

JANUARY 1973

Howard McMullen, President of the Washtenaw County Association, reports that they held their annual Banquet on January 22nd, 1973. The meeting was held at Win Schulers. New officers and directors were elected, and new members were welcomed into the Association. Lynn Briggs brought us up to date on the State level and Frank Neering, Labor Relations Director from Dow Chemical, was the guest speaker.

The Association is in the process of pursuing the formation of an area safety council to assist contractors with the new OSHA regulations. There is a good chance that the program can be Federally funded. The next Association meeting, scheduled for February 19, 1973, will be a joint session with contractors and local wholesalers.

On December 15th, the Association held its Annual Christmas Party. The Party was held at the Crystal House Hotel, in the Stratford Room, in Ann Arbor. The Open House, which began at noon, was sponsored by the newest Affiliate Members of the Association, namely, Ann Arbor Pipe and Supply, D & C Plumbing & Heating Supply, and Wolverine Supply, Incorporated. Besides the Association members, other contractor groups were present such as electrical, generals, painters, insulators, along with engineers, architects, unions and owners. Howard further reported that the newest member of the Association is Greenwood and Conyers, Incorporated. Representing the company in the Association will be Gary Greenwood and Dick Conyers. Their office is located at 975 East Michigan Avenue in Ypsilanti.

FEBRUARY 1973



Back row, left to right: William G. Romelhardt, Hutzel Plumbing and Heating Company, Director, Fayne McGovern, McGovern Plumbing & Heating, Inc., Vice President, Louis Boone, Boone & Darr, Inc., Secretary-Treasurer, Gerald Notar, Towler & Notar, Inc., President. Front row, left to right: Howard McMullen, Garvin Plumbing & Heating, Inc., Past President, Vernon Smith, Young & Ost, Inc., Director.

Gerald Notar, President of the Washtenaw County Association reports that the Annual Business Meeting of the Washtenaw County Association of Plumbing-Heating- Cooling Contractors, Inc., was held at Win Schuler's on January 22, 1973. Gerald A. Notar, Towler & Notar, Inc. was elected to the office of President of the Association. Other officers include, Vice-President, Fayne McGovern Plumbing & Heating, Inc. and Secretary-Treasurer, Louis E. Boone, Boone & Darr, Inc. William Romelhardt, Hutzel Plumbing & Heating Company and Vernon Smith, Young & Ost, Inc. were elected as Directors. Also serving as a Director will be Howard McMullen, Past President of the Association.

Frank Neering, Manager of Distribution and Industrial Relations for the Midland Division of The Dow Chemical Company, was the featured speaker. Mr. Neering discussed the User's Voice in the Construction Industry. Also speaking at the meeting was Lynn Briggs, Executive Director of the Michigan Association of Plumbing-Heating-Cooling Contractors, Inc. and the Michigan Mechanical Contractors Association. Mr. Briggs discussed various Industry legislation and activities of the State Association. Other guests present were Charles Kline, President of The Construction Users Council and Richard Dietrich, Marketing Director of

the Michigan Association.

Merit Awards, in recognition of giving unselfishly of themselves in Association activities for the betterment of the Industry, were presented to Earl Duffy, Duffy Plumbing & Heating, Donald Noffsinger, Johnson & Lillard, Inc., A. Michael O'Neill, A. M. O'Neill, Inc. and Robert Southard, Roberts and Southard Plumbing & Heating. Ann Arbor Pipe & Supply Company, D & C Plumbing & Heating Supply Company and Wolverine Supply, Inc., area wholesalers, were accepted as Association Affiliate Members. Robert J. Fair, Executive Director of the Association, discussed the many accomplishments of the Association and its "future goals and objectives for 1973".

MARCH 1973

Washtenaw Co. Assoc. News

President Notar reported that future membership meetings will be held on a bimonthly basis. Programs of interest to the Association will be spotlighted at these meetings. The initial meeting of the Washtenaw Area Safety Council was held March 8th. It proved to be an interesting program with the agenda including such items as:

1. Top 10 OSHA Violations Bud Burns, Manager - Greater Detroit Safety Council
2. Solutions to Easy Problems
 - A. Proper Fire Extinguishers/Training Employees In Their Use -James Spears
 - B. First Aid Training
Thomas Mollett -American Red Cross
 - C. Establishing a Safety Program
Glenn T. Ainley -Safety Supervisor General Motors Corporation
3. Safety, Education and Training ~ Michigan Department of Labor , Roy Truran -Occupational Safety Consultant

The Association is a participant on the Owners-Contractors Liaison Committee which has recently established a Task Force Committee to discuss methods of reducing construction costs.

ARPIL 1973- MAPHCC Looks at Washtenaw County



Guest Editorial

Speaking on behalf of the Washtenaw County Association of Plumbing-Heating-Cooling Contractors, I would like to offer thanks to the State Association for their new journal program of spotlighting different Association areas of the state. This program will, every few months, devote nearly entirely the complete magazine to the trends, forecasts, and operations of a particular local Association. I compliment the MAPHCC for this service to our membership.

OSHA- That is what everyone is talking about today. Have you protected yourself as a Contractor? Have you kept up on the

latest standards and revisions? Do you know what standards will be developed in the future? If you do not know the answers to these few questions it might be advisable to work a little closer with your Association and benefit from its knowledge regarding these new regulations.

Since the implementation of the new OSHA regulations, all Industry has been concerned as to their responsibilities. Industry leaders have been meeting and discussing the new laws and what they mean and have further through the efforts for the Construction Safety Institute proposed various changes which were recently discussed at a public hearing held February 27th and 28th with the State Legislature in Lansing.

It has been recognized that the smaller the shop the more concern of the contractor with the multitude of conflicting standards. In order to ease the mind of some of these smaller contractors the intent is more to be applied to the larger mechanical shop. Yet the threat of a sudden and unannounced inspection can result in heavy financial penalties and continues to be a nightmare for any unprepared contractor. OSHA does have specific guidelines that will lead toward a safer and healthier atmosphere on the construction site. But, since many provisions of OSHA are utterly ridiculous and financially unsound, many associations and organizations are lobbying for various amendments.

The Association will continue to inform members of the regulations and changes. Independent contractors have more of a problem in understanding the procedural mess. This alone should be enough reason for membership in an Industry Association. Mechanical contractors should be urged not to sign any hold harmless clauses with General Contractors. If you don't sign one, you are responsible only for your end of any problem. However, whatever YIJJ sign with a general, make sure everything is clearly spelled out and responsibilities clearly assigned.

Keep in touch with your Association or its OSHA Committee. Don't rely on the expectation of being relieved of your safety responsibility by amendments that aim to change, modify or exempt you from OSHA regulations. Your Association is there to assist you-utilize its services. We would like to extend our appreciation to the State for allowing this regional issue to be devoted to Washtenaw County. The Washtenaw County Association suggests that this issue be used as an area reference guide.

Robert J. Fair
Executive Director
Washtenaw County Association



The Washtenaw County President Speaks

Moved by labor the last couple of years certainly make sense. No matter what magazine or article you pick up these days you see things such as: union agrees to residential agreement, union agrees to remove restrictive work practices or union initiates committee to discuss ways and means of regaining work lost to ABC Contractors.

What does this mean? It simply means this, local unions are beginning to listen to their international representatives when they say "A fair days work for a fair days pay, increase productivity in order not to eliminate yourself from the market." Until recently, too few people have wanted to do anything about productivity and those that did, couldn't. In fact, featherbedding like many other problems of the Industry, has been long

recognized but has just been tolerated.

Looking at the various areas of the State that were once union and are now pretty much nonunion, it makes you take a second look. Washtenaw County over the years has been union. Fortunately, the local union in Washtenaw County has recognized the trend. During the past few years they have taken a deferment in a wage increase and further remained status quo in the following year's negotiations as far as a wage increase is concerned. The contractors and the union in this local area have always had an excellent rapport and I am sure that in the months ahead there will be even a more desire to take a look at the total construction picture in the area and decide what's best for the Industry.

One of my pet projects this year will be to assist in revising the present apprenticeship program. Discussions are continuing with the Community College and the Board of Education concerning ways and means of assisting the program in areas in which it is most weak. The apprenticeship program should be our concern as contractors and every effort should be made to make it what it should be.

In summing up, I would like to first thank Howard McMullen for an excellent job as President of the Association the past few years. I would also like to thank members of my local Association for the confidence that they have bestowed in me by my appointment as President for the next two years and further to members of the State Association for my recent Convention appointment as State Director for district three. You can be assured that I'll do my best in both positions.

***Gerald A. Notar President
Washtenaw County Association***

Contractors City Liaison Committee

During the past year the Washtenaw Association has established an excellent communications with the city in regards to legislation. Members of the Association were instrumental in recommending the new proposed plumbing code which has recently been sent to council for approval. Through this liaison, communications have been further opened with the surrounding townships and other various agencies that have in the past set restrictions on local contractors.



Affirmative Action Program at WCC

The Washtenaw County Construction Industry Affirmative Action Program, coordinated by Norman Kennedy, is a cooperative effort on the part of local contractors, trade unions, Office of Economic Opportunity, Michigan Employment Security Commission, and Washtenaw Community College, aiming at placing 25 or more blacks and other minority individuals in the construction trade industry apprentice program.

The concept and initial organizing of the Affirmative Action Program began approximately four years ago. Funding for the program has been provided by a number of organizations, including the Washtenaw Building Trades Council, Washtenaw County Home Builders Association, Plumbers Foundation, and the Vocational Educational Department of State Board of Education.

Affirmative Action refers to all construction work, both private and public, and is not limited to federal or federally assisted construction projects. Additionally, the program in no way or manner attempts to alter or lower valid apprentice selection standards which have been established by the Joint Apprenticeship Committees and the Bureau of Apprenticeships and Training.

"NEWSLINE"

"Newsline" is the bimonthly publication of the Washtenaw County Association. The first issue of the newsletter was sent out in December of 1971 and at that time had a circulation of approximately two hundred. Since that time, the newsletter's circulation has grown to fifteen hundred and is sent to NAPHCC associations throughout the country and various association membership throughout the State of Michigan.

The purpose of "newsline" is to report on items that are of importance to Association members and to keep them abreast of all Association activities. Also, it helps to continue communications with various segments of the Industry.

Any comments or suggestions on the newsletter are always welcomed.



Out of The Past. . . . Into the Future

The past does not build the future, as action speaks louder than words, but there is always a need for a foundation, and that's what we have hoped to have laid these last three years. The Association has made great strides in community, state and national involvement along with a more realistic down-to-backyard-level talking about the inflationary trend the construction industry has taken. My only wish at this time is to hope that all peoples associated with the construction industry will come to realize just how important we are as to the total economy, to take action to preserve and stabilize that position so as to go forward with new ideas, methods, and practices suitable to labor and management. For together we will move onward to bigger and better things, and divided we surely will fall. To the new President goes my concern, for his job is insurmountable to the tasks that lie ahead in the areas of OSHA, Affirmative Action, and negotiations along with many others. For as I see the future holds many varied and mixed reflections to our individual businesses for which committees must diligently serve.

Lastly, but surely not least, I wish to express my thanks and appreciation to those that served willingly on the many committees these last three years in helping to make them productive and satisfying. Our goals have been met, for which to the Executive Director, Mr. Robert Fair, along with his able assistant, Miss Sandy Pugh, are to be given the largest portion of credit and praise. To these and all who have helped our association to go forward a special Thank You.

HOWARD W. McCULLEN.

MAY 1973

LETTERS

Dear Mr. Dietrich: I wish to express, on behalf of our Association, my compliments on your recent issue of the Michigan Master Plumber and Mechanical Contractor Magazine, "MAPHCC Looks at Washtenaw County" - "Washtenaw County 1973 Construction Look."

Since the issue came out, we have received numerous calls from members of our Association along with others who have seen copies of the April issue to tell us how pleased they are with the magazine. It was very thorough with many interesting articles.

I wish to thank you for the opportunity to familiarize others with our area and to again extend my compliments to you on a job well done.

Sincerely,
Robert J. Fair
Executive Director

Dear Mr. Dietrich:

The April issue of the Michigan Master Plumber and Mechanical Contractor Magazine was an excellent tribute to the Plumbing-Heating- Cooling Industry in Washtenaw County.

I felt that the magazine was very in- formative and have heard many comments echoing my thoughts on the matter.

I am sure that members of our Association will be interested in reading the same type of information about our fellow Associations throughout the State.

My compliments on a very fine issue.

Sincerely,

Gerald A. Notar President

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The Washtenaw County Plumbers and Steamfitters Joint Apprenticeship Committee will be accepting apprenticeship applications beginning May 14th, 1973 through June 1st, 1973.

Minimum requirements are: (1) Age: 18-26 (Exceptions: Veterans and those who have been engaged in the trade). (2) Education: High School graduate or possess a certificate of equivalency (G. E. D.), to be submitted to the Joint Apprenticeship Committee at the time of making application or before further testing.

Applications will be made at the Washtenaw County Association of Plumbing-Heating-Cooling Contractors, Inc. -2311 Shelby Street - Suite 102 -Ann Arbor, Michigan - from the hours of 9:00 A.M. to 11:00 A.M. and 2:00 P.M. to 4:00 P.M. Anyone needing further information should contact the Association office at 761-0474.

Gerry Notar, President of the Washtenaw County Association reports they held their last meeting April 23 at Weber's Inn in Ann Arbor. Along with miscellaneous items of importance to Association members, the main topics of discussion at the meeting were 1973 negotiations and apprenticeship. The first joint negotiating committee meeting was held in April with future meetings soon to be scheduled. A special membership meeting will be held on negotiations in May. The apprenticeship program will be opening up for applications May 14 through June 1.

JUNE 1973

Washtenaw County Association News

The Association is now in the process of accepting applications for the Plumbers and Steamfitters Joint Apprenticeship Program. The initial response to the News Release sent out has been overwhelming. As soon as all applications are in, testing will be scheduled for the applicants and after passing the test a personal interview will be given to help determine those to be accepted and put on the Availability Lists.

Negotiations are proceeding on schedule. The Association has presented their proposals to the Union and future meetings are scheduled. A special Service Agreement Committee is meeting to review the Service portion of the contract. The next meeting of the Association will be a special meeting near the end of May that will be scheduled specifically to discuss the 1973 contract negotiations.

The latest service of the Association is "Capitol Update News." The newsletter is designed to keep members of the Association up-to- date on the various items that are happening Statewide as far as legislation is concerned. The office has received many positive comments regarding the new release. The Ann Arbor City Council is presently considering a new plumbing code for the Ann Arbor area. In essence the code is basically BOCA with amendments in the City Ordinance. The state is urged to take a close look at this new code if it is finally adopted.

JULY 1973

AN OPEN LETTER TO THE INDUSTRY

At the April meeting of the Washtenaw County Association of Plumbing-Heating-Cooling Contractors Board of Directors, it was agreed that the name of William G. Romelhardt, Hutzel Plumbing & Heating Company be put in nomination for the position of Chairman of the State Board of Plumbing when the position becomes vacant. This motion was presented to the Washtenaw County Association members at the general membership meeting and unanimously approved.

It is the opinion of the Washtenaw County Association membership that Mr. Romelhardt with his vast experience in the plumbing field would do an admirable job in representing the industry on this Board. His relationship with the many officers and groups throughout the state and his active participation on the many industry committees makes him a very capable individual for doing a job that will be beneficial to the industry.

The Washtenaw County Association solicits support of all contractors around the State of Michigan and respectfully requests favorable consideration to Mr. Romelhardt in the pursuit of this office.

Sincerely,
Gerard A. Notar, President
WCAPHCC

Gerald Notar, President of the Washtenaw County Association reports that an agreement with Local 190 has been reached. The monetary settlement calls for an increase of 52 cents and included in the new contract are several word changes including the shift-work clause, provisions on productivity and safety, etc. The Union ratified the new contract on the 11th of June.

Gerry, on behalf of the Association, would also like to welcome J.F. Sadler, Inc. as the newest member in the Associate membership classification. Representing the company will be Earl J. Duffy. Their office is located in Milford, Michigan.

SEPTEMBER 1973

Washtenaw County Association Purchases Hard Hats for Local 190 Employees

President Notar reports that the Association is presently in the process of purchasing hard hats for members to distribute to their employees. The hard hats will have the United Association's emblem with Plumbers and Pipefitters Local 190 printed beneath the logo. The aim of the program is to initiate a stronger responsibility on the part of the employees.

Apprenticeship Direction

JAC Chairman Bill Romelhardt reports that after many meetings the past five years, a general agreement has been reached between members of the Association, the Local Union and representatives from Washtenaw Community College for apprenticeship program affiliation. Andrew Ford, Director, Technical & Industrial Division, has temporarily been re-quested to assist in this transition and help guide the program. Andy will be meeting with members of the Joint Apprenticeship Committee, the United Association Apprenticeship Department, and also has attended classes at Purdue for apprenticeship instructors. The Committee will again meet in the near future to pursue the initial goal of starting fall classes the first of October. The Washtenaw County Plumbers and Pipefitters Joint Apprenticeship Committee recently completed final evaluations of potential apprentices who have been placed on an availability list. Approximately forty applicants will be indentured into the Program.

Tld bits:

Ann Arbor is still in a quandry as whether or not to adopt BOCA or to further stall to see what is transpiring at the State level. It is our opinion that with the various ordinance provisions agreed to between the Association and Building Department a decision is possible by the end of September.

The Association, as a service to its members, has prepared for distribution an Industry Directory. The Directory consists of the various classifications of work and much more beneficial information. You may make requests after September 24th.

CISC has improved the monetary increase for the 1973-74 Labor Agreement. Contracts are now being printed and will be distributed no later than the second week of October.

OCTOBER 1973

Washtenaw County Retains Safety Consultant

The Washtenaw County Board of Directors at their last Board meeting unanimously agreed to retain Lyndsey Hayes, who was at one time an OSHA inspector, as a safety consultant. The principle duties will be to establish Company Safety Programs, courtesy inspections, etc. Arrangements are now being made for a Ladies Night to be held the last week in October. David Gardner, Executive Secretary of the Construction Safety Institute, was principal speaker at the Public Owners-Contractors Liaison Committee meeting held October 4th. Dave spoke on the new State OSHA Plan and procedures of its implementation.

DECEMBER 1973

WASHTENAW COUNTY NEWS

Robert Fair, Executive Secretary Washtenaw County Association Plumbing-Heating-Cooling Contractors

WCC Affiliation After many meetings during the past five years, an agreement was reached between members of the Washtenaw County Association, Local 190 and individual representatives from the Washtenaw Community College for Apprenticeship Program affiliation. At a recent meeting of the Joint Apprenticeship Committee the agreement was reviewed and approved by all members of the JAC. On the 25th of September, Trustees of the College met and unanimously agreed to accept the proposed affiliation.

College representatives have met with members of the JAC, the United Association Apprenticeship Department and Andrew Ford, Director of Technical and Industrial Training, has attended classes at Purdue University for apprenticeship instructors and will help in the immediate transition of the Program. As the goal of the Program is to have classes start at the College the first week in November, some steps have already been taken to start the disengagement from the Board of Education and the relocation at the College.

The Committee would like to extend its sincere appreciation to all concerned at the Board of Education for the time and effort they have devoted to the Program over the years. Particularly we wish to extend a special note of thanks to Jesse Underwood, Apprenticeship Instructor, Earl Shaffer, Director of Occupational Education and William Rude, Assistant Director of Occupational Education for the admirable job they have done in assisting the apprentices in the courses of study.

Association Hires Safety Consultant

The Washtenaw County Association has hired Lindsey Hayes, a specialist in OSHA and State requirements as its Safety Consultant, as have the Washtenaw Contractors Association. These

are the only two Associations now using the services of Mr. Hayes. A unique and not available service from other consultants, government agencies or insurance companies is the fact that he has served as Assistant Area Director and Acting Area Director in OSHA until August of 1973. This provided the opportunity to learn how the law and standards are interpreted by Compliance Officers, Area Directors and Review Commission. He will be at the Washtenaw County Association offices on specific days throughout the month. Along with his other duties, Mr. Hayes will have a column in "newsline."