

MCA-KC Review

Mechanical Contractors Association of Greater Kansas City / 816-523-3341



Steve Hancock
President
MCA-KC

Hancock Installed as MCA-KC President

The 2007 Installation of officers and new members of the **MCA-KC Board of Directors** included **Steve Hancock**, President; **Mike Kotubey**, Vice President; **Bill Adams**, Treasurer-Secretary; and **Bill Alexander**, Member. Immediate Past President **Bill Heck** remains on the Board. Others returning to the Board include **Charles Brandon** and **Bob Rimel**.

Hancock, Vice President of Estimating at US Engineering Company since March, 2006, spent the previous 20 years with The Foley Company in a wide range of responsibilities ranging from Assistant Project Manager and Purchasing Agent/Buyer to Marketing Director and Vice President of Estimating.

In remarks at the installation ceremony, he emphasized his pledge to continue cooperation and collaboration with the Association's union partners of Plumbers Local 8 and Pipe Fitters Local 533. He also stressed the significance of educational opportunity, citing the 5-year apprenticeship program as well as training for journeymen and contractors. Supporting efforts by all union partners to increase market share, he said it was vital to educate the public that higher wages are worth it because professional craftsmanship means something, as proven reliability and productivity are assets.

Highlights of Board Meeting

The Board of Directors was updated on the status of the **Kansas City Construction Partnership ((KCCP))** initiative, a program the Board continues to support. The initiative includes the proposal to create a business entity with a governing board in accordance with the recommendation made by the MCA leadership team.

Winners of the **Outstanding Mechanical Installations** awards were recognized by President Hancock (see **OMI** story on Page 4). He also advised the Board that **Steve Lamb**, Association VP from Chicago, will act as facilitator at the MCA-KC strategic planning session on June 28-29. Attending will be Board members, a select group of additional contractors fully representing the membership, and union officials **Neil Willis** and **Frank Jackson**.

A **Negotiating Labor Contracts Workshop**, involving both labor and management, was presented by President Hancock in preparation for next year's contract negotiation. The Board recommended the re-vitalization of the Pipe Fitter and Plumbing Committees to initiate potential negotiating issues in advance and address through sub-teams issues of these committees.

Mr. Looman provided an update on the **alternate workforce diversity proposal** put together by the "Roundtable" team consisting of construction associations, labor, and community and faith-based representatives.

Special Interest Articles:

- Hancock takes office as new Board president
- KC Construction Partnership is Proposed
- OMI Awards to recognize firms and individuals

Inside Stories:

Partnership	2
Kemp	2
Jackson	2
Willis	3
Looman	3
OMI	4
Millard	4



President Steve Hancock (center) at KC Construction Partnership session is flanked (l-r) by Bob Looman, Neil Willis, Frank Jackson, and Garry Kemp.

KC Construction Partnership Proposed

Nearly 50 attendees representing member companies and labor partners of MCA-KC heard a partnership proposal on April 19 that's designed to expand their bottom lines and grow market share through innovative business principles driven by labor management. MCA Board President **Steve Hancock**, who served as host, set the tone for opportunities and quality by touching upon future educational sessions and announcing winners of MCA's biannual **Outstanding Mechanical Installation (OMI) Awards** to be presented in June.

Making the proposal were union partners represented by **Garry Kemp** of the Building Trades Council, **Frank Jackson** of Plumbers Local No. 8, and **Neil Willis** of Pipe Fitters Local No. 533.

Hancock said the proposal is part of an ongoing commitment of MCA and its union partners to work together to increase market share and widen the union base. Calling the proposal unprecedented, he pledged that MCA will work closely to ensure that this partnership is a success and a national model. He said the proposal is a huge step in assuring that no ground is ever ceded to non-union contractors.

Kemp Issues Wake-Up Call

Garry Kemp asked attendees to picture themselves as employees of a large corporation with 30,000 employees, but pointing out that although making a high salary with great benefits and a fantastic pension plan, the company has lost market share for the past 20 years. According to this scenario, the employee base is getting older, and while each person is the most well-trained employee in his/her industry, management can't seem to get enough work. Into the breach steps companies with lower wages and less skilled employees.

In like manner, Kemp said today's union members are working for a multi-million-dollar company with 30,000 employees by being part of the Kansas City Construction Partnership which represents more than 20,000 skilled construction workers.

He said the solution is to stop acting like 20 different local unions with independent goals and instead work under one business model. Kemp said there isn't a larger growth company than the organized construction industry in Kansas City, The industry's success relies on having a strategic business plan, he also said, adding that this isn't really an option because it's now a necessity for survival.



Garry Kemp

Jackson Stresses Market Share

Frank Jackson said in growing market share, it is necessary to have a partnership in the organized Pipe Trades. In order to do that, it is vital to create a **Value Proposition** for the customer, involving quality, image, and performance, he added.

He also said union quality is reflected in the apprenticeship and journeyman training which is unrivaled in the industry, as programs are continually updated to keep pace with the industry. Regarding image, Jackson said the Local is charged with changing the perception of the industry with an image that must be one of professionalism and performance. He said the performance is measured by the **UA Standard of Excellence**, which sets a model for the organized Pipe Trades.



Frank Jackson

Willis Cites Rationale for Construction Partnership

Neil Willis said the rationale for the **Kansas City Construction Partnership** is that it fits a business model with a market-driven action. As a result, it helps to create Labor/Management relationships with unions, contractors, owners, users, and developers. It also brings crafts together, establishes a framework for a strategic plan, and opens the way for marketing opportunities.

Implementing a framework is important because every business needs a plan, and the partnership provides the means to build that plan beyond just the piping trades, primarily marketing opportunities, Willis added.

An example of this he said is reflected in a recent discussion about the program with **Bob Marcusse**, Executive Director of the **Kansas City Area Development Council**. Mr. Marcusse said with no other program like it in the country, he sees where it will strengthen efforts to market Kansas City as a better place to relocate for businesses coming into the city, or expand, for businesses that already exist here.

Willis also said the following Partnership goals are what construction users wanted to see on their construction jobsites: **Uniform Substance Abuse**—to have a common drug program, a great marketing tool to users and general contractors; **Safety**—every person on the project will be safety-trained and certified; **No work stoppages**—period; **Jurisdiction Process**—a binding process to resolve disputes quickly; and **Conduct**—just like the **U.A. Standard of Excellence**. These goals are what will set us apart from others, Willis said.



Neil Willis

Looman Gives Partnership MCA's Full Support

Looman said MCA-KC fully supports the **Kansas City Construction Partnership** because it promotes the Association's value as organized mechanical contractors, a point that is completely in keeping with the direction that President **Steve Hancock** and the **Board of Directors** have for setting an active dialogue between management and labor.

MCA-KC plans to leverage the local market knowledge gained during the development of this initiative in its own strategic planning process scheduled for the end of June. The session will include the Association's labor partner in that effort.

Ultimately, success and survival will be based on the ability of contractors and unions here to manage their people and products proactively and effectively. Research reveals that Kansas City building owners and developers want **QUALITY**, **IMAGE**, and **PERFORMANCE** from their buildings. It's the responsibility of the Association to make sure its members are the contractors installing and servicing the mechanical systems.



Bob Looman

Herb Millard Saluted at Retirement Reception

More than 200 persons, including colleagues, officials, and friends from different parts of the country, gathered in the Sheraton Overland Park Hotel on April 27, to honor Herb Millard on his retirement as MCA's Executive Director after serving the organization for 18 years.

Speakers praised Herb both for his leadership in guiding the Association to its present growth and for his role as a coach in helping others to reach higher levels of performance. Among the tributes was a Proclamation from Kansas City's then Mayor Kay Barnes and remarks from Herb's former basketball coach at Omaha, Red McManus, now age 82.

Other speakers from distant MCA offices included VPs David Seitz, Wisconsin; Leo Reed, New England; John Siscel, Eastern Missouri; and Ray Hopkins, New York. Area colleagues delivering remarks included Bob Rimel, Bruce Cramer, A.J. Byrd, Ron Morris, Rosana Privetera Biondo, Garry Kemp, and Tom Reinhart. Steve Hancock served as reception master of ceremony.



Herb Millard (second from right) receives KC Mayor Kay Barnes' proclamation from President Steve Hancock as Coach Red McManus and Bob Looman (l-r) share the enjoyment.

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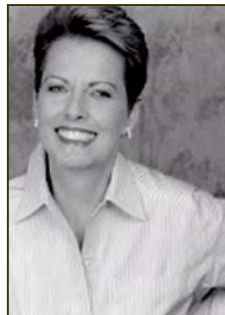
OMI Awards To Recognize Many

The biannual Outstanding Mechanical Installation (OMI) Awards on June 8, sponsored by MCA-KC and Pipe Fitters LU 533 in the Colonial Ballroom of the Kansas City Marriott Muehlebach Hotel, will recognize eight member companies in the following three major categories: (1) heating, ventilating, and air conditioning (HVAC), (2) process piping, and (3) refrigeration. In addition, 4-year college scholarships will be given to four children whose fathers belong to Local 533.

A special award also will be presented to former LU 533 trainer Laurie Shadrack in honor of her becoming the first American woman in the 117-year history of the Washington, D.C.-based United Association to be appointed a Training Specialist. During her 26-year professional career here, she trained nearly 500 apprentices and journeymen.

The program, which begins at 6:30 p.m., will feature internationally known trainer and Certified Professional Speaker Mary Feeley, who combines her corporate experience with comedy club stage work to provide a balanced blend of message and mirth. Also known as the "Provocateur," she will provoke the audience to listen, to laugh, and to learn when she speaks on "Revival of the Fittest."

President Hancock urged all members to attend, not just winners of awards and scholarships, as the event will not only be an enjoyable experience, but also it may encourage more contractors to enter future competitions.



Mary Feeley

