



May 2023

Metropolitan Washington Association of Plumbing-Heating-HP Inc.

Newsleak — May 2023

MWPHCC Upcoming Tech Training **Thursday, May 4, 2023** **6:00 pm**

Holiday Inn, College Park, 10000 Baltimore Avenue



Tech Training Details

When: Thursday, May 4, 2023

Time: 6 :15 p.m. - 7:15 p.m. followed by the Chapter Dinner and Meeting

Where: Holiday Inn College Park

General Information about the training includes troubleshooting and updated information on the commercial side of Bradford White Water Heaters



[Register here for the Tech Training](#)

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Date: Monday, May 15, 2023
Venue: Crofton Country Club
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The Registration Link, above, also
offers opportunity for other
sponsorships.

Please check your calendars and
email sue@mwphcc.org for further
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*Save
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Date*

FALL MWPHCC TECH TRAININGS

Thursday, September 7, 2023

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Thursday, October 5, 2023

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- Keynote speaker Charlie Cook (pictured above), from *The Cook Political Report*, who is BACK to speak with our in-person audience for 2023!
- The Chuck and Mark Show! PHCC's Lobbying Team of Chuck White and Mark Valentini

Don't wait to register! [Click HERE](#) to get started.
(Note: Hotel Information to book your room will be included
in your registration confirmation)

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OR, Register to Attend PHCC's *Finance Bootcamp LIVE on the Road!*

We're offering the opportunity to cover all nine modules live and in person. Register now for our next stop:
[May 9-10 in Ashland City, Tennessee](#)

Our instructor for both sessions is well-respected profitability master Ruth King (who helped one HVAC contractor go from \$750,000 in annual revenues to \$10 million in under 10 years!). [Learn more here.](#)

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WHEN DEVELOPMENT WORKS AND WHEN TO LET THEM GO

By: Dan Rockwell, *The Leadership Freak Blog*, April 21, 2023

Sincere leaders stress over developing people. But people are responsible for their own development. You provide development opportunities and encouragement. Level of experience and competence determines your level of involvement. Coaches approach professional athletes differently than T-Ball coaches approach little kids. Incompetence requires more instruction. When little kids join T-Ball, coaches tell them where to stand in the batter's box and how to hold the bat. Do the same thing with people on your team.

Unnecessary stress:

Low-aspiration people drive high-aspiration leaders nuts. Ask yourself, "Do they want to grow?" before you stress over team members who aren't growing. Maybe they're happy where they are.

When people don't want to develop ask, "Are they meeting expectations?" If they're doing a good job, relax.

Timing and development:

It's frustrating when you want to say it once and have them get it. What's easy for you is often hard for others. How much time should you allow for people to develop skills?

#1. Do they aspire to improve?

Ask, "On a scale of 1:10, how important is your development in this area to you?"

#2. Do you have time for them to develop?

Intervene quickly and frequently when time is short but take the long-view when possible. The long-view says, "Development now pays

off later."

#3. Is their rate of progress acceptable?

They might aspire to develop new skills, but progress is going slowly. Set deadlines for development. Make a list of key skills that need to improve. Set a deadline for achievement. Provide resources and encouragement. Evaluate when deadlines arrive.



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Online Trainings

Check out these online trainings! Once you register, you can work on them anytime, when it's convenient for your schedule! Click on the links for more details about the training, as well as registration information!

- ♦ [Workforce Readiness](#) - No cost intro to the industry course to help you recruit employees.
- ♦ [Plumbing Pre-Apprentice Course](#) - Helps entry-level plumbing workers be productive as helpers and choose their career path.
- ♦ [Fast Track to Service Plumbing](#) - Start training your service techs at any time.





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ecocirc 20-18 SS Union	NBF-8S/LW, NBF-9U/LW, NBF-10S/LW, NBF-12U/ LW, NBF-18S/LW, NBF-22U, SSF-9U/LW, SSF-12U/LW, SSF-22U	UP 15-10B, UP 15-18B, UP 15-29SU	003-B, 003-BC, 004-B, 004-BC, 008-BC

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Pay Non-Exempt Employees for Training and/or Orientation Time?

Question

When we hire non-exempt employees, they don't really perform any "work" for the first few days on the job. All they do is complete training and fill out paperwork. Do we need to pay them for this time, since they aren't actually "working" yet?

Answer

The federal Fair Labor Standards Act (FLSA) defines the term "employ" to include the words "suffer or permit to work." The U.S. Supreme Court has stated that employees subject to the FLSA must be paid for all time spent in "physical or mental exertion (whether burdensome or not) controlled or required by the employer and pursued necessarily and primarily for the benefit of the employer." Thus, employees would most likely be entitled to pay for time spent training and filling out paperwork at an employer's request.

That said, attendance at lectures, meetings, training programs and similar activities need not be counted as working time if four criteria are met:

1. Attendance is outside normal hours;
2. Attendance is voluntary;
3. The activity is not job-related; and
4. No other work is concurrently performed.

If **all four** of the above criteria are satisfied, non-exempt employees need not be paid. However, if any one of the criteria is not met, employees must be paid for the time spent participating in the activity. As the U.S. Department of Labor has stated, "An employer cannot sit back and accept the benefits of an employee's work without considering the time spent to be hours worked." Be sure to check your state and local laws for additional requirements!

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May 9, 2023; 2pm

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