



COLORADO ASSOCIATION  
OF MECHANICAL AND  
PLUMBING CONTRACTORS

# JOB DONE RIGHT

REAL-WORLD ISSUES AFFECTING PROFESSIONAL PLUMBERS AND PIPEFITTERS OF COLORADO | WINTER/SPRING 2018

## Access to Qualified Manpower Is Critical for Growth

By Dave Davia | EVP/CEO, Mechanical Contractors Association of Colorado

Colorado is experiencing tremendous economic growth. It is the first time since before we went into the “Great Recession” that all parts of the state are growing. In fact, Colorado is enjoying its 8th year in economic expansion, and consumer confidence has finally reached pre-recession peaks. Colorado as a state continues to attract folks moving here in large numbers, but down from the 2013 peak of 12,500 net migration per month to the Denver Metro region. Unemployment continues to hover around 2.6%, even though we are still adding about 4,000 new residents each month. Housing prices continue to rise, while new housing starts are not keeping pace with the demand for inventory.

Why do I share these statistics with you? Because we are in the midst of a building boom unlike any other in my lifetime, and maybe arguably in Colorado’s history – although I have no facts to back the last part of that statement. Many of you know we have retained the services of a longtime Colorado construction company veteran Gary Meggison (formerly with Weitz Construction) to help labor and management work more collaboratively to grow our market here in Colorado. One of his first duties was to help us put together a reliable and more accurate “Project Pipeline” tool for construction, tenant improvement, and service projects that are coming up. That report, now in its sixth month, outlines more than \$30 billion – yes **BILLION** – in work, either in the thought stage or being drawn by an architect or engineer.

So what does all this mean? If all that work moved from the concept stage to construction, we would need about 128,000 **MORE** plumbers, pipefitters, service technicians, and such to man that work. Yes, 128,000 more new UA members just to build the \$30 Billion. History tells us that not all that work will be built, but it’s a staggering number. The 128,000 figure does not account for the “**Silver Tsunami**” – the term used to describe the wave of retirees we will have over the next ten years from our Baby Boomer Generation. So now is the time to evaluate your own company needs, and help our labor partners prepare for your needs as far in advance as you can communicate that to them.

What are we doing to help support you and our labor partners? We have built a tool, we are calling **Manpower Forecasting Tool**, to capture your needs and communicate that with our labor partners. This tool was rolled out last year with meager support. We used that as an opportunity to make some changes as we thought the low participation was due to the tool not being effective? The idea behind the tool is to send you every month a request to tell us your labor needs for the four upcoming months. **We are specifically asking how many plumbers, pipefitters, apprentices, service technicians, pipetradesmen, helpers, etc. you will need.** Then the next month, you can make adjustments to what you’ve already provided for the upcoming three months, adding the fourth month.

*Continued on page 2*

### IN THIS ISSUE:



**Dave Davia**  
EVP/CEO  
Mechanical Contractors Association  
of Colorado

- Page 2 **Welcome New Members**
- Page 3 **Rocky Mountain Pipe Trades District Council 5: The Importance of Training**
- Page 4 **Legal Update: Opinion Letters Apply White Collar Exemptions to Project Superintendents and Supervisors**
- Page 5 **Eric Giguere Delivers Death Defying Safety Message**
- Page 6 **SCI - Effective Project Documentation & The Basics of Scheduling a Mechanical Project**

- Page 6 **SCI - Planning Skills for Foremen**
- Page 7 **SCI - Field Leaders #1-01 Calendar**
- Page 7 **SCI - Mechanical Service Professional #1-01 Calendar**
- Page 8 **Legislative Update: January 2018**
- Page 9 **SCI - Leadership Access Institute 2018-2019**
- Page 10 **BJ4C 2018 Legislative Session**
- Page 11 **Events & Education**
- Page 12 **Industry Partners**

With the changes made to the tool, we have again rolled this out in February, but unfortunately, only **EIGHT** companies completed the Manpower Forecasting Tool. What we are specifically after is the “NEW” UA members you will need for your firm in the coming four months, not your total employment. Then we communicate with each of our labor partners – Local 3, Local 208, Local 58 and Local 145 – the “NEW” folks they will need to find and organize for your firm to employ. Not by contractor, but as a total net new number.

It's much easier for our labor partners to find folks for your employment, if they know as far in advance as possible, especially in this tight labor market. Conversely, if they find 100 new people and they have no place to put them, the potential employees move on to other employers and we likely lose our opportunity to ever have them join our team. Please consider participating each month. If you haven't submitted your

information and wish to participate, please call Jordyn Grote at (303) 757-3956, or email her at [Jordyn@campc.org](mailto:Jordyn@campc.org). If we are sending this request to the wrong person within your firm, please let us know who the right person is to send these requests to. And if there is a way to make this tool better, we would like to know that as well.

We are hoping you will consider participating each month from here forward. Even if you do not need anyone, that is helpful to know. We need to know what your needs will be as far in advance as you can forecast, so we can get our labor partners to help us find qualified employees for your firm to grow, and be able to replace any current employees you have that plan to retire in the coming years.

*Dave*

## Welcome New Members!

### CONTRACTORS

FMP Process Piping

### CONTACT

Debbie Bentley

### PHONE

(707) 449-1508

### WEBSITE

N/A

### INDUSTRY PARTNERS

The Business Strategies Group  
of the Rocky Mountains

### CONTACT

Mary Sue Kenny

### PHONE

(720) 987-0705

### WEBSITE

[www.rm.bsg-advisors.com](http://www.rm.bsg-advisors.com)

SAVE THE DATE! SAVE THE DATE!

# MEMBER APPRECIATION NIGHT

Plan to Join Us For An Evening at Coors Field

**MONDAY  
JUNE 18, 2018**

**ROCKIES vs. METS**

HOSTED BY THESE ORGANIZATIONS





## The Importance of Training

By Howard Arnold | Business Manager



WINNING JOBS THROUGH PARTNERSHIPS

Hello to everyone from the Rocky Mountain Pipe Trades District Council.

As we approach springtime and warmer weather our workloads typically increase with the temperature. There will also continue to be increasing bid opportunities in our region and we will continue to experience a building boom that only looks to grow in the next few years. These conditions will present us all with amazing opportunities to grow our organizations and expand our market share. Because it is important that we take advantage of these opportunities, I would like to talk about potential barriers and how we can resolve them as a team.

One of the issues that comes up frequently when bidding additional work is the availability of manpower, including; management, engineering, administrative and tradespersons. There are several ways that our local unions can help approach these challenges. Increasing our productivity and effectiveness is certainly part of the equation. Fabrication, BIM and CAD can help increase both productivity and efficiency. The local unions provide training in these fields to both apprentices and journeymen. Basic training provides a strong foundation of processes. Once this training is complete, contractors can start to provide specialized training in their company's software and equipment. The local unions are also a resource for management, engineering and administrative positions as operations are expanded. The local union can also supply additional craft workers to fill the spots vacated by the former craft workers. Additionally, many craft workers have multiple classifications, which allows contractors the ability to build more efficient teams. Instead of a crew make up of 7 journeymen and 1 apprentice, try a mix of 2 apprentices, 2 pipe tradesmen and 4 journeymen. The crew costs are cut dramatically and the lesser skilled crew members are doing the less demanding tasks like moving material, drilling shields, cleanup. This approach helps multiply manpower capabilities and establishes a strong bench to draw from for the future projects.

Contractors that seek additional work have a high need for foremen, general foremen and superintendents. Many of the local unions in district council five require their 5th year apprentices take the UA foreman course. The UA/MCA work with traveling UA craftsmen, contractor representatives and UA training coordinators with extensive experience that provides a well-rounded approach to training new supervisors. Students in these courses are selected by their company as an individual with supervision and leadership skills. These courses continue to be popular among all the contractors and craft people throughout District 5.

In addition to the foreman training, MCA offers a leadership course taught by Richard Barnes that develops leaders. I, myself, have been through this program with many of our contractor partners and I can tell you firsthand how valuable and transformational this course is. The Leadership Access program is one of the primary reasons we are here collaborating on this newsletter today.

Finally, MCA offers a training on the Cost of an Hour of Labor, presented by Mark Rogers. This great presentation looks at what goes into a bid on a typical project and explains why it is so important for everyone to do their piece. This presentation is extremely educational for every type of employee in our industry. These courses build strong foremen, general foreman and superintended. These trainings should empower contractors to continue education to help build up our union mechanical industry as a whole. Contractor "A" probably does things a little different than contractor "B" who also does things a little different than contractor "C", however, all three contractors will need the supervisor to understand the basic expectations of a foreman, general foreman or superintendent and because the worker took the courses, they will be highly prepared to take on new tasks.

Each of your companies is responsible for developing your particular company's field supervision. The UA/MCA can train to standards but it is up to each contractor to teach their field supervisors about your particular company's culture. Think about your current group of supervision. They had to be developed as supervisors for your company at some time. Each of the supervisors that you have began somewhere, and you saw their ultimate potential. Each supervisor you have upholds your company's culture. The culture you have established and the trainings offered through the UA and MCA has created effective and efficient supervisors. You have experience developing field leadership and in order to expand your operation you will be able to continue to develop future leaders. There are a great many people who are more than capable of becoming field supervisors for your company, they just need to be shown how, so don't let this be a reason to hold back from expansion. I'd like to thank Dave for allowing me the opportunity to share my thoughts with all of you and I hope everyone has a prosperous and enjoyable year.

Best regards,

*Howard*



# Opinion Letters Apply White Collar Exemptions to Project Superintendents and Supervisors

By Sue Schaecher | Attorney, Fisher & Phillips, LLP

After a long delay, the United States Department of Labor (USDOL) has released wage and hour opinion letters that illustrate how the exemption from overtime pay requirements for administrative employees apply in the construction industry.

The Obama administration had refused to issue any opinion letters for eight years, a move interpreted by some to be unfriendly to employers because opinion letters provide guidance to employers. Further, good faith reliance on an opinion letter is potentially a defense for actions that would otherwise constitute violations of the federal Fair Labor Standards Act (FLSA). The release of these opinion letters may signal that the USDOL under the current administration is taking a more employer-friendly approach.

## Administrative Exemption

Under the FLSA, employers are required to pay minimum wage and overtime to employees unless the employees fall into an exception carved out in the Act. One set of exemptions, referred to as “white collar” exemptions, applies to administrative, executive and professional employees who satisfy certain duties tests and are paid a salary.

To be exempt as an administrative employee, an employee must have as his “primary duty” “the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer’s customers,” including “the exercise of discretion and independent judgment with respect to matters of significance” and must be paid, on a salary basis, not less than \$455 per week. (Some employers mistakenly believe that any employee paid a salary is exempt, but that

is only part of the requirements.) “Primary duty” means the principal, main, major, or most important duty that the employee performs. The application of these requirements is highly fact-specific.

## Opinion Letter Number FLSA2018-4

One opinion letter concluded that a commercial construction contractor’s project superintendents met these tests where they were responsible for overseeing a commercial construction project from start to finish. The USDOL found that they had functional authority and helped administer the company’s business operations, had responsibility for securing or hiring subcontractors, had involvement in change orders, oversaw the work of subcontractors, and decided whether to depart from prescribed standards or permitted tolerances.

## Opinion Letter Number FLSA2018-10

The other opinion concluded that a project supervisor in the residential homebuilding industry was exempt where the actual manual work of constructing the home was outsourced to subcontractors and suppliers. The project supervisor supervised and coordinated the construction of the home and served as the homebuilding company’s representative at the worksite in dealings with subcontractors, suppliers, customers, and government inspectors. The project supervisor spent more than half of his/her time directing, managing, scheduling, and paying subcontractors and suppliers by evaluating the quality and efficiency of the subcontractors’ and suppliers’ work. The project supervisor was authorized to stop their work, require them to remove any of their employees from the worksite, or recommend the dismissal of subcontractors and suppliers whose work was not satisfactory. When a particular subcontractor’s contract was up

for renewal, the project supervisor provided significant input as to who would be re-contracted for future services.

Additionally, the project supervisor reviewed and modified new home plans and ensured that each home met all safety, quality, and legal requirements and was ready for inspection. Any issue that might arise with a building inspector, subcontractor, or supplier was negotiated by the project supervisor. The project supervisor scheduled the subcontractors and suppliers, committed the homebuilding company to pay when appropriate, and served as each homebuyer’s primary contact. The project supervisor reviewed the initial home construction budget to ensure the estimates were reasonable and tracked the construction costs against the original estimates once construction began. The project supervisor was not typically subject to any on-site supervision by any other company employee.

As mentioned above, these determinations are highly fact-specific. The presence of other facts might require a different conclusion. An employee with different duties may or may not be exempt. Indeed, the opinions cite court decisions where other facts led to findings that the exemption did not apply to project superintendents and supervisors. These letters serve as a good reminder to employers to periodically review their exempt – nonexempt classifications in light of their current practices and not to rely on titles or outdated job descriptions.

*This article is provided for general information purposes only and does not constitute legal or other professional advice. Readers are advised to seek specific legal advice from qualified labor and employment counsel in relation to any decision or course of action contemplated.*



# Everything you need. Plus equipment.

From safety/operator training and equipment management technologies, to custom solutions engineered to meet specialized job requirements, United Rentals offers much more than just the world's largest rental fleet. It takes a lot to get the job done right. **We're here to help.**

UnitedRentals.com | 800.UR.RENTS  
© 2017 United Rentals, Inc.



## Eric Giguere Delivers Death Defying Safety Message: *Don't Take Shortcuts. Respect Safety Requirements.*

On February 6th, more than 450 contractors from Denver and again on February 7th, 270 contractors from Colorado Springs, attended a presentation called *The Buried Truth Uncovered*, featuring Eric Giguere. The safety program was hosted by the Specialty Contractor Institute, driven by the MEP Alliance.

Eric, a 42-year-old former construction worker from Phelps, New York, explained the circumstances and events that led up to his accident and the profound effects it had on him and his family for years to come. He shared his story of how he was buried alive while working in a trench. The plumbers, pipefitters, electricians and sheet metal workers attending the program heard Eric relate—as an average “working guy” like themselves—how he survived the unthinkable. While working with a small crew to install a sewer line, after climbing into a trench to inspect a pipe, the trench walls collapsed, trapping him in the trench. He describes how a series of extraordinary events, due in part at the time, to his complacency toward safety standards, put himself and co-workers in a terrible situation with unthinkable decisions to make about taking life saving measures.

Eric's story clearly made a lasting impression on the audience about the importance of not trying to save time by taking safety shortcuts. Eric believes: “One second is all it takes to change your life if you don't make safety a priority.”



Eric Giguere presenting in Denver, Colorado.



Eric Giguere presenting in Colorado Springs, Colorado.

## Effective Project Documentation & The Basics of Scheduling a Mechanical Project

**When** April 4th | 7:30 am - 4:30 pm  
**Where** Embassy Suites by Hilton DTC  
 10250 E. Costilla Ave.  
 Centennial, CO 80112  
**Cost** \$199  
**Who** This course is for any employee working in project management and scheduling.  
**Questions** Contact Jordyn at [jordyn@campc.org](mailto:jordyn@campc.org)

### PROGRAM DESCRIPTION

#### Part I - Effective Project Documentation

Participants will review basic project documentation types and the steps to plan and implement the documentation process. They will also identify goals of good project documentation and learn methods for increasing their effectiveness in the documentation process.

#### Part II - The Basics of Scheduling a Mechanical Project

Learn the basics of CPM schedule, why mechanical contractors should schedule their own work and which type of scheduling method should be used.

### GUEST SPEAKER



**John Kootz**  
 MCAA's National  
 Director for Project  
 Management  
 & Education

**Breakfast  
 & Lunch  
 Included**

### SPONSORED BY



## Planning Skills for Foremen

**When** April 5th | 7:30 am - 4:30 pm  
**Where** Embassy Suites by Hilton DTC  
 10250 E. Costilla Ave.  
 Centennial, CO 80112  
**Cost** \$199  
**Questions** Contact Jordyn at [jordyn@campc.org](mailto:jordyn@campc.org)

### PROGRAM DESCRIPTION

Effective planning makes projects more productive and profitable. This session covers three areas of planning: 1) turnover meetings, 2) pre-construction planning, and 2) short interval planning. Learn the fundamentals of effective turnover meetings necessary to transfer information from estimators to the project team. Discuss how the foreman can positively influence project outcome through sound and proactive planning, and learn the fundamentals of successfully pre-planned projects. Focus on the necessity of continuous project planning using short interval planning and on scheduling to recognize upcoming project needs.

## Industry Orientation Day

**When** June 5th | 7:30 am - 4:30 pm  
**Where** Classroom, 686 Mariposa  
**Who** This course is designed specifically for those new to the mechanical contracting industry. New employees, recent graduates, interns and students with less than six months of experience are invited to attend.  
**Questions** Contact Jordyn Grote at [jordyn@campc.org](mailto:jordyn@campc.org)

### PROGRAM GOALS

- Define new employees' role and contribution to your mechanical business.
- Gain knowledge of the mechanical contractors' business culture.
- Connect with industry professionals.
- Engage new employees about Colorado's mechanical contracting industry.

### LEARNING OBJECTIVES

- Part 1** Learn about the value of the local and national union mechanical contracting markets including; history, trends and structure.
- Part 2** Outline the key differences between union and non-union contractors and summarize the benefits of union contracting.
- Part 3** Navigate the mechanical contracting industry and describe general business, finance and project strategies.
- Part 4** Discover future learning opportunities and career potential with the association.



## Field Leaders #1-01

Date	Time	Module	Instructor	Location
4/4/2018	12 - 4 PM	Communication Skills	Lisa Austin	Classroom
4/11/2018	12 - 4 PM	Subcontracts	John Marlow	Classroom
4/25/2018	12 - 4 PM	Scheduling	Maria Boyer	Classroom
5/2/2018	12 - 4 PM	Coaching for Peak Performance	Lisa Austin	Classroom
5/9/2018	12 - 4 PM	Financial Management	Leah Gutmann & Jim Riddle	Classroom
5/16/2018	12 - 4 PM	Basic Project Management	Sean Pettitt	Classroom
5/23/2018	12 - 4 PM	Project Kick Off Meeting*	Bradley Vogt	Classroom
5/30/2018	12 - 4 PM	Round Table Discussion of Industry Topics	Gary Meggison & Dave Davia	Classroom

**Note: All classes will be held on a Wednesday**

\*Project Kick Off Meeting if for foremen & their project manager

## Mechanical Service Professional - 1-01

Date	Time	Module	Instructor	Location
9/4/2018	12 - 4 PM	Mechanical Service Industry Perspective & Labor Relations	Kurt Bocim	Classroom
9/11/2018	12 - 4 PM	Communication Skills	Lisa Austin	Classroom
9/18/2018	12 - 4 PM	Customer Service	Clay Daniels	Classroom
10/2/2018	12 - 4 PM	Financials for Service	Leah Gutmann	Classroom
10/9/2018	12 - 4 PM	Safety	TBD	Classroom
10/16/2018	12 - 4 PM	Emotional Intelligence	Leah Gutmann	Classroom
10/30/2018	12 - 4 PM	Service Agreements & Maintenance Contracts	Sue Russell	Classroom
11/6/2018	12 - 4 PM	Getting Things Done	Brad Vogt	Classroom
11/13/2018	12 - 4 PM	Elements of Internal Customer Service	Lisa Austin	Classroom

**Note: All classes will be held on a Tuesday**

[www.campc.org/education](http://www.campc.org/education)

# Legislative Kick Off

By Pete Kirchhof | Kirchhof Group, Inc.



**Road Funding** is back again in 2018. After multiple bills failed in 2017, Senate Bill 18-001 was introduced by Senate Republicans to fund transportation using \$300M dollars from the State General Fund to issue Trans Bonds (same as T-REX in 1999). The bonds would finance construction of CDOT's Tier I list of statewide projects. TABOR requires that any debt obligation be approved by the voters so it would have to be on the 2018 statewide ballot for approval. The proposed legislation also includes some money for transit projects and would fold in last year's SB 17-267 transportation funding based on a state building lease back program. General Fund monies became more available due to strong economic forecasts of state revenue from normal growth and the federal tax changes. The state may have up to one billion dollars more revenue than projected earlier.

The Denver Metro Chamber and other organizations are supporting the General Fund allocation but are also considering a sales tax increase for the 2018 ballot to provide a long-term sustainable funding source rather than depend on annual appropriations from the legislature. Colorado Concern (alliance of 135 Colorado based CEOs) along with their partners also supports the General Fund allocation and is hoping to pair it with a change in the Specific Ownership Tax (SOT) for older vehicles for a long-term funding source. The SOT would also have to be approved by voters on the 2018 ballot.

**Call Before You Dig (811)** is on the legislature's agenda in 2018 for a major overhaul. The system was set up as a clearinghouse for consumers and contractors to contact before they began digging on their property or for

large commercial excavations. This is a damage prevention and safety program to avoid cutting critical and dangerous infrastructure like electrical and gas pipelines and fiber optic communications networks. One serious incident (an extreme example) occurred in Firestone when some residents were killed because a cut oil and gas flow line allowed gas to seep in to the home they were working on causing a major explosion that killed them and injured another person. Other cuts to communications lines have caused some rural communities to be isolated from communicating outside their local area as well as disrupting their ability to call 911. Besides the safety issues, the cost to repair damaged facilities can be significant. The bill eliminates Tier membership so all facility owners will be a part of the one-call notification system, requires additional engineering and locate standards for underground facilities, establishes an underground safety commission and sets a fining schedule for violations of the new law.

**State Policy on Reclaimed Water Use** is being changed by state water providers including Denver Water by allowing adding additional uses (toilet flushing, cultivation of hemp/marijuana and irrigation of edible crops) for reclaimed water. CAMPC is primarily focused on HB 18-1069 regarding toilet flushing in nonresidential and multi-family buildings. It codifies existing Water Quality Control Commission Regulations and is voluntary for current and future developments that make sense for both the developer and the water provider. This is in alignment with the state water plan calling for more use of recycled water. CAMPC is working with the plumbing unions to amend the

bill to require that installation of the facilities is done by a licensed plumbing professional.

**Additional School Capital Construction Funding** has been in place since 2008 and is commonly known as the BEST (Building Excellent Schools Today) program. A majority of its funding (\$40M annually) comes from the marijuana tax revenues. HB 18-1070 proposes to increase the amount of funding from the marijuana tax revenues by an additional \$40M plus over the next two years. It also increases the statutory cap from the marijuana revenues. While the economic forecast estimates up to almost \$1B in new revenues over last year's budget, this will have to be approved as a new funding request competing with others like education, transportation and Medicaid.

**Public Employees Retirement Association (PERA)** will be a very controversial topic this session. The state currently has an unfunded liability on its balance sheet of \$32B which is a result of PERA's rich benefit plan for its retirees and underperforming investment portfolio. While not an immediate threat of insolvency, most policymakers and the PERA Board believe now is the time to look at changes. The PERA Board has made some "shared sacrifice" recommendations that would require both the employee and the employer (taxpayers) pay more in to the system. Those changes would bring PERA's finances in to solvency in thirty years. The Governor has proposed no changes to the employer contributions but increased the employee's contribution (which is

*Continued on page 9*





# LEADERSHIP ACCESS

# INSTITUTE 2018-2019

A Leadership Academy for the Construction,  
Design and Service Industry

The Leadership Access Institute is a leadership program taught over the course of 9 months for 13 total instruction days, and is aimed at educating up-and-coming management candidates in the Mechanical, Electrical and Plumbing (MEP) fields to become effective leaders by improving their skills in several critical areas:

- Communication, Change and Culture, Leadership, Team Building, Critical Thinking Exercises
- Consensus - Individual and Team Based Problem Solving
- Strategic Negotiation Skills - An Experiential Exercise
- Intro BEST Public Speaking Skills, Analysis and Rhetorical Devices
- Public Speaking Presentations
- Hogan Coaching Sessions
- Resolving Workplace Conflict

DRIVEN BY THE MEP ALLIANCE



To enroll, contact Jordyn Grote  
at 303-757-3956 or [jordyn@campc.org](mailto:jordyn@campc.org).

### Legislative Update ... Continued from page 8.

offset by a salary increase) and temporarily freezes the recipients cost of living adjustment. Several legislators are looking at different ideas to help resolve the situation including increasing the retirement age, modifying benefit plans, revising investment returns and changing board membership (less members that are beneficiaries and more members with specific expertise in finance, accounting and legal matters).

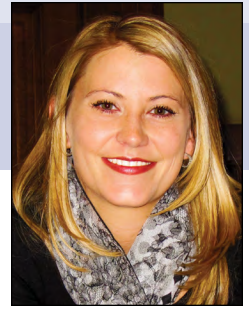
**2018 Ballot Issue Campaigns** may also make the 2018 ballot by asking voters to set policy that the legislature failed to do or weren't strong enough for some special interest groups. Some of the issues that may come forward are sustainable transportation funding, limiting growth through restrictions on building size and permits, establishing stronger regulations on

energy (oil/gas) development, increasing taxes for education and changing the state redistricting process used to set congressional and legislative district boundaries. These boundaries are revised every ten years using new census data to insure the constitutional requirement of equal populations as well as other criteria like community of interest characteristics and economical/racial equality. The current process allows the two major political parties to create the boundaries on a partisan basis insuring that their party has the most number of "safe" seats possible. The proposed initiative would move the process to the non-partisan State Legislative staff to base to districts on objective data and not political bias.



# 2018 Legislative Session

By Jenn Penn | BJ4C, Coalition Lobbyist



The 2018 Legislative Session has started and it looks to be another busy session! Here are some highlights:

## Simplify CO Sales & Use Tax Coalition Update

### *Simplify Colorado Sales Tax Coalition*

Colorado Mechanical and Plumbing Contractors (CAMPC) is a board member of Simplify CO Sales & Use Tax Coalition. The mission of the Simplify CO Coalition is to reform Colorado’s excessively complex sales and use tax system with multiple goals: fairness, simplicity, and predictability for business; revenue neutrality to avoid any adverse impact on local and state public services; and a competitive economic environment in Colorado that will attract employers. The coalition consists of businesses, trade organizations, and other interested taxpayers will drive reforms to achieve these goals. Under the leadership of the board Simplify Colorado has made significant progress as outlined below with even more lofty goals of simplifying Colorado Sales & Use Tax System in the future.

### *Simplify CO Coalition Successes*

In 2016 the coalition passed legislation, SB16-36 to reform the states’ unfair system that required a taxpayer to pay the full tax audit assessment or post a bond before seeking a ruling from an independent court. Now taxpayers can appeal to district court before any tax payment is due (but retain the option to bond if desired in order to stop further interest and penalties from accruing).

Successful passage of legislation in 2017, HB17-1216, created the Legislative Sales and Use Tax Simplification Task Force which is authorized to meet for three years to examine ways to simplify the state’s complex sales and use tax system. Simplify CO Coalition is now poised to spearhead the legislation recommended by the task force.

2018 legislation, HB18-1022 Requiring the Department of Revenue to issue a request for information (RFI) for an electronic sales & use tax simplification system that the state and local governments could choose to use that would provide administrative simplification to the state and local sales & use tax license and collection system. This legislation had already passed the House of Representatives and is on target to become law.

Learn more about Simplify CO efforts on their website <https://simplifycosalestax.com>

## Building Jobs4Colorado Construction & Design Coalition Update

### *Building Jobs4Colorado Construction & Design Coalition Legislative Reception*

Building Jobs4Colorado Construction & Design Industry hosted another successful Legislative Reception on February 7th at the University Club. BJ4C and industry members had an opportunity to mingle with about 35 legislators plus additional local elected officials and staff attending.

Building Jobs4Colorado continues to have quarterly meeting with the City & County of Denver & Mayor’s office. The next meeting is set for February 5th.

Building Jobs4Colorado coalition is broad coalition of construction, design professionals, general contractors, sub-contractors, sub-sub-contractors and owner organizations across Colorado. BJ4C represents more than 95% of the Colorado construction industry. CAMPC is a steering committee member of BJ4C and continues to play a leading role within the coalition. Learn more about our efforts at [www.buildingjobs4colorado.org](http://www.buildingjobs4colorado.org).



**Please help us keep up with Colorado’s growth!**

**Fill out your employment needs with our Manpower Forecasting Tool.**

**Register at: [www.campc.org/dashboard](http://www.campc.org/dashboard)**

# Events & Education Calendar

CAMPC Members are Colorado Safety Association (CSA) Alliance members and receive alliance member pricing at [www.coloradosafety.org](http://www.coloradosafety.org).

For more information about programs listed below, visit our website at [www.CAMPCcolorado.org](http://www.CAMPCcolorado.org) or contact Jordyn Grote at 303-757-3956 or [jordyn@campc.org](mailto:jordyn@campc.org).

EDUCATION & TRAINING	DATE	TIME	LOCATION	CONTACT
<b>March 2018</b>				
PM1 - Estimating	3/22	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
MCAA National	3/25-29	12:00-4:00 pm	San Antonio, TX	<a href="http://www.mcaa.org">www.mcaa.org</a>
PM1 - Getting Things Done	3/29	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
<b>April 2018</b>				
John Koontz	4/4	7:30 am	TBD	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Communication	4/4	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
John Koontz	4/5	7:30 am	TBD	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Subcontracts	4/11	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
LAI - Developing Relationships, Team Building & Managing Workplace Conflicts	4/11	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Communication	4/4	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
<b>May 2018</b>				
FL1 - Coaching for Peak Performance	5/2	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Financial Management	5/9	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Basic Project Management	5/16	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Experiential Leadership and Graduation	5/18	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Project Turnover Meeting	5/23	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
FL1 - Round Table Discussion of Industry Topics	5/30	12:00-4:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>
<b>June 2018</b>				
Industry Orientation	6/5	7:30 am-3:00 pm	AGC Education Center**	<a href="mailto:jordyn@campc.org">jordyn@campc.org</a>

\* Colorado Safety Association (CSA) is located at 1114 W. 7th Ave., Ste. 150, Denver, CO. \*\* AGC Education Center is located at 686 Mariposa, Denver.

† Local 58 - 2870 Janitell Road, Colorado Springs, CO

## Welcome Your New MSCA Officers



**President**  
Kurt Bocim  
Tolin Mechanical



**Vice President**  
Ben Bradford  
Murphy Company



**New Member**  
Lyle Smith  
US Engineering

## Welcome Your New MCA Officers



**President**  
Paul Dense  
Braconier Plumbing  
& Heating



**Vice President**  
Todd VonLintel  
US Engineering



**Secretary/Treasurer**  
Brodie Arndt  
Murphy Company

# Support Our Industry Partners Who Support Us!

## CHAMPION



**Federated Insurance**  
Cole Waddell  
Ph: 602-375-7136  
[www.federatedinsurance.com](http://www.federatedinsurance.com)



**Milwaukee Tool**  
Drew Hawkins  
Ph: 916-216-4913  
[www.milwaukeetool.com](http://www.milwaukeetool.com)



**Moreton & Company**  
Chris Hudnall  
Ph: 303-385-2139  
[www.moreton.com](http://www.moreton.com)

## ADVOCATE

**DeWALT Power Tools**  
Phillip Chilimindris  
Ph: 303-922-8327  
[www.powers.com](http://www.powers.com)

**Ferguson Enterprises**  
Chris Cline  
Ph: 303-739-8000  
[www.ferguson.com](http://www.ferguson.com)

**Hub International Insurance Services, Inc.**  
Joseph Trease  
Ph: 720-270-2420  
[www.hubinternational.com](http://www.hubinternational.com)

**Marshall Rodeno Associates**  
Brian Rodeno  
Ph: 303-575-6701  
[www.marshallrodeno.com](http://www.marshallrodeno.com)

**NIBCO**  
Chris Bleile  
Ph: 800-234-4642  
[www.nibco.com](http://www.nibco.com)

**RKR Manufacturers Representatives**  
Paul Prutch  
Ph: 303-321-7610  
[www.rkrnet.com](http://www.rkrnet.com)

**Shamrock Sales, Inc.**  
Steve Duggan  
Ph: 303-399-9181  
[www.shamrocksalesinc.com](http://www.shamrocksalesinc.com)

**Shyne & Associates**  
Steve Stone  
Ph: 303-722-1300  
[www.shyneassociates.com](http://www.shyneassociates.com)

**The Business Strategies Group of the Rocky Mountains**  
Mary Sue Kenny  
Ph: 720-987-0705  
[www.rm.bsg-advisors.com](http://www.rm.bsg-advisors.com)

**United Rentals, Inc.**  
Lisa Reiswig  
Ph: 303-576-3510  
[www.ur.com](http://www.ur.com)

**Uponor**  
Stuart Lorton  
Ph: 303-229-4492  
[www.uponor-usa.com](http://www.uponor-usa.com)

**Xcel Energy**  
Bob Macauley  
Ph: 303-294-2675  
[xcelenergy.com](http://xcelenergy.com)

## SUPPORTER

**Anchor Network Solutions**  
Vince Tinnirello  
Ph: 303-904-0494  
[www.anchornetworksolutions.com](http://www.anchornetworksolutions.com)

**Buche & Associates**  
Peter Buche  
Ph: 303-934-4969  
[www.buchecarmco.com](http://www.buchecarmco.com)

**Contact Sales**  
Bill Smith  
Ph: 303-232-5515  
[www.contactsalescompany.com](http://www.contactsalescompany.com)

**Imprints Littleton**  
Doug Mast  
Ph: 303-979-6633  
[www.imprintslittleton.com](http://www.imprintslittleton.com)

**Johnstone Supply**  
Mark Monson  
Ph: 303-573-5626  
[www.johnstonesupply.com](http://www.johnstonesupply.com)

**KM Sales, LLC**  
Ryan Kindsfather  
Ph: 303-292-1355  
[www.km-sales.com](http://www.km-sales.com)

**Mueller Industries**  
Chris Pyle  
Ph: 901-753-3200  
[www.muellerindustries.com](http://www.muellerindustries.com)

**Old World Industries**  
Karen Daniels  
Ph: 224-234-9174  
[www.oldworldind.com](http://www.oldworldind.com)

**Rampart Plumbing & Heating Supply**  
John McCallum  
Ph: 719-471-7200  
[www.rampartsupply.com](http://www.rampartsupply.com)

**TM Sales**  
Tom Meek  
Ph: 303-375-1515  
[www.tmsalesinc.com](http://www.tmsalesinc.com)

**Viega LLC**  
Brad Sturgill  
Ph: 800-976-9819  
[www.viega.us](http://www.viega.us)

**Wholesale Specialties**  
Bryan Schiff  
Ph: 303-296-2212  
[www.wholesalespecialties.com](http://www.wholesalespecialties.com)

## MEDIA SPONSOR

**CREJ**  
John Stern  
Ph: 303-623-1148  
[www.Crej.com](http://www.Crej.com)

**CCD Magazine**  
Mike Brannigan  
Ph: 303-914-0574  
[www.ccdmag.com](http://www.ccdmag.com)