

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



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Special Interest Articles:

- MCA-KC constructs strategic plan to guide present & future action
- Contractors and labor partners re-establish dialogue
- Workforce diversity activities step up for contractors & trades

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MCA-KC Constructs Strategic Plan

Following a 2-day Strategic Planning session at the Elms Resort, Excelsior Springs, MO. and another session at the Marriott Hotel, Overland Park, KS, the MCA Board of Directors — together with the business managers of Plumbers Local No. 8 and Pipe Fitters Local No. 533 plus representative members outside the Board — developed a Mission Statement, five Goals, and supporting Objectives. The Strategic Plan, in positioning MCA-KC for long-term success, examined issues facing the Association, agreed on strategies to address those issues, and prioritized a series of action plans. While analyzing these factors, the group explored both the external environment and internal challenges confronting members.

The **MISSION STATEMENT** follows: “MCA of Kansas City is the leader of the mechanical construction and service industry, developing and promoting the professionalism, cost-effectiveness, and productivity of union construction and service, in partnership with Local Unions 8 and 533, through training and education, labor relations, marketing and public relations, and government affairs.”

GOAL ONE (Labor Relations)

“We will work in partnership with LU 8 and LU 533 to be competitive in the marketplace and be the preferred provider for all mechanical services.”

GOAL TWO (Recruiting Talent)

“We will work to attract new talent into our industry and, in partnership with LU 8 and LU 533, maximize enrollment and retention in our apprenticeship programs based on numbers, quality and diversity.”

GOAL THREE (Education)

“We will assist our members in their efforts to improve the performance of their companies, develop their staff into the highest caliber of worker, and leverage educational opportunities to increase the overall participation in our *association*.”

GOAL FOUR (Industry Issues)

“We will focus on the following three objectives to promote our industry and grow market share for our membership”:

A (Marketing): “Participate in marketing efforts that lead to increasing membership by promoting the association, increasing union market share, and increasing member market share.” **B (Service):** “Educate and support the growth of mechanical services through member education and attracting talent into our trades.” **C (Government Affairs):** “Provide our membership information on government activity.”

Goal 5 (Administrative)

“We will constantly seek ways to make association volunteers and staff more efficient in providing value to the membership.”

Contractors & Labor Partners Re-establish Dialogue

Steps to re-establish dialogue between contractors and Local 533 labor partners got going when the MCA-KC Pipe Fitting Committee met at the Training Center on July 17. Neil Willis, labor chair, said he views the committee as a vehicle to further develop trust between labor and contractors. Charles Brandon, contractor chair, called it a new day as new leadership is challenging the two groups to come together to compete effectively against the non-union competition. A broad range of committee discussions included the following topics:

Manpower Forecast

L533 reported clearing the bench for a short time because of the automotive shut-downs. Some of the current unemployment is expected to resolve itself with upcoming workload. Also L533 has access to travelers as the manpower need arises. In addition, contractors expect an increased demand for service fitters and leadership. Furthermore, both the MCA-KC and L533 have made a commitment to get trainers certified for the UA/MCAA Foreman Certification Course. Local 533's Training Center has been selected for the 16-week welding course conducted by the UA in regional centers around the country.

Journeyman Continuing Education

Plans to develop an acceptable curriculum for the journeyman's 16 hours of continuing Education began during a meeting between Charles Brandon and David Pate. Their recommendations will be presented at the next JAC meeting.

Organizing

A brochure explaining the value of being a union contractor to aid in organizing efforts is being created by Kerry Brandt, L533 organizer. He is seeking content ideas from the contractor community as he articulates the message. In addition, he is looking for testimonials from members on why they are union contractors.

Activities Accelerate for Workforce Diversity

At the MCA-KC Pipe Fitting Committee meeting, members also discussed the matter of the new Kansas City workforce diversity ordinance requiring MCA-KC contractors and trades to accelerate their activities in attracting and retaining minority and female candidates into the mechanical construction and service industry. Project Prepare has stepped up by providing some excellent candidates for the craft. L533 is evaluating plans to provide mentoring support. Such a plan will enable experienced journeymen to guide these diverse candidates through the apprenticeship program and increase their retention into journeyman status. Bob Looman was asked to present this issue to the JAC for a mutual commitment to action.



Frank Jackson, left, and Neil Willis participate in Strategic Planning session.



Mike Kotubey comments on mission statement at the Strategic Planning session.



Bob Rimel explains one of the Strategic Planning goals.

Support Given to UA Standard of Excellence

In another discussion at the MCA-KC Pipe Fitting Committee meeting, L533 and the MCA-KC gave full support to the new UA Standard of Excellence. The two groups said they believe it represents the quality of work and the quality of workers that they represent to the Kansas City construction community. Both labor and contractors have agreed the commitments they made must be kept to make this initiative successful.

Essential Functions Testing Discussed

The contractors and their labor partners also briefly discussed the essential functions testing program and its intent to protect both the health and safety of their labor force through post-hire agility testing. This also helps the contractor mitigate risk by avoiding worker's comp claims caused by assigning journeymen tasks that they physically cannot conduct safely. There is on-going discussion.

Residential Contractors Meet with Local 8

MCA members and residential contractors Joe Rosenfelt, Dan Axtell, Mike Cox, Michael Henderson, Jr., and Todd Atkins recently met with Local 8 leaders Frank Jackson, Chuck Tarpley, Fred Jonas, and Jim Stout to discuss the residential journeyman training program. There was a concern that the 6 1/2 year residential tradesman program was getting condensed into a 5 year curriculum. With the crippling downturn in the residential market, it is impossible for contractors to bring new candidates into the program. Combining these two issues will create a top-heavy workforce for the contractors, making them even less competitive in fierce market conditions.

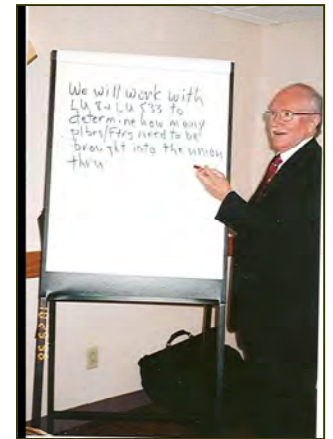
Fred Jonas acknowledged that some of the residential tradesmen were taking advanced classes, but the overall program remains a 6 1/2 year program from start to finish. The following actions were agreed to by the team: Fred Jonas will present a "signed residential tradesman agreement" and the addition of residential gas and plumbing service into the current curriculum to the Plumbers JAC committee for approval. Frank Jackson will contact the UA to discuss options for pension contributions for residential journeymen as a way of keeping them in the program for an extended period of time. There will be a quarterly "residential oversight committee" meeting, with the next meeting being October 18, 2007 at 9:00 am in the Training Center.

Mayor Appoints Looman to Workforce Board

Kansas City Mayor Mark Funkhouser appointed MCA Executive Director Bob Looman to be the primary representative for Subcontractor Associations on the Construction Workforce Board. The new Kansas City Construction Workforce Diversity ordinance, that went into effect on July 1, 2007, is being overseen by the mayor-appointed Board, which includes specific labor, construction, and community leaders to assure fairness in implementation of the new ordinance requiring specific minority and women goals for contractors and trade unions pursuing city projects.



View of United Association Standard for Excellence policy which states that the labor-management commitment is to uphold the highest industry standards for quality in the workplace and ensure customer satisfaction.



Facilitator Steve Lamb summarizes one of the Strategic Planning participants' comments that MCA-KC will work with LU8 and LU533 to determine how many plumbers and pipe fitters need to be brought into the union.

2007 MCA-KC Golf Event to Unveil New Look

The annual MCA-KC Golf Event on Sept. 17 at the Brookridge Golf & Country Club, Overland Park, will sport a two-prong change to its traditional approach. The first is a new purpose — a fund-raiser. The second is a new format — a “Pink Ball Scramble.” Both will enhance the Association’s image for quality and professionalism.

The charity golf outing will provide proceeds to support the Susan G. Komen Breast Cancer Foundation - Kansas City Affiliate. Contributions to this worthy organization will remain in Kansas City. Play-ing the scramble will yield additional contributions for each pink ball lost.

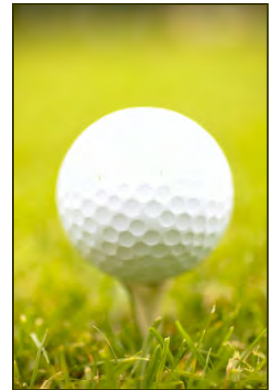
Program changes in the golf outing from previous years will include the following: (1) \$400 entry fee per foursome or \$100 for individuals. At least 50 percent of the fee will be donated to the charity. (2) Many forms of sponsorship opportunities range from \$100-hole sponsorships to “naming rights” for first and second-place awards, long drive-closest to the pin-longest putt competitions, beverage cart, and other fun and creative challenges. (3) A raffle will be held. So donation-items are being sought, with all proceeds going to the Foundation. (4) The time will switch from a morning event to afternoon.

In the “Pink Ball Scramble” format, one member of the foursome will be playing a pink ball on his/her own, while the other three will play a traditional scramble. Both scores will be added for the team-score per hole. The pink ball will alternate among players throughout the round.

Tentative Schedule

Brookridge Golf & Country Club
8223 West 103 Street
Overland Park, KS 66212

Registration, lunch, practice: 11 a.m.
Shotgun start: 12 noon
Awards, reception, and Hors d'oeuvres: 5 p.m.



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Highlights of Board Meeting

The 2007-2008 budget was approved. There is an additional \$0.05 increase per hour in the industry fund. All of the increases are slated for contractor programs and education.

June's Membership meeting was rescheduled to August 8. In addition to the original topic of Essential Functions Testing, the new MCA-KC Strategic Plan will be presented.

The Board discussed the new Kansas City Diversity Ordinance and its implication in both contractors and labor unions. There will be a significant change in workforce tracking, which will be required for contractors, union representation, and apprenticeship programs.

The Board continues to support the Kansas City Construction Partnership (KCCP). This joint labor/management initiative is targeted in sell-ing the value of a safe, drug-tested, productive workforce. Bob Looman is Secretary/Treasurer of the Association, and Frank Jackson is a member of the Executive Committee.

Mike Kotubey advised the Board of the UA's interest to increase the International Training Fund by another \$0.05 per hour. This was in preparation for a discussion at the MCAA National Board meeting, of which Kotubey is a new member.