who are interested in the goals of the team, not on achieving success on their own. Find out what the candidate has done in the past, and what other work options he or she has considered.

- “What relevant teamwork experience do you have?” Team work skills usually carry over across departments or industries. Probe to find out how the person has worked cooperatively with others in pursuit of group goals.

- “What’s most important in working on a team?” Team work means different things to different workers. Find out what teamwork skills the candidate values – communication, reaching consensus, cooperative decision-making – and discuss these in depth.

- “How have you handled conflicts on previous teams?” No team functions without some disagreement. You’ll find out a lot about your potential teammate by exploring his or her approach to, and experience with, conflict between team members or between the team and other parts of the organization.
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Medical Gas Certification

Is your company in need of medical gas training?

The SDAPHCC is considering hosting a training session this winter if there is enough interest.

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Next Meeting: October 17, 2019 in Pierre

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From the Executive’s Desk

PipeChatter to become E-Newsletter
You may have heard the saying, “The only thing that is constant is change”.

Next month you will notice a big change with this publication. After much debate, the Board of Directors decided to transition the PipeChatter from a printed publication to an electronic newsletter. Starting in October, the PipeChatter will no longer be mailed to you. Instead, you will receive it as a PDF document in your email. The cover will take on a new look, but the rest of the publication will remain the same. Please be sure to watch your email for the latest news!

This also means that we need to start building an email distribution list. The SDAPHCC currently has the email addresses of the primary contact for each member company. But there are so many more that can be added to the list. Please see the form on page 5 and contact the SDAPHCC with additional email addresses that should receive the PipeChatter.

You now have the ability to save the publication to your desktop to be easily retrieved at a later date. Plus, you will also have the option of forwarding information to fellow colleagues. If you still desire to read a printed document, you can simply print the PDF and enjoy.

Medical Gas Certification
Once again, the SDAPHCC is considering hosting a medical gas certification course. In order to make such a commitment, it is important to secure adequate interest. If you are interested in registering for medical gas certification training, please contact the SDAPHCC office by November 1 and indicate how many students you would enroll.

Connect Registration
CONNECT is right around the corner! If you are interested in attending, now is the time to secure your registration and travel arrangements.

For more information, including how to register, visit https://www.phccweb.org/event/connect-2019/.

Save the Date - SDAPHCC Convention
Be sure to save the date and plan to attend the SDAPHCC Annual Convention on February 27 & 28 in Deadwood, SD. The schedule in 2020 will be similar to the 2019 schedule. Thursday morning will begin with continuing education. After lunch, we will transition into seminar sessions. Thursday evening will feature our Trade Show followed by entertainment. Seminar sessions will resume Friday morning and the convention will wrap up after lunch.

You can already make your hotel reservations with the Deadwood Lodge by calling 605-584-4800. Be sure to mention our room block to receive the special rate of $79 per night. Convention registration information will be available this winter.

Scholarship Application
If you know a student who will be entering the P-H-C industry next year, please encourage them to apply for a SDAPHCC Education Foundation Scholarship. The application is included in this month’s PipeChatter. The deadline to submit the application, with supporting material, is December 31, 2019.
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