The South Dakota

Pipe Chatter



AUGUST 2026

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

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

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Upcoming Events

- August, 24, 2026, Creating Super Foremen Class, Sioux Falls
- August 28, 2026, Creating Super Foremen Class, Rapid City
- September 10, 2026, West River Golf Tournament, Spearfish, SD
- October 19-22, 2026, PHCC National Connect, Milwaukee, WI
- March 2-5, 2027, SD State Convention, 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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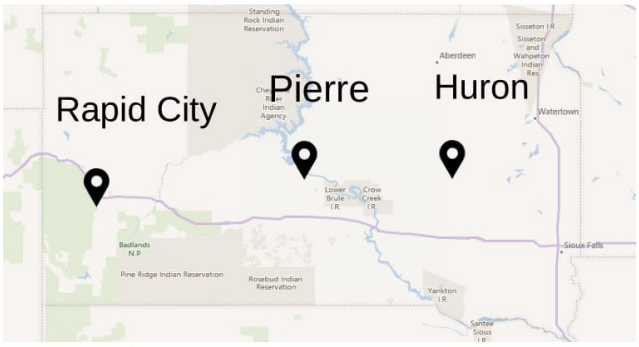
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President’s Message



Hello, PHCC Members!

I had the opportunity to see many of you at the East River PHCC Golf Outing. It was a great event, and we couldn't have asked for better weather. I hope everyone enjoyed the day and plans to participate again next year.

We also held our SDPHCC Board meeting before the golf outing. Keep an eye out for opportunities to get involved with our organization in a new way. We are forming several committees and are looking for members who want to contribute their ideas, talents, and time. We would truly appreciate your interest and involvement.

The weather has been unbelievably hot in western South Dakota. I haven't experienced this many consecutive days over 100 degrees since I've lived here. Combined with the severe drought, conditions have become even more challenging. My creek has nearly dried up, and I'm afraid all of the trout have been lost. The one silver lining is that if you're in the HVAC industry, you certainly can't complain about being slow! Stay cool, stay hydrated, and stay safe.

I hope you all have a wonderful August, and I look forward to seeing many of you soon!

-Brett Kaltvedt, 2026 SDAPHCC President



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Creating Super Foremen!

An Introduction to Becoming the First Line of Management

August 24, 2026 ◆ 8am-5pm ◆ Hilton Garden Inn South, Sioux Falls, SD
OR August 28, 2026◆ 8am-5pm ◆ Hilton Garden Inn, Rapid City, SD

It's Game Day–Is Your Foreman QB Ready?

It's game day, your opponent is already on the field, and you call into the locker room for your foreman quarterback to take the field. Are they ready? Do they understand their role? Do they have the same game plan as you? Do they understand the scouting report on the opposition, and what it will take to win in this game? Are they confident and knowledgeable enough of the game plan to know when to stick with the plan, and when to audible?

The project foreman needs to be much more than just a talented journeyman who knows how to "go fast." The foreman is the first line of management in the company, and must become the quarterback by learning more than just the technical trade skills required to install the work.

Like a quarterback, they must have a carefully crafted and practiced game plan (or else it's sandlot football), they must be able to execute the plan, they must be able to adjust the plan when teammates stumble or show less talent, they must provide accurate feedback to the coaches on the bench, and they must at all times keep their eyes on the goal of winning the construction project game!

This session provides a solid introduction to the management techniques and lessons presented in the PHCC Educational Foundation's full Super Foremen Workshop.

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:

- Foremen
- Superintendents
- Subcontractor Business Owners & the Managers Who Support the Field Crews

Every Session is Tailored to the Attendees in the Room. Topics May Include:

- The 10 Things You Must Do Every Day to Be a Foreman
- Being the First Line of Management
- Paperwork and the Reluctant Foreman
- Scheduling for Field Leaders
- How Much a "Little Favor" Really Costs
- 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 and take advantage of our extra registration discount.

This session is presented in a highly interactive format. This is not a "sit & listen" workshop. Our instructor delivers a lively presentation and active participation in the class is a requirement of attendance. All attendees must bring a laptop loaded with Dropbox, Word and Excel (or Google Docs/Sheets).



Creating Super Foremen!

A Workshop for the First Line of Management

August 24, 2026 ◆ 8am-5pm ◆ Hilton Garden Inn South, Sioux Falls, SD
OR August 28, 2026◆ 8am-5pm ◆ Hilton Garden Inn, Rapid City, SD

Registration Form



Register by completing this form and returning it to the SDAPHCC Office by August 7, 2026.

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

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

Select Location

❑ **August 24, 2026 – Sioux Falls, SD** ❑ **August 28, 2026 – Rapid City, SD**

List Attendee and Company Information for the *Super Foremen Workshop*

	First Attendee	Second Attendee	Third Attendee
Name:	_____	_____	_____
Cell #:	_____	_____	_____
E-Mail:	_____	_____	_____

Company: _____

Address: _____

City/State/Zip: _____

❑ **$485 - per person for SDAPHCC Members** ❑ **$555 – per person for non-members**

Payment Method:

❑ **Payment enclosed** ❑ **Please invoice**

If you need additional information, please e-mail: Kristie.phcc@midco.net



"It's definitely not your typical class. It's a lot more interactive, a lot more involved. I guess because [instructor Kirk Alter] has been there, he's done it, he knows how it goes, and he can get on your level. … I don't think you can get better information anywhere, really."
— Billy Jones, COPPERA in Taylor, Texas

The Super Foremen Workshop is sponsored by:

PHCC Educational Foundation

SDAPHCC West River Golf Tournament

Join us for this fun event. A portion of the proceeds will benefit industry apprentices.

ELKHORN RIDGE

Thursday, September 10, 2026
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 - $780.00
_____ - Individual Registration - $195.00
_____ - Four Mulligans for Team - $20.00
_____ - Hole & Pin Prize Sponsor - $300.00
_____ - Dinner Only Registration - $40.00
_____ - Prize Sponsor - $300.00
_____ - 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 to SDAPHCC Office
707 E 41st St, #220, Sioux Falls, SD 57105 or Kristie.phcc@midco.net

2026 Online Plumbing Continuing Ed Course Now Available, Plus Additional Virtual Class

The SDAPHCC, in partnership with IAPMO, is happy to announce that the 2026 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 2026 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 2026 SD/IA Online CE - SD Plumbing Code, 2024 Code Changes (IBU-010541)". To access the class, visit www.iapmolearn.org. Type "South Dakota" into the search and scroll down to find the 2026 class.

Virtual Course

The Virtual Class will be held on November 16 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 "2026 SD/IA CE - SD Plumbing Code, 2024 Code Changes". Click on "Choose Session" and select "Virtual Class (IBU-010431)".

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.



PHCC CONNECT 2026 to Feature Expanded Two-Day Product & Technology Showcase, Featuring Learning Labs and Podcast Pods

By Staff Writer, PHCC-National Association

Attendees will explore innovations, gain insights and network with industry experts over two days.

Plumbing and HVACR contractors looking for a diverse range of the latest products, technologies and business solutions will find them at PHCC CONNECT 2026, hosted by the Plumbing-Heating-Cooling Contractors—National Association (PHCC), October 19–22 in Milwaukee, Wisconsin.

As part of this year's theme—"Building Community. Advancing the Industry."—attendees will experience a two-day Product & Technology Showcase, October 20–21, providing more opportunities to network with manufacturers and other industry partners, discover innovative products, and explore solutions designed to improve business operations and jobsite performance.

Some exciting new features this year include "Milwaukee Central," a dedicated area highlighting manufacturers with strong ties to the Milwaukee region, and the ESCO Institute's "Did You Know Mobile Training Studio," featuring live demonstrations, hands-on learning opportunities and a professional podcast broadcasting focused on today's evolving technologies and workforce needs.

Throughout the Showcase, attendees can also participate in Learning Labs—interactive presentations led by industry experts covering emerging trends, business strategies, workforce development and best technical practices. In addition, attendees can also visit the Podcast Pods, where live interviews and discussions will feature industry leaders, success stories and conversations focused on the future of the plumbing and HVACR industries.

"The Product & Technology Showcase, Learning Labs and Podcast Pods create a dynamic environment where contractors can learn and discover new ideas," says Jason Pritchard, President of PHCC-National Association. "With two days dedicated to these experiences, attendees will have even more opportunities to engage with industry experts and take home valuable insights that can help strengthen their businesses."

The trade show floor will also feature the PHCC Educational Foundation's Plumbing Apprentice Contest, where top apprentices from across the country will demonstrate their skills and compete. The event continues to showcase the skills and dedication of the next generation of professionals.

For more details, including the preliminary schedule, visit phccweb.org/CONNECT and stay tuned to this site for unfolding information on education sessions, speakers, exhibitors, registration and hotel reservations. Register today here.



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Elevate Your Leadership Skills with Business Leadership Essentials Class Starting September 23

What is the Business Leadership Essentials program?

The Business Leadership Essentials is a 10-week, fully digital program designed for current and aspiring leaders in the plumbing & HVACR industry. Focused on the essentials of people management and business finance, it empowers managers at every stage of their careers to reskill and upskill effectively.

To deliver this transformative experience, PHCC has partnered with the expert-led learning platform GoalMakers to offer our members a solution that strengthens their leadership team and directly improves their bottom line.

This streamlined program will equip your team with the tools of:

Organizational Leadership: Establishing vision, strategic planning, and aligning company goals.

People Management: Mastering hiring, creating systems, and leading with the proper management style.

Financial Mastery: Reading financial statements and understanding how to improve your profitability.

The Business Leadership Essentials targets both emerging and seasoned leaders, ensuring they grasp the intricacies of financials and learn how to apply these skills to maximize their team's performance, serve the right customers, and enhance their hiring processes—creating an immediate impact on your organization.

Designed for the modern, busy professional, the fully virtual format enables participants to learn at their convenience, anytime, anywhere. eLearning has proven to be the most efficient method for upskilling, and this program is tailored for those managing full-time careers.

Participants will also benefit from networking with peers nationwide. With insights from industry experts and the opportunity to engage with peer leaders across the plumbing & HVACR industry, the program offers a unique blend of practical learning and peer collaboration.

Who is this program for?

The Business Leadership Essentials is ideal for those currently in or stepping into management roles. Whether you're new to management or a seasoned leader looking to refine your skills, the program provides resources to help you succeed.

The Business Leadership Essentials is more than just self-paced learning - it's a social learning experience. You'll engage with your nationwide plumbing & HVACR industry peers, sharing insights and learning from their



Business Leadership Essentials Class - continued



Can't make one of the live sessions? No worries, all are recorded for you to review later!

challenges and successes.

Additionally, we encourage teams to participate together. Discounts are available for groups of 3 or more participants. This collaborative approach enhances organizational alignment, ensuring your entire leadership team can implement what they've learned cohesively.

What impact will this have on my growth?

By the end of the program, you'll be equipped with practical tools, knowledge, and a supportive community to implement new strategies in your day-to-day role.

This isn't just learning for learning's sake—participants will see an immediate impact, from improving team dynamics to making data-driven financial decisions. You'll emerge as a more confident and capable leader, ready to drive both personal and organizational success.

Additionally, upon completion, you'll receive the Business Leadership Essentials Certificate of Completion from PHCC, including a digital badge for LinkedIn and professional recognition.

Not sure yet and want to know more?

If you're still deciding, visit the Business Leadership Essentials webpage listed below for a curriculum overview, program details, key dates, pricing, and more information.

What is the cost and how do I register?

The cost per person is $995 and includes lifetime access to the class information. For teams of 3 or more, the cost is $895 per person.

Class begins on September 23. Visit https://phccacademy.org/businesss-leadership-essentials/ to register.

WEBINAR

It's Our Business to Protect Yours®

UNDERSTANDING DRUG TESTING DEVICES

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Thursday, August 20, 2026
1 p.m. CT

Discover Abbott's workplace drug testing solutions in this informative webinar. Attendees will learn the key differences between the Abbott Workplace POCT Drug Test Program and MyeScreen Full Drug Test Program. Gain insights to select the ideal solution for your workforce based on testing needs, locations, and compliance requirements.

WHO SHOULD ATTEND

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

WHAT YOU WILL LEARN

- An overview of two different drug testing programs available to clients
- Highlights of the different products available
- Trending topics in the industry (e.g., marijuana testing)
- How employers can set up drug testing

SAVE ME A SEAT

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

This is intended to provide general information only. This is not an offer of insurance and coverage will be determined by the terms of your policy. The services described herein are for general information and recommendations for risk prevention only. The content herein should not be considered legal advice and may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws.

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Cost Concerns Create New Opportunities for Value-Based Sales

According to PHCC's June *Insta-Intel* report, rising costs are causing homeowners to rethink cooling decisions … and that creates *opportunities* for contractors. Deferred maintenance can mean more emergency calls, but homeowners are also showing they value long-term solutions. Use these insights to shift sales conversations from upfront price to reliability, efficiency, and value.

Homeowners Rethinking Cooling as Costs Rise

99% — *Percentage of homeowners saying that economic uncertainty is changing their summer cooling plans.*

50% — *Percentage of homeowners skipping HVAC maintenance to save money, across all income levels.*

74% — *Percentage of homeowners preferring a more durable HVAC component over a cheaper one (long-term value wins)*

64% — *Percentage of homeowners planning to increase ceiling fan usage this summer, up from 43% in 2025*

Planned Cooling Behavior Changes – 2026 v. 2025

Behavior	2025	2026
Using ceiling fans more	43%	64%
Open windows at night	30%	50%
Using box fans more	29%	42%
Close unused rooms	31%	42%
Keep home slightly warmer	35%	23%

Source: DuraPlas

Heading into the summer of 2026, homeowners are doing more math before they turn on the AC. According to the DuraPlas *2026 Summer Cooling Report* — a survey of 600 U.S. homeowners conducted in April 2026 — economic uncertainty is reshaping cooling behavior across every income level, region, and generation. Virtually all respondents (99%) said economic pressure is changing their cooling plans this summer, with 31% calling those changes "dramatic."

The behavioral shifts are striking. Average planned thermostat settings dropped 3.5 degrees year-over-year to 69.4°F even as 36% of homeowners are simultaneously trying to run the house warmer to cut utility bills. Use of ceiling fans surged to 64% this summer, up from just 43% in 2025, while window-opening at night jumped 20 points and box fan use climbed 13%.

For P-H-C contractors, deferred maintenance means increased system wear and a higher likelihood of emergency calls — a service opportunity hiding inside a cost-cutting trend. The value-selling case is strong: 74% of homeowners say they would pay more for a durable HVAC component over a cheaper one, and 71% prefer a system that costs less to operate over one that costs less to install. Customers are thinking long-term; contractors who communicate that story clearly are well positioned to win.



Strategies For Retaining Key Employees

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Regulatory Report



By Chuck White, VP of Regulatory Affairs

DOE Proposes Revised Process Rule

The U.S. Department of Energy (DOE) has released a proposed rule that would revise what is known as the Process Rule. This rule was modified in the previous Trump Administration and subsequently restructured in the Biden Administration.

Some of the things DOE proposes are to: make certain requirements binding on DOE; amend objectives to be consistent with recent Executive orders; add a definition of "significant energy savings"; and revert to language from the 2020 Process Rule text, with minor edits, in several sections. PHCC believes that these proposed changes will provide more stability for product development and improve affordability for consumers faced with an ever changing landscape of plumbing and HVAC products.

PHCC Joins Lawsuit vs EPA

PHCC has joined with Heating, Air Conditioning, & Refrigeration Distributors International (HARDI) and the Air Conditioning Contractors of America (ACCA) in filing a challenge against the Environmental Protection Agency's (EPA) reconsideration of the Technology Transition Rule. There is industry concern that the EPA extension of conversion deadlines for certain market sectors to lower GWP refrigerants will create affordability issues for legacy residential HVAC products. At the same time, the industry seeks to keep a provision of the reconsideration of the rule which provided industry relief by eliminating the termination date for the HFC sell-through period, a move that would prevent stranding previously compliant equipment based on a calendar date. PHCC will keep members informed of the progress in this case as the arguments by all affected parties are fully developed.

IRS Simplifies Taxpayer Relief

The Internal Revenue Service (IRS) announced a new automated process to provide penalty relief for taxpayers with a history of filing and paying on time. The new Automatic Exemption from Penalty is designed to simplify the process and reduce burden for those with a timely compliance history. The new Automatic Exemption from Penalty, or AEP, is a systemic administrative relief program expected to begin this summer. AEP applies to eligible original returns beginning with tax year 2025 and 2026 quarterly returns, as well as future tax periods. Taxpayers qualify if they have a history of timely filing the return and paying any tax due in the three prior years (or 12 consecutive quarters for quarterly returns). When taxpayers qualify, penalties are not assessed during processing for failure to file, failure to pay, and failure to deposit.

Taxpayers do not need to take action to receive this relief. If eligible, the IRS will apply AEP and issue a notice confirming that the relief was granted.



SAVE THE DATE

March 2-5, 2027
Annual State Convention at The Lodge, Deadwood, SD

Including PHCC National HVAC Apprentice
Hands-On Competition

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

Mark your calendar and plan to attend.



SD STATE PLUMBING COMMISSION

217 W Missouri Ave,
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Phone: 605-773-3429
Email: SDPlumbing@state.sd.us
Website: https://dlr.sd.gov/plumbing/default.aspx

Next Commission Meeting:
October 22, 10am

Commission Members
Brian Cooper, President, Public Member
James Bailey, Vice-President, State Health Dept Rep
Jonathan Kist, Plumber Member
Chris Hetzel, Plumbing Contractor Member
Vacant - Public Member

Mandy Nielsen, Program Director

Lay Member Needed for State Plumbing Commission

The State Plumbing Commission is seeking a lay member to join its team for a 3-year term. This is a unique opportunity to represent the public perspective on a commission dedicated to protecting the health and safety of South Dakotans.

As a lay member, you'll ask the questions an average citizen would ask and help ensure decisions reflect the public interest, not just technical expertise. Past action items have included reviewing policies, setting fees, and updating the state plumbing code.

The commission meets quarterly, with three virtual meetings and one in-person meeting each July.

Letters of interest may be submitted to sdplumbing@state.sd.us.

PHCC of Georgia Partners with Governor Kemp and State Lawmakers to Protect Consumers



By Mark Valentini, VP of Legislative Affairs

WHAT HAPPENED?

On May 11, 2026, Governor Brian Kemp signed into law SB553, a bill that prohibits unlicensed contractors in Georgia from advertising themselves as a plumber, HVAC contractor, electrician or utility contractor unless they are licensed as a Master Plumber, Conditioned Air Contractor, Electrical Contractor or Utility Contractor, respectively.

WHAT DOES IT MEAN FOR OUR INDUSTRY?

Until SB553 became law, unlicensed entities in Georgia could advertise themselves as performing plumbing or HVAC services or other skilled work, leading consumers to believe these individuals or companies are professional contractors when in fact they are not qualified to perform the services advertised. This often results in the completion of service, installation, repair or utility work that is faulty or substandard, or otherwise not performed up to existing building codes, leading to costly property damage and subsequent repairs.

With the passage of SB553, as of July 1, 2026, only those licensed as a Master Plumber, Conditioned Air Contractor, Electrical Contractor or Utility Contractor can advertise the services they provide. For example, an unlicensed entity cannot present itself as "Bob's Plumbing" or advertise plumbing services without a Master Plumber license issued by the state. Homeowners in Georgia can now select a contractor with the confidence that the entity they are hiring to perform work is licensed and qualified to provide the services they advertise.

MORE DETAIL

Earlier in the legislative session, stakeholder organizations representing various skilled trades were approached by Governor Kemp's office and members of the legislature to solicit feedback on how best to craft legislation protecting Georgians from the scourge of unlicensed entities advertising themselves as professional tradespeople.

In addition to PHCC of Georgia, organizations representing electricians, utility contractors and other specialty construction trades helped the Governor and lawmakers craft a bill providing a simple solution: if you do not hold a valid Master Plumber, Conditioned Air Contractor, Electrical Contractor or Utility Contractor license, you cannot proclaim to be a professional in any of those licensed trades nor can you advertise the services they provide: violators are subject to hefty fines in addition to potential criminal penalties.

The legislation passed on a near-unanimous bipartisan vote in both chambers of the Georgia State Legislature before getting signed into law by the Governor. Today, a homeowner in Georgia can now hire "Bob's Plumbing" knowing that entity is exactly what it claims to be and rest easy knowing the biggest investment of their lives is in the hands of a qualified professional.

Build Skills. Boost Safety. Earn Your OSHA Credential.

PHCC members and their employees can now access OSHA 10 and 30 Construction online courses from PHCC Academy®

This certification is a valuable investment in your safety and professional development. Upon successful completion, participants receive an official OSHA certificate and wallet card, providing both recognition and verified proof of completion.

OSHA 10 Overview

The OSHA 10-Hour Construction Industry Outreach training course is a comprehensive safety program designed for anyone involved in the construction industry especially safety directors foremen and field supervisors. OSHA recommends Outreach Training Programs as an orientation to occupational safety and health for workers covered by OSHA 29 CFR 1926. Construction workers must receive additional training when required by OSHA standards on specific hazards of the job.

Cost: $49 per person



OSHA 30 Overview

The OSHA 30 Hour Construction Industry Training course is a comprehensive safety program designed for anyone involved in the industry. Specifically devised for safety directors, foremen, and field supervisors; the program provides complete information on OSHA compliance issues. OSHA recommends Outreach Training Programs as an orientation to occupational safety and health for workers covered by OSHA 29 CFR 1926. Construction workers must receive additional training, when required by OSHA standards, on specific hazards of the job. Upon successful completion of the course, participants will receive an OSHA 30-Hour DOL course completion certificate. The OSHA 30 Hour Outreach course is NOT equivalent to the OSHA 510 or 511 courses and will not meet the course prerequisites to take the OSHA 500 or 501 courses.

Cost: $149 per person

To Register for OSHA 10 or OSHA 30 Course: Complete this form and return it to the SDAPHCC office by email (Kristie.phcc@midco.net) or mail: 707 E 41st St, #220, Sioux Falls, SD 57105

Name _____ Company _____

Phone _____Email _____

Payment Information:

- ☐ $49 per person for OSHA 10 Overview
- ☐ $149 per person for OSHA 30 Overview
- ☐ Payment included
- ☐ Please invoice

PHCC NATIONAL'S CANDIDATE'S CORNER



There currently is one candidate running for 2026 PHCC—National Vice President. Meet Tyler Arndt … and watch for more messages from him in future issues.

"Some of the greatest opportunities I've experienced through PHCC began with a simple decision – *I showed up*. Whether it was attending my first chapter meeting, volunteering for a committee, or participating in a conference, each experience opened the door to new friendships, new perspectives, and new opportunities to grow. Looking back, I never could have imagined where saying "yes" would lead. My encouragement to every member is simple: get involved, attend the meeting, volunteer for the committee, introduce yourself to someone new. You never know where that first step will take you, and you may discover that PHCC has opportunities beyond anything you ever imagined."

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The election will take place at the 2026 PHCC Annual Business Meeting to be held on Tuesday, October 20, at CONNECT 2026 in Milwaukee, Wisconsin.

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Tony Bertolino Discusses Impact, Future of Skilled Trades at America250 Event on National Mall

By Staff Writer, PHCC-National Association



As part of the U.S. Department of Labor's America250 celebration honoring the achievements, contributions and sacrifices of American workers, Plumbing-Heating-Cooling Contractors—National Association (PHCC) Vice President Tony Bertolino represented the plumbing and HVAC industry at a Great American State Fair event on June 30 on the National Mall.

During a June 30 panel discussion moderated by Acting Secretary of Labor Keith E. Sonderling, Bertolino discussed the future of the skilled trades and the growing need to strengthen the plumbing and HVAC workforce through apprenticeships, career and technical education and workforce development.

Bertolino, co-owner of Rob Bertolino Plumbing & Heating, Virginia Beach, Va., spoke of the value of considering the skilled trades as a path to long-term success.

"Choosing the trades is a successful way you can have a career that is lucrative and rewarding," Bertolino said. "My company's plumbers are able to buy houses right now; they are not worried about the economy. What they do for a living is not going to be taken over by AI. They are not going to be shut down by anybody else."

He also highlighted one of the industry's greatest advantages: apprentices can begin earning immediately while building valuable skills.

"You don't have to go to school first and then get the job. Typically, an apprenticeship program is paid for by your employer, so you do not have the burden of tuition. You 'earn while you learn.' You get the job and you make a reasonable living—in most cases a really good one—while you're taught a trade."

Reflecting on the nation's 250th anniversary, Bertolino underscored the essential role skilled tradespeople have played in protecting public health and safety and improving Americans' quality of life.

"Fortunately, Americans have no idea what it's like to deal with no clean water and no sanitary systems," he said. "The American workers have done a good job ensuring that people have a totally comfortable way of life in our country. I am really proud of what we've done."

Fellow panelist Roger Wakefield echoed Bertolino's message, noting that nearly everything people see in the built environment—from homes and schools to roads and businesses—exists because of the skilled trades.

Looking to the future, Bertolino noted that tradespeople have been essential to America's growth and will remain so. "Plumbers—and I will use 'plumbers' because I am one—have been here since the beginning of this country, and now we're here celebrating the 250th anniversary," Bertolino said. "We've been part of building this nation from the beginning, and we will continue to be long into the future."

PHCC thanks Roger Wakefield for helping make this opportunity possible and for his continued support of the skilled trades.

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COACHING TIP

The Importance of Setting Clear Goals



Setting clear and specific goals is essential for maintaining focus and direction in both personal and professional endeavors. Utilizing the **SMART** method can significantly enhance your goal-setting process.

S – SPECIFIC
Clearly define what you want to achieve.

M – MEASURABLE
Establish criteria for tracking progress and success.

A – ACHIEVABLE
Set realistic goals that challenge you while remaining attainable.

R – RELEVANT
Align your goals with your broader aspirations and values.

T – TIME-BOUND
Set deadlines to create a sense of urgency and accountability.

Take the time to jot down your short-term and long-term goals and make it a habit to review them regularly. Sharing your goals with your team can foster a culture of accountability and motivation, encouraging collaboration and support.

Clarity in your objectives not only propels you forward but also empowers your team to move in unison towards shared success.

Get clear on your goals **to drive meaningful progress!**

Ready to take your business to the next level?
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QUALITY SERVICE CONTRACTORS QSC PHCC

Quality Service Contractors (QSC) is an Enhanced Service Group of PHCC National. They provide a welcoming community that influences best practices, superior growth and profitability for service trade contractors and industry partners.

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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.

From the Executive's Desk



By Kristie Brunick

Spectrum 2026, the Value of Convention Attendance, and Connect Deadline

At the end of July, I had the opportunity to attend the AEC Spectrum Conference. During this conference, PHCC executives from across the country come together for a few days to share and learn best association management practices. This year, we met in Milwaukee, WI and held sessions at Milwaukee Tool's headquarters. It was an incredible event full of valuable information. Every time I met with my peers, I learn something new and strengthen connections. I have a network of individuals with a variety of expertise that I can use as a resource.

That same opportunity is available to PHCC members as well when they attend the state convention, golf outings or PHCC Connect. These events allow you to meet other professionals who understand your daily challenges and can help you discover new solutions.

And that's why I can't help but encourage everyone to attend either a state or national event. This year, PHCC Connect will be held in Milwaukee, WI on October 19-22. Having just been there, I can tell you it's a fun place to visit. Early bird registration ends on August 8, so be sure to register soon!

"Creating Super Foremen" Classes with Kirk Alter

There is still time to claim a spot in one of our upcoming classes with National speaker, Kirk Alter. Kirk's teaching style in lively and interactive. Attendees will be challenged to think differently and will leave equipped to excel in their roles.

Kirk will be teaching the "Creating Super Foremen" class on August 24 in Sioux Falls and on August 28 in Rapid City. See pages 5 and 6 for more details and registration information.

West River Golf Tournament

The West River Golf Tournament is right around the corner and we still have lots of spots open for golfers and sponsors. This fun event will be held on September 10 at Elkhorn Ridge Golf Course in Spearfish, SD. Check out page 7 for registration details.

2026 Continuing Education Online and Virtual

Our online CE course is available for anyone who was not able to attend one of our in-person classes. This class allows participants to complete their training at their own pace.

We also have a second virtual class scheduled for the evening of November 16. This class will be taught by a live instructor via zoom.

For more information, see page 8.

NEW COMMITTEES CREATED

Contact the SDAPHCC office if you are interested in joining one of these committees.

Membership

Apprentice Contest

Events & Education

Scholarship

605-271-7255
Kristie.phcc@midco.net



South Dakota Association of Plumbing-Heating-Cooling Contractors

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