

## Airconditioning, Refrigeration and Mechanical Contractors Association of Southern California, Inc.

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**ALERT**  
Second Quarter 2013



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## Industry Training Voucher Program

The Training Center's voucher training program has been returned to the budget effective **July 1**. This voucher program is designed to assist contractors in offsetting the labor expense while obtaining specialized training for their workforce. Effective July 1, the Training Center's budget includes an allocation of \$50,000 to the voucher program. Training programs must be approved and take place between **July 1, 2013 and June 30, 2014**. Contractors who submit vouchers during the first six months will receive payment up to the amount of their allotment provided they follow the guidelines of the program. In addition, after **January 1, 2014**, contractors who have exhausted their allotment may apply for additional funding that has not been claimed on a first come first serve basis.

The voucher program is an excellent tool for individual contractors to enhance the specialized skills of each employee. Technology is constantly changing throughout our industry. The voucher program enables each contractor to take advantage of vendor and manufacturer training on specialized equipment. This broad approach to training provides each participating contractor with the ability to maximize the skill level of individual employees, thereby improving the skills of their overall workforce.

The voucher money reimburses a company for the wages of an employee who travels to a location for specialized training, or to pay for the labor cost when a specialized training program is brought in-house to train many employees at a time. Each signatory contractor has funds available based on that company's contribution as a percentage of the total industry training center contributions, provided the training falls under the guidelines of the program.

### To utilize the available funds a contractor must:

- apply for the funding prior to the start of the specialized training
- use the voucher funds for reimbursed wages, up to a maximum of \$1,500 per voucher per week, or the maximum available voucher funding, whichever is less
- submit a copy of the timecard and a completion certificate from the specialized training course

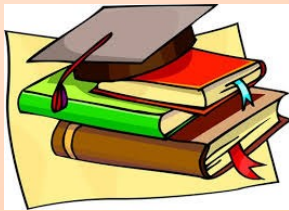
The guidelines of the voucher program are reviewed annually to ensure maximum success. The Voucher Committee consists of the Training Center Trustees and the Training Center staff. Contractors are strongly encouraged to take advantage of this available funding. Contact the Training Center for an application form as well as the rules required of each contractor when submitting a voucher training funding request. **If you have any questions about the details of this program contact the Training Center at 213.747.0291.**



The **ARCA/MCA Southern California** Board of Directors have the responsibility to address issues that directly impact its member companies, both positively and negatively. In recent years there have been a number of important issues that required attention. To assist in these efforts your Association actively supports Politico, our lobbyist effort in Sacramento, and is involved with the MCAA on the national level. Eddie Bernacchi, of Politico, has been a frequent speaker at the **ARCA/MCA Southern California** annual meeting and keeps us abreast of issues in California.

**On national issues**, our Executive Vice President, Richard J. Sawhill, serves on the MCAA Government Affairs Committee. In this capacity Dick has been an active participant with the MCAA in addressing the Financial Accounting Standards Board (FASB) pension liability disclosure requirements, the Pension Protection Act and Pension Relief Act. The national health care law, the Affordable Care Act (ACA), will affect every company. Our Association was represented with the MCAA at the IRS public hearings as recently as April 2013. Even though we are supporting the national efforts of the MCAA membership, the **ARCA/MCA Southern California** member companies are always our primary consideration. By supporting the MCAA national efforts we directly support the interest of our member companies.

*Pete Buongiorno, president*

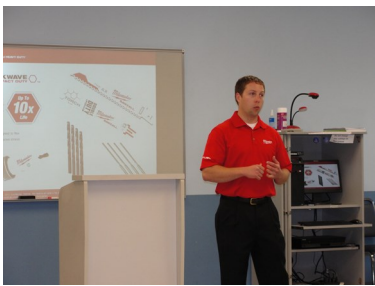


### ***Air Conditioning and Refrigeration JJATC Journeyman Training 2013 – 2014 School year***

**Starting in the fall of 2013** the Training Center will be offering Journeyman courses in three different formats. These classes will be available to all air-conditioning and refrigeration UA members working within District Council 16. The first format will be a brick and mortar classroom atmosphere with locations including Los Angeles, Orange County, Colton and San Diego.

**We are also offering** and encouraging our Journeyman to participate in the UA Blackboard classes that are offered through Washtenaw Community College in Michigan. There will be four courses available in this format relating to Journeyman service training. These classes are all online courses that will require the use of computers to complete.

**The Continuing Education Program (CEP)** will be offered online only as well. This program will require the use of a computer and be formatted in email and PDF correspondence courses. All courses are subject to cancellation based on lack of enrollment. As always, the Training Center encourages all Journeyman to participate in furthering their knowledge and we hope this coming year provides a convenient and progressive approach to education.



## Service Managers Roundtable

The March 27<sup>th</sup> meeting of the Service Managers Roundtable took place at the Orange County Training Center. During this meeting Milwaukee Tools presented the service managers with a display of the newest tools available in the market place. Rick Hatlen and Jeff Scovel of the JJATC Training Center led a discussion on the training programs that are being scheduled in the month of September. Service Managers were offered the opportunity to discuss additional training programs that are needed for MES and Tradesman. The preparation classes for the UA Star test were discussed as they are scheduled for later this year.

The June 5 Service Managers Roundtable meeting reviewed the voucher program being reinstated with the July 1, 2013 training center budget. An update on the cost of the Air Conditioning and Refrigeration Health and Welfare Plan was presented in response to questions posed by the service managers. The meetings begin promptly at 11:30 a.m. and conclude no later than 1:00 p.m. Lunch is always provided.

Please notify the [ARCA/MCA Southern California](#) office if you would like to have your name added to the [ARCA/MCA Southern California](#) service managers email contact list.

*Mark your Calendar for the next Service Managers Roundtable meeting!*

**November 6, 2013**





## VIP Program Overview and Update

by *Kip Bagley*

EMCOR Services Mesa Energy Systems - Vice President, Service

JJATT- Board Chairman

MSCA-Education Committee Chairman



**The Veterans in Piping (VIP) program** is not just for fitters and welders! There's a separate raining class specifically for HVACR veteran recruits to support the growing need for more and younger talent in our industry to replace the retiring baby boomers. This joint effort combines the military's supply of Post-9/11 veterans along with the United Association's training clout and its vast hiring potential across the country. HVACR Contractors have been feeling the pressure due to the lack of talent that is coming into our trade. We've all heard the extraordinary statistics explaining the next 20 year decline of available talent in our field because of retirement and lack of replacements from Generation X. The government site [gibill.gov](http://gibill.gov) states, "An estimated 2 million veterans who have served since 2001 could be eligible to collect Post-9/11 GI Bill benefits. Nationally, the number of veterans receiving Post-9/11 GI Bill benefits has gone from 34,393 in 2009, to 555,329 in 2011."

**The military and UA** have created a pipeline to get talented newcomers that have honorably served our country with enough specific HVACR training to understand our field and its rigorous demands. The VIP program is working well – the third class that is being trained at the Joint Base Lewis-McChord just outside Seattle, Washington is thriving. This class has the benefit of the UA's state-of-the-art HVACR Training Trailer during the 18-week, 720-hour program led by Local #32 UA Instructor William McLaurin. The previous 2 classes were held at the Seattle Area Local #32 with the training provided Mr. McLaurin and boast graduating classes with over 95% placement at qualified UA Contractors throughout the United States.

**I was asked by the United Association** to help interview possible candidates for the program to determine those with the highest probability of being hired into the HVACR business. I have interviewed many technicians over the years, but I've rarely had the good fortune to meet so many high potential applicants as those veterans I met who are applying for entry in this program. In finding new technicians, I've often felt that you should "hire the attitude" and "teach the skill." These men and women are exactly what our industry has been looking for — hard working individuals who have honorably served our country; many serving multiple tours in Afghanistan, Iraq, and elsewhere. Remember: veterans can be of any age; however the average age of our applicants is only around 28-30 years old.

**The Graduates from the VIP program** are EPA Certified with OSHA 10 hour training and they have received other HVACR related training. Once they graduate, the UA assists in finding contractors with open positions and places them in that region's UA Local as a second year HVACR apprentice. I would highly recommend this program and recommend promoting these classes in bases all over the country. This is truly a "win-win" program: The military wins by placing their talented veterans in a skilled program that provides union benefits and lifelong employment.

**The UA wins** by helping supply the entire nation with talented and hard working veterans that will help sustain and grow our industry for years to come.

**The veterans win** by joining a work force that offers challenging, rewarding work with immense opportunities for growth and advancement.

**The contractor wins** having a qualified, high integrity work force that understands hard work and extra effort.

**Be on the lookout for future HVACR classes in San Diego and on the East Coast. For more detailed information about the program and the related training program, go to <http://www.uavip.org/>.**



## MSCA 2013 Challenges Attendees to Go *"Beyond Your Limits"*

Rockville, Md. – The Mechanical Service Contractors of America (MSCA) 28th Annual Educational Conference will be held October 13-16, 2013, at the Boca Raton Resort & Club in Boca Raton, FL. This year's conference challenges attendees to go *"Beyond Your Limits"*. This theme will be the common thread that runs throughout the program's sessions and activities.

Among the esteemed speakers will be:

**Troy Hazard**, an entrepreneur and business consultant, who will present *Beyond Tomorrow: How to Future-Proof Your Business with Purpose, Passion, People and Profits*.

**Captain Charles Plumb**, a Vietnam War veteran and prison camp survivor, will discuss *Tough Choices in Challenging Times*.

**Mike Mullane**, former NASA Space Shuttle Commander, whose **teamwork presentation** will discuss the importance of expressing your perspective to ensure group success.

**Robyn Benincasa**, professional adventure racer, will share simple and easily applied skills that will allow attendees to create **Human Synergy** with all of the teammates in their lives, from colleagues to spouses and family.

**Thom Singer**, popular speaker and author, will demonstrate **how companies can be motivated** to capture all the benefits of personal and professional networks.

On October 13, a one day bonus program, *The Path to Higher Margins Is Not Business As Usual* will be held from 7:30 a.m. to 3:15 p.m. The day's speakers, all highly successful mechanical service contractors, will provide attendees with a wealth of road tested tactics on a wide variety of topics including customer prioritization and how to determine where to spend your time, how to avoid the micro managing trap, and managing call backs and tracking results.

The conference will also feature a variety of educational programs, peer group roundtable sessions, and a Supplier Partnership Day which will spotlight the event's exhibitors and sponsors. Companies and individuals that look beyond their limits are destined to succeed," said MSCA Chairman **Robert A. Lake of EMCOR Services Mesa Energy Systems in Irvine, CA**. "The speakers at this year's conference will provide the inspirational fuel attendees need to live outside their comfort zone and overcome boundaries that once seemed impenetrable."

**For more information about the conference,  
contact [saorantes@mcaa.org](mailto:saorantes@mcaa.org) or logon to  
[www.mcaa.org/education/msca/annualconference/](http://www.mcaa.org/education/msca/annualconference/)**



Read all about what's planned for MSCA's **GreenSTAR** program in the just-released 2013 Program Guide. It's your planner for the year whether you are a **GreenSTAR** or preparing to apply to become one! Read about upcoming webinars, seminars, and details about the program and its benefits.

[www.msca.org/Program\\_Guide\\_2013\\_5-13.pdf](http://www.msca.org/Program_Guide_2013_5-13.pdf)

## 2013 Calendar

**June**

- 5 11:30 am Service Managers Roundtable
- 13 10:00 am ARCA/MCA Southern California Board of Directors
- 19 7:00 am SCPT Finance Committee

**July**

- 4  ARCA/MCA Southern California office closed
- 10 7:00 am SCPT Administrative and Delinquency Committee
- 11 8:00 am P.I.P.E Board of Trustees
- 23 9:00 am IRBT Board of Trustees
- 30-31 Association Executive Council (AEC)  
Annual Meeting ( San Diego)
- 31 8:00 am SCPT Board of Trustees

**Aug**

- 1-2 Association Executive Council (AEC)  
Annual Meeting ( San Diego)
- 5 1:00 pm Inland JAC (Colton, CA)
- 6 8:00 am ACRT Board of Trustees
- 12-16 UA Training Program (Ann Arbor, MI)



## 2013 Plan Ahead Dates

- October 10 ARCA/MCA Southern California  
Annual Membership Meeting  
(Pacific Palms Resort, City of Industry)
- October 13-16 MSCA Annual Educational Conference  
(Boca Raton, FL)
- October 20-23 International Foundation Annual Conference  
(Las Vegas, NV)



- ACCO Engineered Systems  
Glendale, CA
- Air Conditioning Solutions, Inc.  
Altadena, CA
- Air-Ex Air Conditioning, Inc.  
Pomona, CA
- Barr Engineering  
Santa Fe Springs, CA
- Control Air Conditioning Service Corporation  
Anaheim, CA
- Couts Heating & Cooling, Inc.  
Corona, CA
- Graycon, Inc.  
City of Industry, CA
- Thermalair, Inc.  
Anaheim, CA
- Weatherite Corporation  
Walnut, CA
- Western Allied  
Santa Fe Springs, CA
- Wittler-Young Service Company  
Los Angeles, CA



- Allison Mechanical  
Redlands, CA
- Emcor Service/Mesa Energy Systems  
Irvine, CA
- South Coast Mechanical, Inc.  
Anaheim, CA

**ARCA/MCA** Southern California



**Mission Statement**

The Mission of the Airconditioning, Refrigeration and Mechanical Contractors Association of Southern California, Inc. (ARCA/MCA Southern California) is to exceed the expectations of the Association's member companies. The Association will provide a link of communication that will address, advance, and inform the Association membership of the latest updates on legislation, technology, and issues pertinent to the Airconditioning, Refrigeration and Mechanical Contracting Industry. The success of the Association in achieving this Mission is to be based on integrity and loyalty to its members. We will strive to be diligent and flexible by supplying services the membership needs to be competitive in an ever-changing business environment.