

The South Dakota

PIPE CHATTER



JUNE 2025

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The Official Publication of the South Dakota Association of Plumbing-Heating-Cooling Contractors

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Pipe Chatter

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Upcoming Events

- **East River Golf Tournament** - June 26, 2025, Larchwood, IA
- **West River Golf Tournament** - September 11, 2025, Spearfish, SD
- **PHCC-National Annual Meeting** - October 2, Virtual
- **CONNECT2025** - October 27-30, 2025, Grand Rapids, MI
- **Virtual Continuing Ed Class** - November 6, 2025, Online

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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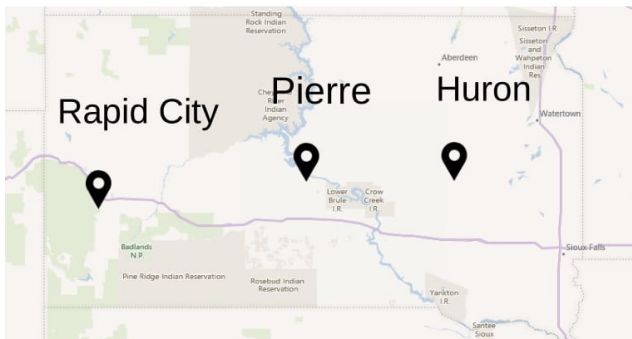
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President's Message



Dear SDPHCC Members,

As summer begins, I hope everyone is getting busy. It has been somewhat of a slow spring for us, but things look to be gearing up – and, inevitably, they'll all hit at once and we'll be fielding a lot of 'fun' phone calls from generals. But, that's OK, we'd rather be busy than the alternative.

On a personal note, my son Jasper has been swinging his golf clubs lately, practicing for his first big outing. He's already talking about putting a team together for our west river event although he can't really talk yet. He yells for our dog, Jack, when we're out in the yard, but it comes out more like 'Yaaaa'. As a relatively new dad it's been awesome watching him learn new things, but we have a hard time keeping his hands out of the toilets. Dad hasn't put the seat locks on yet and I have a feeling mom's patience is wearing thin.

Speaking of golf, be sure to join us for this year's golf outing on June 26th at Grand Falls Casino. It's a perfect chance to network, unwind, and support SDPHCC initiatives. Register early to secure your spot!

Another recent event was the National Legislative Conference in Washington, DC. Brett Kaltvedt and Kristie Brunick traveled to our capital to represent the SDAPHCC and advocate for industry friendly policies. Here are a few notes from the event:



More than 100 PHCC members, chapter leaders, and industry stakeholders gathered in the nation's capital from May 20–21 to champion key issues affecting the plumbing, heating, and cooling industry. Attendees met with lawmakers to support federal workforce development programs, defend natural gas as a vital part of the U.S. energy mix, promote consumer choice, and advocate for pro-growth tax policies.

In a well-timed development, the U.S. House of Representatives passed H.R.1—the "Big Beautiful Bill"—on the morning after the conference. The legislation includes several PHCC-supported tax measures, including:

- A permanent extension of the Section 199A pass-through income deduction
- Maintenance of higher estate tax exemption thresholds
- An extension of bonus depreciation with full expensing beyond 2026

"These legislative wins are a reminder of the power of grassroots advocacy and the strong presence PHCC can bring to Capitol Hill," said Mark Valentini, PHCC Vice President of Legislative Affairs. "Our unified voice is helping to shape policies that will reduce contractors' tax burdens and empower them to reinvest in their businesses and workforce."

Thank you for your commitment to our industry and association. Please reach out to our board with ideas or feedback. Here's to a productive summer!



SDAPHCC Golf Tournament

Join us for this fun event. A portion of the proceeds will benefit the SDPHCC Educational Foundation



Thursday, June 26, 2025

Grand Falls Casino Golf Course

Larchwood, IA

9 Hole Scramble - 18 teams maximum

Shotgun Start - 2pm

Dinner & Prizes - 5pm

Check the items you wish to register for

_____ - Team Registration - \$700.00

_____ - Individual Registration - \$175.00

_____ - Four Mulligans for Team - \$20.00

_____ - Hole & Pin Prize Sponsor - \$300.00

_____ - Dinner Only Registration - \$50.00

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REGISTRATION TOTAL - _____

_____ Payment enclosed _____ Please invoice

*Individual & Team Registrations include green fee, cart, pre golf range ball, dinner & prizes

Name _____ Company _____

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Mail or Email registration form along with payment to SDAPHCC Office
707 E 41st St, #220, Sioux Falls, SD 57105 or Kristie.phcc@midco.net

PHCC's CONNECT 2025 Conference: Growth Through Collaboration

By Staff Writer, PHCC-National Association

Plumbing and HVAC contractors are invited to register for CONNECT 2025, taking place from October 27-30, 2025.

Join your PHCC peers and other industry experts at CONNECT 2025 in Grand Rapids, MI.

Two Influential Keynote Speakers



Ryan Jenkins

This top generational expert and best-selling author will help you unlock the potential of your multigenerational workforce.



Elliot Eisenberg, Ph.D.

The "Bowtie Economist" breaks down current economic trends and what they really mean for your business.

20+ Targeted Education Sessions

From AI and financial management to employee engagement and customer acquisition – get the practical insights today's contractors need most.

Access to Experts

Engage with industry specialists and peer contractors on succession planning, scaling your business, and the future of the trades.

Product & Technology Showcase

Discover what's next in tools, tech, and solutions – plus, make valuable connections that go beyond the exhibit hall.

REGISTER NOW to lock in Early Bird Discounts!



"I typically go to CONNECT for the people and the training. Some go for the location, and Grand Rapids might surprise everyone ... this time, we're getting it all, and the city itself makes the experience even better!"

PHCC PRESIDENT DAN CALLIES

Oak Creek Plumbing & Remodeling
Oak Creek, Wisconsin

Candidates' Corner

For the first time in years we have *two* candidates running for PHCC—National Vice President. Meet Tony Bertolino and Brett Kaltvedt ... and watch for more messages from them in future issues of *PHCC Online*.

Brett Kaltvedt, Midwestern Mechanical (Open Shop) and Baete Forseth HVAC (Union), Sioux Falls, South Dakota



With summer here and construction in full swing, relationships are key to success. Coordinating with PHCC members, general contractors, suppliers, and local schools is essential to keep projects moving smoothly. Our industry is built on trust – who you know and who trusts you. As your next vice president, I'll prioritize strengthening these connections, ensuring that collaboration remains at the heart of everything we do. Whether it's securing bids, working with contractors, or connecting with the next generation of professionals, I'm committed to making relationships a top focus ... because they truly matter.

Tony Bertolino, Rob Bertolino Plumbing and Heating, Virginia Beach, Virginia



The recent Virginia Future Leaders Convention was a tremendous success, with strong turnout and impactful classes and events designed to empower the next generation of tradespeople. This is the heart of what PHCC stands for – investing in the future while staying rooted in our core values. From hands-on education to inspiring leadership development, the event showed exactly why PHCC is vital to our industry's growth. As vice president, I am committed to continuing this mission. By integrating our principles into tomorrow's leaders, we're not just preparing them for the trade – we're preparing them to *lead* it. This is the future of PHCC.

The election will take place during the
**Virtual 2025 PHCC National Annual Business Meeting on
Thursday, October 2 from 1pm-3pm CST/12pm-2pm MST.**

This is your chance to have an influence on the future of your association.

The primary contact person from each contractor member company is allowed to vote in the election. Mark your calendar, plan to attend, and cast your vote.

Contact the SDAPHCC Office if you have questions on how you can vote.



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Elevate Your Leadership Skills with Business Leadership Essentials Class Starting July 31

*Gain new knowledge. Grow your network.
Access expert coaching, and valuable peer networking...all from the comfort of your own workspace.*



PHCC has teamed up with GoalMakers to bring you a transformative opportunity: **Business Leadership Essentials**, a fully virtual, 10-week course designed to elevate leaders in the plumbing and HVACR industry.

Whether you're a seasoned manager or an emerging leader, this program delivers a dynamic mix of expert coaching, practical knowledge

- **Elevate Your Leadership:** Discover proven strategies to inspire your team, shape your vision, and align your company's goals.
- **Master People Management:** Learn to hire right, build efficient systems, and adopt management styles that truly lead.
- **Achieve Financial Confidence:** Understand key financial metrics, read statements like a pro, and make decisions that boost profitability.
- **Connect and Collaborate:** Exchange ideas and best practices with fellow industry leaders from across the country.

FAQ's

Who will be our instructors?

The program was created by John Cioffi, a renowned business coach, author, and business executive. He built this program based on a streamlined version of his MBA from The Wharton School paired with the industry-relevant needs of business leaders. Our lead facilitator is Jeremy Wall, after founding and leading his own businesses he now focuses on bringing these essential business lessons to other leaders! Additionally, throughout the program you will be joined by guest experts to share their experiences and unique insights.

We will also be joined by PHCC's own QSC experts, Les Hanks & Todd Williams, during the live sessions.

Who should participate?

The program is beneficial for everyone, from CEOs to aspiring managers. For the best results, we recommend that owners, managers, supervisors, and high-potential employees participate together for the most impactful organizational alignment.

How many people should join from my team?

The more, the better! This program acts as an organizational alignment tool, so involving more of your team

Business Leadership Essentials Class - continued

ensures better implementation and outcomes.

What if I miss a live session?

All live sessions are recorded and available for review at any time. Even if you miss the live event, you can still benefit from the discussion.

How long will I have access to the program?

Participants will enjoy unlimited access after the live session conclude, allowing you to access the eLearning content in perpetuity providing opportunities for review and application.

How much time will it take?

Expect to dedicate between 2-3 hours per week, with bi-weekly live sessions lasting 60 minutes. The total time commitment varies but typically ranges from 20 to 40 hours over the 10 weeks, depending on your current knowledge and professional goals.

Are there assignments and testing?

Yes, throughout the program, there are knowledge checks and a cumulative exam at the end. All assessments must be passed to receive your certificate.

How do I register?

This course starts **July 31**. Learn more on The PHCC Academy® website at phccacademy.org. Check out the "Courses" tab to learn more and register. The PHCC Academy® is the premier online source for education and training resources.



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Meet New Board Director Jake Case

Jake Case is a second-generation plumber who cut his teeth early in the trade when he got the opportunity to work with his dad at the age of 12. He spent most of his teenage summers helping with the family business in Watertown by being an Apprentice Plumber and learning the construction world.

Jake transitioned from residential to commercial in 2002 when he started at Krier and Blain Heating, Air Conditioning, and Plumbing Inc. located in Sioux Falls as an apprentice plumber and still works there today as a Project Manager and Estimator.



In his free time Jake enjoys being outside and spending time with his Wife Jenna, Daughter Sophie and their 3 Yorkies.

Jake joined the SDAPHCC Board during our 2025 State Convention in February.

SEEKING SILENT AUCTION DONATIONS

Each year, PHCC National Auxiliary hosts a Silent Auction during CONNECT. This is their biggest fundraiser and proceeds are used to fund their programs including scholarships for students.

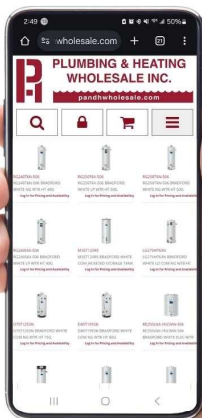
They are currently seeking a wide variety of items for the Auction. In particular, they would desire donations that represent and capture the spirit of each region/state that PHCC serves.

If you have a donation item, please contact the SDAPHCC office.

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Thursday, June 19, 2025
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WHAT YOU WILL LEARN

- Survival of Workplace Violence
- Survival Bucket
- Crime Prevention Tips
- Building Your Toolbox of Safety



WHO SHOULD ATTEND

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- Operations Managers
- HR Professionals
- Owners/Operators



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South Dakota Students Advance to National SkillsUSA Competition

On April 10 & 11, Mitchell Technical College hosted the SkillsUSA South Dakota 2025 State Leadership and Skills Conference.

Hundreds of high school and college students gathered for the two day event which featured activities that enhanced their personal, workplace, and technical skills. Throughout the conference, students, advisors, professional members, volunteers, and industry worked together to create and foster a competitive and professional development conference.

During the conference, students participated in about 50 competitions ranging from technical skills (including plumbing and HVACR) to leadership skills. Winners will have the opportunity to represent the state of South Dakota at the National Leadership SkillsUSA Conference in Atlanta, GA on June 23-27.

Congratulations to the following winners:

Plumbing - Post Secondary Division, First Place:
Shad Tschetter, Southeast Technical College

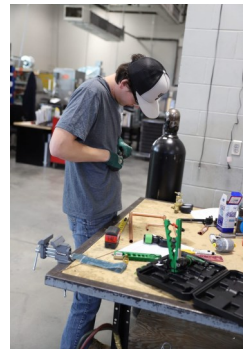
HVACR - Post Secondary Division, First Place:
Trigg LePlante, Western Dakota Technical College

Several SDAPHCC members were present and helped with the competition. Brett Kaltvedt (Midwestern Mechanical) helped organize the plumbing competition and Jarod Jones helped judge. Mitchell Plumbing & Heating donated the materials for the contest. In addition, Ryan Sheesley (Mitchell Plumbing & Heating) assisted with the heavy equipment operation competition.

Good Luck Shad and Trigg!



Shad Tschetter



Trigg LePlante



Do you know a company that could benefit from being a member in the SDAPHCC?

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2025 SD Educational Foundation Scholarship Winners

The SDAPHCC Educational Foundation is excited to announce the 2025 Scholarship Award Winners. Corbin Keckler and Max Hunsley will each receive \$2,000 to be used towards their tuition this fall.

Corbin Keckler is a recent graduate of Mitchell High School. He plans to attend Mitchell Technical College in the fall where he will study Architectural Design and Building Construction. He has worked for Krohmer Plumbing since the summer of 2023 and hopes to continue there after his college graduation. He is also interested in remodeling having worked for his uncle's business and volunteered for Habitat for Humanity. He hopes to one day buy, remodel, and sell homes in his free time. Corbin has maintained a busy schedule of school, work, volunteering, and show choir. In addition, he mows lawns, pulls weeds, and helps the elderly in his neighborhood.



Corbin Keckler

Max Hunsley recently graduated from TF Riggs High School in Pierre, SD. He will attend Southeast Technical College in the fall to study Construction Management. After he graduates, he plans to work for Wheelhouse Plumbing. His dream is to one day start his own company. During his time at TF Riggs, Max was active and successful in football and wrestling.

Both award recipients had letters of recommendation that spoke highly of their character, leadership skills, and work ethic.

The SDAPHCC Educational Foundation Scholarship Program strives to elevate the technical and business competence of the plumbing, heating, and cooling industry by awarding scholarships to young people who wish to attain a career in the Plumbing, Heating and Cooling Industry.

Congratulations Corbin and Max!



Max Hunsley

Support the SD PHCC Educational Foundation Scholarship Fund



Your tax deductible contribution can help fund scholarships for SD students pursuing a career in the P-H-C industry. Send your contribution to:

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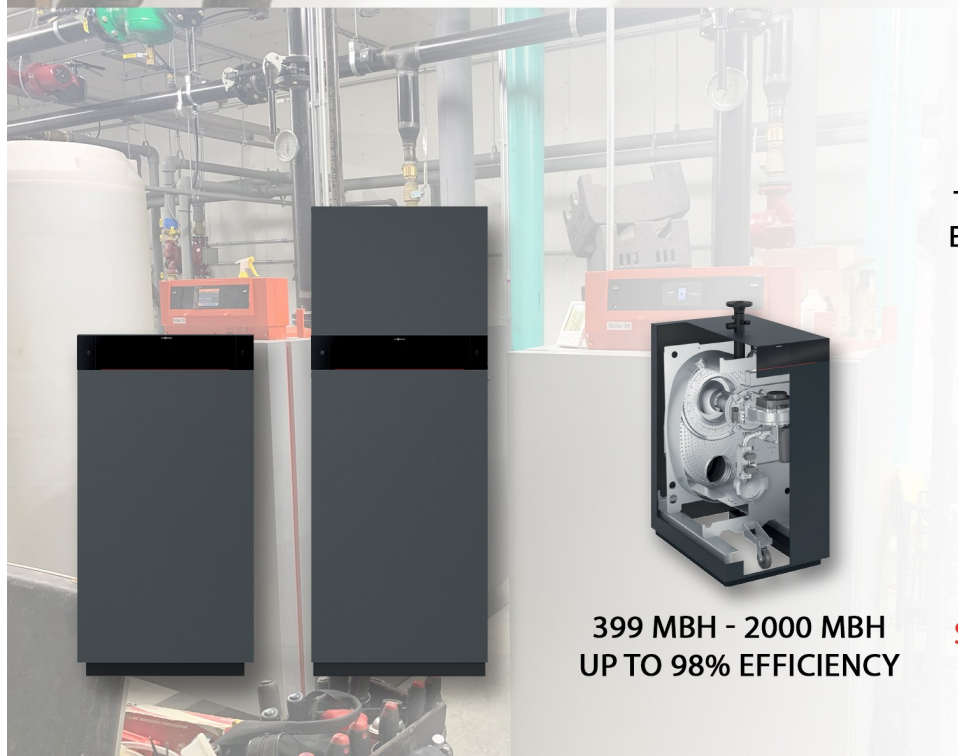
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With O2 Trim Standard

PHCC Comes to Washington, House Votes on Budget Reconciliation Package with Wins for Contractors!

By Mark Valentini, PHCC National Vice President of Legislative Affairs

PHCC closed out its 2025 Legislative Conference with great success. Over 100 contractors, chapter executives and industry representatives came to Washington, DC to advocate for robust federal workforce programs, the central role of natural gas in our national energy portfolio and consumer choice, and tax policies that strengthen American businesses and promote economic growth.

The conference began Tuesday, May 20 with an early morning breakout hosting chapter executives and officers for a review of federal policies and state-level legislative trends. The morning continued with a first-timers briefing with more than 20 newcomers to the annual advocacy event. After a briefing with PHCC's Government Relations Committee, conference attendees enjoyed a lunch where long-time PHCC member Butch McGonegal was recognized by PHCC of Virginia for his decades of service to our association and industry. Keynote speaker and former Congressman Tom Davis provided an insightful presentation on the current political climate in Washington, followed by the "Chuck and Mark Show" issues briefing and panel discussion with top industry lobbyists on the state of tax reform. Attendees were treated to an evening reception on Capitol Hill alongside our allies from Air-conditioning Heating and Refrigeration Institute (AHRI) and Heating Air-conditioning Refrigeration Distributors International (HARDI).

Rainy weather the following day did not impede our agenda as contractors trudged to Capitol Hill to meet with their legislators, exercising their quintessential First Amendment right to petition their government. The conference closed out with a reception where we welcomed special guest and second-generation PHCC contractor Rep. Mark Messmer (R-IN) to join us for a break from the legislative chaos of the past several months.

The timing of PHCC's presence could not have been better. On Thursday morning May 22 as PHCC members were waking up and preparing to travel home, the U.S. House of Representatives passed H.R.1, the "Big Beautiful Bill" encompassing the top policy priorities of the new Republican administration which includes tax provisions on which we advocated. PHCC members helped secure language that makes the Section 199A pass-through income deduction permanent, maintains higher estate tax thresholds, and extends bonus depreciation past 2026 with full expensing. The bill now goes to the Senate, where PHCC will continue to advocate for these important tax provisions that will benefit all contractors by mitigating their tax burdens while allowing cost savings that will be invested back into their businesses and the U.S. economy.



2025 Online Plumbing Continuing Ed Course Now Available, Plus Additional Virtual Class

The SDAPHCC, in partnership with IAPMO, is happy to announce that the 2025 Online Plumbing Continuing Education Class is now available. In addition, a virtual class will also be held this fall for anyone who still needs their 2025 credits.

Online Course

The online continuing education course is designed to be user friendly and flexible. It allows users to come and go as their schedule permits, and progress through the program at their own pace. At the completion of the course, users receive a downloadable certificate found in their training history and their completed status will be reported to the state.

IAPMO has created a 4-hour course priced at \$110. The course is titled "2025 SD/IA CE Online Sizing and Code Violation Workshop (12-156477)". To access the class, visit www.iapmolearn.org. Type "South Dakota" into the search and scroll down to find the 2025 class.



Virtual Course

The Virtual Class will be held on November 6 from 6pm-10pm (Central Time). This course is a live class delivered virtually to attendees via zoom. A live instructor will teach the class with a moderator from IAPMO. The cost for the class is \$80 per person.

To register, visit www.iapmolearn.org. Type "South Dakota" into the search. Scroll down to find the class titled "2025 SD/IA CE Sizing and Code Violation Workshop". Click on "Choose Session" and select "Virtual Zoom Class (12-165915)".

Registration Information for Both Classes

If you are a returning IAPMO training customer, please use your existing account to register. If this is your first-time taking training with IAPMO, you will need to create a new account. Once you are registered for a course, please log into your IAPMO user account at www.iapmolearn.org to access the online course.

If you need help with your username and/or password, please email seminars@iapmo.org. If you have questions, you may contact IAPMO at seminars@iapmo.org or 908-995-3322.



A Wake-up Call: Addressing Mental Health in Construction

By Staff Writer, PHCC-National Association

The construction industry faces a staggering challenge: it has one of the highest suicide rates among all professions, according to the Centers for Disease Control and Prevention (CDC). In today's climate of stress, fear, and uncertainty, this harsh reality underscores the urgent need to address mental health on the jobsite.

May is Mental Health Awareness Month, an important time for you as plumbing and HVAC business owners to reflect on how you manage mental health issues within your teams ... and within yourselves.

Supporting Mental Health in Your Workforce

As a leader, maintaining a positive team culture is key. Empathy, open communication, and awareness of employees' mental health challenges are crucial to fostering a supportive workplace. Start by recognizing the signs of stress or burnout, including:

- Changes in mood.
- Decreased productivity
- Withdrawal from social interactions.



Create opportunities for team members to discuss their well-being openly and ensure they feel heard and supported. One effective approach is to regularly check in with your employees. Simple questions like "How are you feeling today?" or "Is there anything I can support you with?" can open the door to meaningful conversations. Additionally, consider incorporating mental health resources, such as Employee Assistance Programs (EAPs), which offer confidential counseling and support services.

4

Understanding the Challenges

According to a *Portland Business Journal* article, challenges unique to the construction industry include:

- The impact of long hours,
- Navigating a physically demanding profession, and
- Embracing financial stability and career growth.

Leaders can meet the challenges by promoting sustainable work schedules, promoting stress management techniques, and building awareness around financial planning resources and career development opportunities.

Practicing Grace Under Pressure

Leaders who practice grace under pressure "improve employee well-being and trust." In this [SmartBrief article](#), Julie Winkle Giulioni suggests six practices toward cultivating an environment where people can collaborate and do their best work:

1. **Make space for humanity.** Leaders who acknowledge emotions without letting them derail progress build trust and long-term results.
2. **Assume positive intent.** Trust that people act in good faith, even when outcomes fall short, and approach conversations with curiosity.

Addressing Mental Health continued

3. **Respond rather than react.** Practice emotional discipline, pausing before responding to maintain clarity and compassion.
4. **Honor multiple realities.** Instead of forcing alignment, value diverse perspectives and seek shared respect, not uniformity.
5. **Offer “soft landings” for hard truths.** Deliver candid feedback respectfully, focusing on growth rather than blame.
6. **Hold people capable, not just accountable.** Focus on development, fostering potential while maintaining high expectations.

Taking Care of Yourself

Running a plumbing or HVAC business can be stressful, especially when balancing leadership responsibilities with the needs of your team. To manage your own mental health, it's essential to make self-care a priority. One practical strategy is to block out time in your calendar just for yourself; consider a walk in the sunshine, a short workout, or simply stepping away from work to clear your mind.

Exercise, even in small amounts, can significantly reduce stress levels. Try to integrate movement into your routine, whether it's a quick stretch between service calls or a brisk walk at lunch. Also, take advantage of daylight whenever possible. Spending time outdoors not only boosts mood but also improves concentration, which is crucial when making key business decisions.

Finally, know that you're in good company. With PHCC, you have a support network of fellow contractors. Sharing experiences and solutions can alleviate feelings of isolation, offering new perspectives on managing both team and personal challenges.

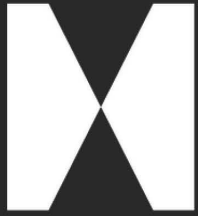
Addressing Workplace Well-being at CONNECT

Of course, the best place to collaborate with your PHCC peers is at [CONNECT 2025](#), Oct. 27-30, in Grand Rapids, Michigan. In addition, sit in on some of the sessions dedicated to workplace well-being, including:

- **Connectable: How to Strengthen Team Connection in the New Era of Work.** This keynote presentation will explore how advancing technology and an always-on work culture can create disconnection, contributing to mental health issues among workers. Learn practical strategies to transform isolated employees into a connected, engaged, and more productive workforce.
- **From Connection to Collaboration: Building a Thriving Organizational Culture.** Uncover actionable strategies for cultivating an environment of deep connection within your business. Enhance your organization's culture through intentional daily practices, fostering collaboration and unity that drive long-term success.
- **Managing Employee Engagement: Six Reasons for Resistance and Proven Solutions.** Struggling to get employees on board can be exhausting, especially without practical solutions. Fortunately, it doesn't have to be this way. There are just six identifiable reasons employees resist tasks. Learn to recognize each one and discover proven strategies to overcome them for guaranteed success.

We hope to see you there!





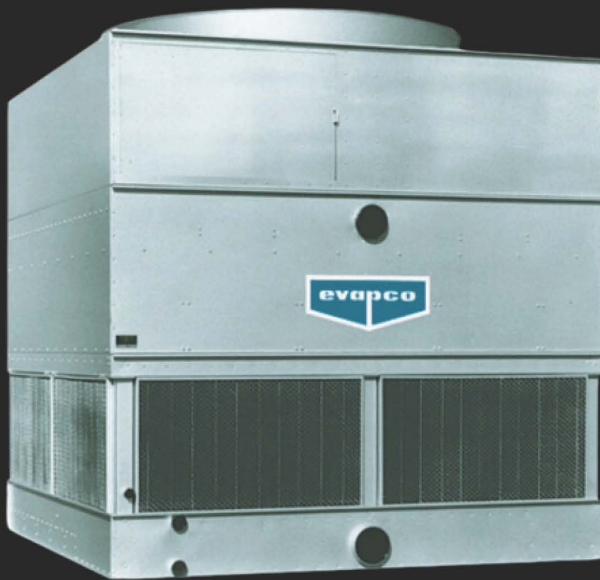
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From the Executive's Desk

By Kristie Brunick

East River Golf Tournament

The East River Golf Tournament is quickly approaching and will be held on Thursday, June 26 at Grand Falls Casino. There are still a few more golf team spots available and lots of sponsorship opportunities. Don't miss this fun event! Check out page 5 for more info.

Legislative Conference

I had the privilege of traveling to Washington, DC to attend the PHCC National Legislative Conference in May. Brett Kaltvedt and I visited the offices of Senator Thune, Senator Rounds and Representative Johnson. Steve Spaulding of Contractor Magazine also joined our meetings. During our visits we had productive conversations on the following items:

- Taxes – Extend tax provisions that maintain or increase estate tax thresholds, preserve the 199A deduction for qualified business income, and support a reduction of the corporate tax rate to 15%
- Workforce – Support workforce policies that preserve and enhance registered apprenticeship programs, reauthorize Workforce Innovation and Opportunities Act, allow Pell Grants to be used for short-term in-demand job training and education, and support CTE funding.
- Energy – Support energy policies that maintain a diverse national energy portfolio and ensure a broad selection of plumbing and HVAC appliances from which consumers can choose without regard to fuel source.

I'm happy to report that our representatives agree with our position on these issues. Check out page 17 for the full recap story.



Pictured left to right: Steve Spaulding, Kristie Brunick, Senator Mike Rounds, Brett Kaltvedt

Upcoming SD State Plumbing Commission Testing Dates

July 25 - Rapid City
July 18 - Sioux Falls

Next Commission Meeting

July 31 - Pierre & Virtual



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