

The South Dakota

PIPE CHATTER



AUGUST 2025

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- CONNECT Registration
- PHCC National Candidates & Upcoming Election



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

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The South Dakota

Pipe Chatter

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Upcoming Events

- **West River Golf Tournament** - September 11, 2025, Spearfish, SD
- **PHCC-National Annual Meeting** - October 1, Virtual
- **CONNECT2025** - October 27-30, 2025, Grand Rapids, MI
- **Virtual Continuing Ed Class** - November 6, 2025, Online
- **Project Management Class** - December 16, 2025, Rapid City
- **Project Management Class** - December 18, 2025, Sioux Falls

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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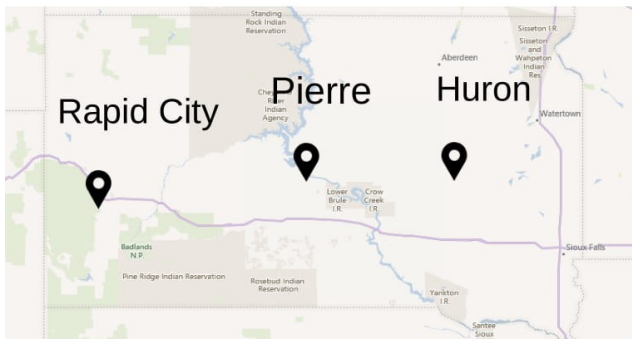
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President's Message

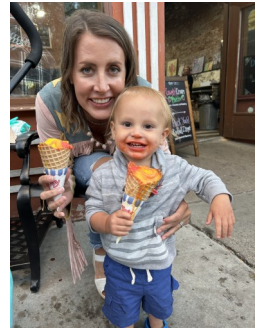
Hello PHCC Members,

I hope all is going well with your respective businesses. As I mentioned last month, things seem to be ramping up for us. We're already looking out to '26, which is weird to say, but we're already in August. School is starting soon 🙄.



If you're heading out for the Rally, please be safe. Becky and I went out last week for a quick trip and it was already busy. Jim, Lori, and Adam did a remodel at the cabin so we wanted to check that out. Dan's guys did the bathroom remodels, and they look great.

Of course Jasper found a mud puddle on our first walk about 15 minutes after we got there! We went into Deadwood a couple of times and he evidently loves sherbert. We got him a dish, but he stole my cone 😊. We'll head back out again for Cool Deadwood Nights and then of course for the PHCC West River Tourney on Sep 11th. Hope to see you there.



Kind of a short letter this month, but again, be safe if you're heading west and we'll see you soon.

-Jeremy Seeman, 2025 SDAPHCC President



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SDAPHCC West River Golf Tournament

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



**ELKHORN
RIDGE**

Thursday, September 11, 2025

Elkhorn Ridge Golf Course

Spearfish, SD

9 Hole Scramble - 15 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 - \$40.00

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_____ - Dinner Sponsor - 2 available at \$600 each or 1 at \$1,200

REGISTRATION TOTAL - _____

_____ Payment enclosed _____ Please invoice

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

Name _____ Company _____

Phone _____ Email _____

Team Members (if registering a team) _____

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

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Intro to Project Management

A WORKSHOP FOR CONSTRUCTION PROJECT MANAGERS

December 16, 2025 ♦ 8am-5pm ♦ Hilton Garden Inn, Rapid City, SD

December 18, 2025 ♦ 8am-5pm ♦ Hilton Garden Inn South, Sioux Falls, SD

MORE PROFIT, MORE TIME & MORE PEACE OF MIND

All project managers and field supervisors are loaded with tasks. Often it seems more like juggling and fire-fighting than it does “management.” Jumping from one emergency to the next may get the job done, but it is a struggle and there is always the risk of something slipping by that will come back to haunt you later.

So what’s the solution? Have a plan and follow its rules! The modern world is built on processes and standards – best practices and procedures that are followed every time to ensure repeatable results. The same is true for our industry; we’re just not very good about doing it!

How can you get all this done, especially when you are trying to manage multiple projects? Kirk will show you how - through proper planning, thoughtful execution, checklists, managing with numbers, communication and working as a team.

Attendees will learn the Ten Commandments of Project Management, and how they can help you stop the juggling act and start being a project management professional.

**IT’S ALL ABOUT WINNING THE
CONSTRUCTION PROJECT GAME!**

YOUR INSTRUCTOR:

Industry expert **Kirk Alter** will give attendees the tools they need to use on every project to keep the game running smoothly by providing the field workforce with the equipment, materials and information they need to keep productivity and profits at maximum. Attendees learn the rules of the construction game – and how to play to win it!



WHO SHOULD ATTEND:

- Project Managers and Asst. PMs/Coordinators
- Superintendents
- Subcontractor Business Owners & Managers Who Support the PM Process

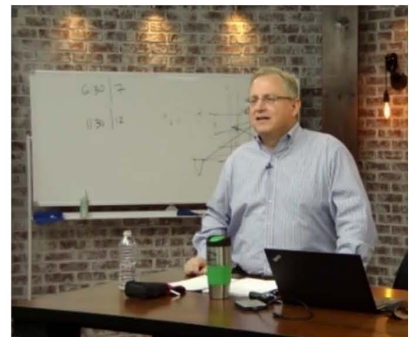
TOPICS MAY INCLUDE:

Each workshop is tailored to the attendees in the room and what they need to learn to be successful.

- The 10 Commandments of Project Management
- Managing Multiple Projects
- Why Cashflow Matters
- Understanding What’s in the Contract
- Knowing When & Why to Say “No”
- Change Orders the Right Way
- What to Do When It Hits the Fan – Managing Change on the Project

REGISTRATION IS LIMITED – Registration is limited to just 24 participants. Most companies send multiple attendees to get everyone operating by the same playbook.

This is not a “sit & listen” workshop. Our instructor delivers a lively presentation and active participation in the class is a requirement of attendance.





Intro to Project Management

A WORKSHOP FOR CONSTRUCTION PROJECT MANAGERS

December 16, 2025 ♦ 8am-5pm ♦ Hilton Garden Inn, Rapid City, SD
OR December 18, 2025 ♦ 8am-5pm ♦ Hilton Garden Inn South, Sioux Falls, SD

REGISTRATION FORM

Registration Includes: A full day of instruction, lunch, plus digital access to all course handouts.

Register by completing this form and returning it to the SDAPHCC Office.

Email: Kristie.phcc@midco.net OR Mail: 707 E 41st St, #220, Sioux Falls, SD 57105

SELECT LOCATION

☐ December 16, 2025 – Rapid City, SD

☐ December 18, 2025 – Sioux Falls SD

LIST ATTENDEE AND COMPANY INFORMATION

First Attendee

Second Attendee

Third Attendee

Name: _____

Cell #: _____

E-Mail: _____

Company: _____

Address: _____

City/State/Zip: _____

SELECT PAYMENT AMOUNT AND METHOD

☐ \$470 per person for SDAPHCC Members

☐ \$540 per person for non-members

REGISTRATION TOTAL - _____

☐ Payment enclosed

☐ Please invoice



"I should know this, but I was very surprised to see that we all have the same problems. But we are all coming up with very unique and creative ways to solve those common problems.

That was one of the biggest take-aways for me, was how do I solve the same problems that everyone is having."

— Mark Weaver, Project Manager at COPPERA in Taylor, Texas

The Intro to Project Management Workshop is sponsored by:



Candidates' Corner and Annual Business Meeting

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



Our recent PHCC of South Dakota summer golf outing was a great opportunity to connect with others in the industry. I had valuable conversations with both new and long-time members, manufacturer reps, and suppliers. One of the most important aspects of our PHCC association is the mutual support we offer – even as competitors. The relationships we build are a true strength of our industry, and it's essential that we continue to prioritize and preserve that. I would love to help strengthen those relationships for you as Vice President!

Fun Fact: I own two mules that we enjoy taking on trail rides.

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



Being part of PHCC means being part of something bigger than ourselves. At this year's SkillsUSA competition, the pride and presence of our trade were on full display – and Georgia PHCC showed up strong. Watching students demonstrate their skills with confidence and purpose was inspiring. Our members from across the country came together ... not for recognition, but to support the next generation. That's what makes our organization so special. We're a community built on hard work, shared purpose, and people who give their time without asking for thanks. If you see one of our volunteers, take a moment to thank them.

Annual Business Meeting & Election Scheduled for October 1

The election will be part of the Annual Business Meeting (ABM) for PHCC—National Association which will take place virtually via Zoom on **Wednesday, October 1**, at 2:00 p.m. ET. (1:00 p.m. CT /12:00 p.m. MT). All are welcome to attend, but per PHCC Bylaws, **ONLY** Active and Life members of PHCC are eligible to vote. Introductory members are not eligible to vote. If a member wishes to vote, either by absentee or during the live meeting, they must register to do so.

An email was sent on August 1 to all eligible voting members asking them to register to vote in this year's elections. This email is crucial as it contains the voter registration form, which needs to be filled out for voting live or absentee.

The process will be entirely electronic. Voter registration, the meeting itself, and the voting process (both absentee and live) will all be conducted online.

Non-voting members of PHCC are welcome and encouraged to attend the ABM even if they are not voting. Additional emails will be sent prior to the meeting with more information.

If you have not received an email with a voter registration form, and you believe you are an eligible voter per the above criteria and wish to vote this year, please send an email to ExecutiveOffice@naphcc.org to verify your status.

WEBINAR

It's Our Business to Protect Yours®

CANNABIS USE FOR EMPLOYEES

Thursday, August 21, 2025
1 p.m. CT



This webinar will give an overview of various state laws on marijuana legalization for both recreational and medical use, as well as laws protecting employees based on their off-duty use. It will cover best practices for handling off-duty cannabis use and recognizing on-the-job impairment.

Attendees will learn about cannabis testing methods, their limitations, and why exposure doesn't always mean impairment. With more states legalizing recreational use, employees' expectations around off-duty use and drug testing have shifted. Employers now face complex, often conflicting state laws, making it challenging to create consistent multi-state policies.

This session offers practical insights and strategies to help employers address these issues.

WHO SHOULD ATTEND

- Risk Managers
- Operations Managers
- HR Professionals
- Owners/Operators

WHAT YOU WILL LEARN

- An overview of the state-specific cannabis laws regarding legalization and protecting off-duty use
- The different testing methods for cannabis exposure and their limitations
- How to determine if an employee is impaired on the job
- Best practices for employers in navigating these issues



After registering, you will receive a confirmation email and calendar appointment. You may access this and other webinars on federatedinsurance.com.

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Membership Growth Benefits All Members

Do you know a plumbing or HVAC contractor that is not a member of the SDAPHCC?

New members who join in the fall can receive up to 15 months for the price of 12!



Invite them to check out the association and consider membership. When membership grows the association is strengthened and all members benefit.

SAVE THE DATE

February 24, 2026 - SD HVAC Apprentice
Hands-On Competition

February 25-27, 2026 - Annual State Convention with
PHCC National HVAC Apprentice Hands-On Competition

The Lodge, Deadwood, SD

Enjoy educational speakers, valuable networking,
trade show, apprentice competition & lots of fun!

Mark your calendar and plan to attend.



One Big Beautiful Bill Act Pulls the Plug on Inflation Reduction Act Tax Credits

By Bradford White Corporation



On July 4, 2025, President Donald Trump signed the One Big Beautiful Bill Act (OBBBA) into law. The 870-page bill covers a broad swath of policy initiatives for the current administration from reevaluating federal entitlement programs to workforce development and tax relief. However, as it relates to the HVAC and water heater industries, some of the more interesting developments come with OBBBA's elimination of energy efficiency tax credits that were revamped by the Inflation Reduction Act (IRA) when President Joe Biden signed that bill into law nearly three years ago.

In its own right, the IRA was 274 pages long and contained changes and had a wide lens when addressing various policy topics. This included the revamping of 25C tax credits and 179D tax credits, named for the section of the federal tax code where these credits can be found. We have discussed the 25C tax credits in previous columns. Here, homeowners that purchase and install a qualified energy efficient appliance, in their primary residence, were eligible for a federal income tax credit of 30% of their out-of-pocket costs, up to a limit \$600 (or a \$2,000 limit if the product utilized heat pump technology). In this case, a "qualified product" was one which met the highest tier of the Consortium for Energy Efficiency's product specifications, that were not the advanced tier. Under the IRA, this tax credit would sunset at the end of 2032. However, OBBBA now eliminates the tax credit at the end of 2025.



The IRA also revamped 179D individual income tax credits that were often utilized by small businesses. In this case, the law contained a complex formula for building owners that allowed tax credits for improved building energy efficiency. More specifically, building owners would receive 50 cents per square foot of building space when building energy efficiency improvements resulted in a 25% increase to the building's energy efficiency relative to the building's energy use prior to the improvements. The bill also included stipulations for the 50-cent amount to quintuple under certain circumstances. Under the IRA, these credits were set to sunset at the end of 2033.

However, the OBBBA will eliminate these credits much sooner. After being spared elimination in the House-passed version of the bill, the U.S. Senate voted 51-50 (with Vice President JD Vance voting yes) to pass their version of the bill which eliminated the 179D credits on June 30, 2026. The House would eventually concur with the Senate's recommendation before sending the bill to be signed into law by the President.

As for the impacts of these actions on industry, that varies and is dependent upon how much you or your organization relied on these credits. Those that had business plans that absorbed these tax credits as a strategy will obviously need to reprioritize moving forward. On the other hand, those who were not relying heavily on these policies moving forward will likely feel little, if any effect moving into 2026 when these credits expire.

No matter what your situation might be as it relates to this legislation, and these tax credits specifically, BWC Government and Regulatory Affairs staff stands ready to provide you with the latest information, and answer any questions you may have about federal, state, or local policies, and policy proposals, that may impact your business and our industry as a whole. Also, if you are aware of significant government activity in your area that will have an impact on our industry, our team would like to know about it. Please reach out to our Government and Regulatory Affairs team directly at BWCGovReg@bradfordwhite.com.

Regulatory Report



By Chuck White, VP of Regulatory Affairs, PHCC National

One Big Beautiful Bill has Construction Advantages

The recently passed One Big Beautiful Bill Act (OBBBA) contains hundreds if not thousands of changes to tax regulations. Two lesser known changes, which affect construction entities, pertain to business interest deductions and residential construction contracts.

Under the current rules, home builders were exempt from using the percentage-of-completion method (PCM) but residential builders (other than single family) could use two methods on a project with a minimum percentage being PCM. OBBBA has expanded the exemption for PCM to residential builders beginning in 2026. On the interest deduction side, OBBB restores the add-back of depreciation, amortization, and depletion in calculating adjusted taxable income, effectively increasing the cap on deductible interest for tax years beginning after Dec. 31, 2024. As always, consult your tax advisor to see if these changes could help your business.

No Tax on Overtime

Another high-profile benefit from the OBBBA is the fulfillment of President Trump's promise to remove taxes on overtime. The Act provides for a deduction of up to \$12,500 for single filers (\$25,000 for married filing jointly). Married tax filers must file a joint return, and taxpayers must include their social security number on the return. The tax deduction phases out at \$150,000 single/\$300,000 married filing jointly, is effective retroactively for calendar year 2025, and is set to expire on Dec. 31, 2028. Employers will need to pay the taxes and later report the overtime pay to their employees to allow application of the deduction when taxes are filed. Contractors may expect more information later in the year from payroll providers and business tax preparers.

PHCC Applauds SBA Office of Advocacy

The U.S. Small Business Administration's (SBA) Office of Advocacy recently sent comments to two agencies for rules PHCC has expressed concern over. SBA commented to the Federal Trade Commission (FTC) on its non-compete rule which was blocked by court action but is pending appeal. Many PHCC members use these agreements to protect their client lists, work procedures, and investment in workforce training. PHCC agrees with SBA and its recommendation that FTC re-analyze this rule and place more emphasis on the effects on small businesses. PHCC also supports SBA's position on the overtime rule, which was vacated by federal court, and agrees that DOL should consider the repeal of this rule.



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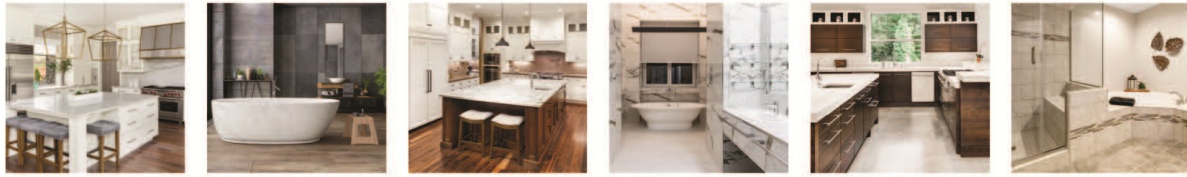
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Website: <https://dlr.sd.gov/plumbing/default.aspx>

Next Commission Meeting: October 23, 2025

Mandy Nielsen, Program Director
Carol Ames, Secretary
Jennifer Anderson, Secretary

Commission Members

Jonathan Kist, President
Plumber Member, Pierre, SD

Jeffrey Leuning, Vice-President
Public Member, Ethan, SD

Duane Levanen,
Plumbing Contractor Member, Bryant, SD

James Bailey,
State Health Dept Rep, Sioux Falls, SD

Brian Cooper,
Public Member, Sioux Falls, SD

PHCC CONNECT 2025 to Feature Product & Technology Showcase, Learning Labs and Podcast Pods

Experience the latest products and trends in plumbing and HVAC October 27–30.

The [Plumbing-Heating-Cooling Contractors–National Association](#) (PHCC) invites plumbing and HVAC professionals to experience the future of the industry at CONNECT 2025, October 27–30, in Grand Rapids, Michigan.

The Product & Technology Showcase officially opens on Tuesday, October 28, moved up one day from previous years, giving attendees time to connect with manufacturers, discover the latest tools and technologies, and explore real-world solutions for their businesses.

The trade show floor will be surrounded by Learning Labs, small, interactive learning spaces featuring presentations by experts on trending topics, best practices and business strategies. Attendees can also stop by two Podcast Pods, where live interviews will highlight industry voices, success stories and conversations shaping the future of the trades.

“CONNECT is where education and innovation meet,” says PHCC National President Dan Callies, president of Oak Creek Plumbing in Oak Creek, Wisconsin. “The dynamic trade show floor will give attendees more opportunities than ever to gain insights, learn new skills and walk away with ideas they can immediately apply to their businesses.”

Attendees will also have the chance to support the next generation of professionals by visiting the PHCC Educational Foundation’s Plumbing Apprentice Contest, taking place on the trade show floor. This popular event showcases the skills and dedication of apprentices from across the country.

For more details, including the schedule-at-a-glance, visit phccweb.org/CONNECT. This site offers information on education sessions, speakers, exhibitors, registration and hotel reservations, as well as the many attractions of Grand Rapids, known as America’s best beer city. Register today [here](#).



PHCC  CONNECT

GRAND RAPIDS :: OCT. 27-30, 2025

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With O2 Trim Standard

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.

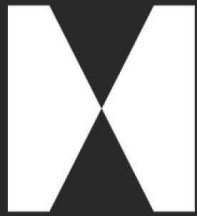
To register, visit www.iapmolearn.org. Type "South Dakota" into the search. Scroll down to find the class titled "2025 SD/IA CE Sizing and Code Violation Workshop". Click on "Choose Session" and select "Virtual Zoom Class (12-165915)".

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.

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Battling “Summeritis” – How to Keep Your Team Focused in the Summer Months

By Beth Dobkin

As the sun shines brighter and the days grow longer, many teams experience a familiar phenomenon known as “summeritis.” This seasonal slump can lead to decreased motivation and productivity as employees dream of vacations, staying cool by the pool, and family time together. But all is not lost. Focus and drive throughout the summer months can remain strong by implementing these strategies:



1. **Set Clear Goals.**

Establishing clear, achievable goals can provide a sense of purpose for your team. Regularly review these goals, celebrating small wins to keep everyone aligned and motivated, ensuring that team members can celebrate achievements along the way.

2. **Flexible Work Arrangements.**

The arrival of summer often means people want to enjoy the weather or take vacations. Offering flexible work arrangements or flexible hours can help accommodate these desires. Employees who feel their personal needs are respected are likely to remain more focused and dedicated.

3. **Incorporate Team-Building Activities.**

Organizing team-building activities can boost morale and create a sense of camaraderie among employees. Consider a company picnic or Throwback Thursdays, Taco Tuesdays, or Water Cooler Wednesdays. These activities not only provide a break from routine but also foster connections that can improve collaboration and communication.

4. **Encourage Regular Breaks.**

Short breaks allow employees to recharge, particularly during the hot summer months. Encourage team members to take time outdoors, go for a walk, or simply step away from their regular routine. Or create a break challenge that could measure specific individual results for those that participate (steps per day, miles walked in a week, etc.). This also encourages employee well-being.

5. **Create a Positive Work Environment.**

Foster a work environment that reflects the positivity of summer. Bright decorations, seasonal treats in the break room, or summer-themed contests can create a cheerful atmosphere and can counteract the lethargy associated with “summeritis.”

6. **Recognize and Reward Achievements.**

Implement a recognition program that celebrates individual and team successes. Simple gestures like shout-outs during meetings or small rewards are high motivators and a great engagement tool.

7. **Maintain Open Communication.**

Regular check-ins can help identify challenges that may be contributing to distraction or disengagement. By addressing concerns proactively, teams can find solutions that keep everyone on track and focused.

While summer brings the temptation of distractions and decreased motivation, it also provides an opportunity to break from routine and do something different to keep everyone motivated, focused, and aligned. Embrace the spirit of summer with a little fun and ingenuity, and you may create the perfect recipe for a productive and profitable summer.

Fast Track Training Available for Service & Repair Technicians

How do you train a tech to be productive and able to run a service truck in record time?

The PHCC Education Foundation has developed the following two courses through the PHCC Academy to offer training solutions for service and repair technicians:



- *Fast Track to Service & Repair Plumbing*
- *Fast Tract to Service & Repair HVAC*

What are the courses?

- Comprehensive entry-level training, designed for contractors by contractors, for employees who do residential or commercial plumbing service and repair work.
- Intended to train employees to be job-ready and well-rounded with a good understanding of systems. May be used as an opportunity to upskill employees, or assist with a career change from HVAC to plumbing. (or vice versa)
- The courses includes modules critical for the success of today's service and repair professionals. Topics include: safety, customer service, plumbing or HVAC work, electrical work, basic business skills, and more.
- Not a substitute for the related technical instruction (RTI) required for apprentice training.

Why should I enroll my employees?

- Good employees can be hard to find – use this course while providing the practical skills to attract, train, and retain your own highly-skilled workforce.
- Fast Track provides a comprehensive, standardized course to confidently train safe, efficient, and job-ready employees.
- The course is online giving employees the flexibility to work and study in a self-paced environment with no work interruption/downtime.
- Customers can be confident that the employees are well-trained and professional resulting in fewer callbacks and increased return customers and referrals, improving productivity and positively impacting your bottom line.



What do I get when I register?

For Managers and supervisors:

- Supervisor's guide with suggested training activities.
- Built-in student management system providing managers and supervisors the ability to see all employees' performance in one place, including: grades, last login, current status and progress, time

Fast Track Training continued

spent on each item, how many times exams are attempted and the grade, transcripts, and previous certificates.

- Includes the standardized course, made for contractors by contractors, with training modules critical for the success of today's service and repair professionals.

For Students

- Access to the mobile friendly Learning Management System (LMS) and standardized course that includes training modules critical for the success of today's service and repair professionals. Module topics include: safety, customer service, plumbing and electrical work, basic business skills, and more.
- Checklist for each module.
- eBook (with form and pattern to print and bind if preferred).
- Supplemental Resources (PowerPoints, videos, exam questions - multiple exam attempts allowed to achieve desired performance).
- Certificate of Achievement for each module completed; Certificate of Completion for completing the course.

Are there any pre-qualifications?

- Students need to be employed in the plumbing service industry.
- High School Diploma or GED.
- Must be able to read English.
- Must be able to obtain a valid driver's license.



How long will it take to complete the course?

- Students work at their own pace, studying as much or as little as the work week permits while maintaining a work/life balance. Most students are expected to complete the course in 12 – 18 months.

How and when can employees start?

- Fast Track to Service and Repair offers year-round open enrollment so employees can begin today
- To begin the enrollment process, contact the SDAPHCC office with the names and emails of employees and their supervisors. PHCC National will then follow up with an orientation and training.

What is the cost?

- \$3,099.00 per student

Need more information? Contact the SDAPHCC, 605-271-7255 or kristie.phcc@midco.net

Fast Track Courses were made possible through generous support from PHCC members, manufacturers, and industry partners to the PHCC Educational Foundation.

PHCC-National Mid-Year Update



By *Cindy Sheridan, CEO, PHCC-National*

As we reach the midpoint of 2025, one theme stands out above all others: Collaboration. Across every level of our association, PHCC members, chapters, and industry partners are working together to advance our shared mission.

The successes outlined in this report are the outcome of the collective commitment of professionals like you. Let's keep it going!

Collaboration in Action: Advancing PHCC's Strategic Priorities

As PHCC—National President Dan Callies will share at the Oct. 1 PHCC Annual Business Meeting, we've seen what's possible when we unite our voices, ideas, and efforts. Together, we've influenced legislation, strengthened workforce development, delivered critical resources, and innovated from the inside out.

INDUSTRY IMPACT

- Advocated in Congress for pro-business tax policies, including estate tax relief, the Section 199A deduction, bonus depreciation, and a reduction in the corporate tax rate.
- Raised our industry profile by participating in national events including the AHR Expo, AHRI State Summit, and meetings with the Plumbing Industry Coalition.
- Provided advocacy updates and promoted legislative engagement at several state events.
- Informed members on refrigerant shortages (R-454B) and seasonal planning.
- Provided regulatory feedback to the Department of Energy and other agencies and monitored new executive orders impacting the industry.
- Hosted a successful Legislative Conference, where more than 100 contractors, chapter executives, and industry representatives advocated for federal workforce programs, energy policies, and pro-growth tax provisions.



WORKFORCE

- Expanded **PHCC Academy**[®] online training courses available, from the pre-apprenticeship to ownership levels.
- Launched new and enhanced courses, including: Advanced HVACR courses with updated curriculum, Business Leadership Essentials 10-week virtual course, Finance Management for business owners and office staff, EPA Section 608, and A2L certification prep courses (with ESCO Institute).
- Provided workforce development feedback to the Department of Energy (DOE) in their development of a recruiting toolbox for energy sector workers.



PHCC-National Mid-Year Update continued

- Collaborated with the National Association of State Contractors Licensing Agencies (NASCLA) on a model plumbing exam for state licensing boards.
- Engaged in state-level apprenticeship and licensing discussions in Minnesota and Indiana.

CONTRACTOR RESOURCES

- Published “10 Ways to Prepare Your P-H-C Business for 2025,” guiding members in strategic planning, market analysis, and goal setting.
- Provided timely guidance to members on price increases, tariffs, supply chain disruptions, and regulatory trends.
- Hosted high-impact events including: the popular “Chuck and Mark Show” on federal policy insights; Union-Affiliated Contractors’ Constructive Bargaining Seminar; Construction Contractors Alliance bi-annual meetings; and Quality Service Contractors’ Catalyst 2025 conference: “Unmasking the Future.”
- Delivered monthly *Insta-Intel* reports with real-time data on market and regulatory trends.
- Finalized a robust line-up of engaging speakers, contractor-focused education sessions, and dynamic networking at PHCC CONNECT 2025 – Oct. 27-30 in Grand Rapids, Michigan.



ORGANIZATIONAL INNOVATION



**PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION®**
Best People. Best Practices.®

Internally at PHCC, we continue to examine our systems and processes and how they help us accomplish our goals. So far this year we have implemented new technologies, upgraded our database, enhanced financial insights and reporting, and streamlined communication – positioning the organization to meet your needs now and in the future.

We also are in a very sound financial position. Our balance sheet is solid, and our investment portfolio continues to do very well. PHCC appreciates the loyalty of all of our members, whose investment in dues and involvement with the association remain strong.

We’re energized by the renewed momentum behind volunteer leadership at PHCC. For the first time in years, two passionate candidates are stepping up to run for PHCC—National Vice President, a clear sign that our members are eager to lead and shape the future of our association. As we head into the second half of 2025, we’re building on this spirit of engagement to drive continued growth, deeper collaboration, and lasting impact across the industry.

*Thank you for being part of PHCC's journey.
Let's keep moving forward — together.*

From the Executive's Desk



By Kristie Brunick

West River Golf Tournament

The West River Golf Tournament is soon approaching and registration spots are filling up. The event will be held on September 11 at Elkhorn Ridge

Golf Course in Spearfish, SD.

Currently, over half of the possible team spots have been filled. A few sponsorships have been claimed, but there are still plenty available.

If you would like to be a golfer and/or sponsor, please see the registration form on page 5.

Two Project Management Courses Coming to SD in December

I'm excited to announce that we have scheduled two Project Management Courses with Kirk Alter. Kirk was our convention speaker this past February. During his presentation, attendees expressed a desire to have him return to SD for more classes. As a result, he will present the following sessions this winter:

- Rapid City Project Management Course, December 16, 2025 at the Hilton Garden Inn
- Sioux Falls Project Management Course, December 18, 2025 at the Hilton Garden Inn South

For class information and registration, please see pages 7 & 8.

SD State Plumbing Commission and New Code Update

The SD State Plumbing Commission held it's summer meeting last week. Here are a few notable items from the meeting:

- Jon Kist was elected President, Jeff Leuning was elected Vice-President and Mandy Nielsen was elected Secretary/Treasurer
- If the Commission receives an incomplete application, they will reply with a deficiency notice and the applicant will have 30 days to fix the deficiencies. If



September 11, 2025

West River Golf Outing at
Elkhorn Ridge Golf Course,
Spearfish, SD

October 1, 2025

PHCC-National Virtual Annual
Meeting and Election

October 27-30, 2025

PHCC-National CONNECT 2025,
Grand Rapids, MI

November 6, 2025

Plumbing Continuing Education Class
Virtual

December 16, 2025

Project Management Class
Rapid City Hilton Garden Inn

December 18, 2025

Project Management Class
Sioux Falls Hilton Garden Inn South

February 24, 2026

SD HVAC Apprentice
Hands-On Competition
The Lodge, Deadwood, SD

February 25-27, 2026

SD Annual State Convention and
PHCC-National HVAC Apprentice
Hands-On Competition
The Lodge, Deadwood, SD

Exec Message Continued

the problems are not corrected at the end of the 30 days, the applicant will need to start over with the application process.

- The new fee changes took effect on July 2nd. Updated forms are available on the commission's website.
- The amendments for the new code are still undergoing review and were not presented for approval at the meeting. As a result, the start date for the new code has been delayed until later this fall.

Conferences Offer So Much

Last month, I had the privilege to attend the National Association Executive Conference in Tennessee. The event allowed state and local PHCC execs from across the country to gather for a time of networking and learning. During the event, we had speakers that offered practical information for association management. We also shared ideas and best practices. It provided a great opportunity for me to learn from other execs, while getting re-energized by relationships and ideas.

The same concept is true for contractors who attend our state and national conventions. Not only will the speakers provide helpful information, but the benefits from networking are useful as well.

It is my hope and desire that you would leave our events with fresh ideas, strengthened relationships, and a renewed excitement.



Please welcome our newest
SDAPHCC Contractor Member!

RP Constructors, LLC
Sheri Young
1270 S Derby Ln
North Sioux City, SD 57049
712-222-1452

Join the Relief Efforts

PHCC Members Step Up to Support Texas Flood Victims

Everyone in PHCC of Texas knows someone who was affected by the tragic flooding in that state last month.

Both PHCC of North Texas and PHCC of San Antonio are hosting bowling benefits in August, and PHCC of San Antonio (the area most directly impacted by the flooding) is working on an outreach initiative more in line with plumbing-related supplies and assistance for the rebuild phase.

Consolidating our financial donations will ensure we can make the greatest possible impact as a united PHCC family. If you would like to donate, please reach out to:

Alicia Baron
PHCC of North Texas
3408 Vine Ridge
Bedford, TX 76021
817-554-2314
alicia@phccnorthtexas.org

Let's show our PHCC communities in Texas that they are not alone!

New SDAPHCC Shirts Available for Purchase

Show your SDAPHCC pride with specially designed merchandise.

Members can now purchase SDAPHCC merchandise through a newly created online store. Several options have been created for members to select from including jackets, vests, button up shirts, polos, t-shirts, and sweatshirts.

To access the store, visit <https://alpineimpressions.net>. Select "Shop" from the menu at the top of the page. Then scroll down and click on the SDAPHCC Logo.

Orders are processed every three weeks and are shipped to your address. All orders are custom made and non-returnable.



South Dakota PHCC Port
Authority® Collective
Smooth Fleece Jacket

\$48.00 – \$53.00



South Dakota PHCC Port
Authority® Crosshatch
Easy Care Shirt

\$42.00 – \$47.00



South Dakota PHCC Port
Authority® R-Tek® Pro
Fleece Full-Zip Vest

\$54.00 – \$59.00



South Dakota PHCC Port &
Company® Core Cotton T-
Shirt

\$23.00 – \$28.00



South Dakota PHCC Sport-
Tek® Micropique Sport-
Wick® Polo

\$32.00 – \$37.00



South Dakota PHCC Port &
Company® Core Fleece
Pullover Hooded
Sweatshirt

\$33.00 – \$38.00



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www.sdpfcc.org