



# The Fitting Connection

February 2010



## February Lunch Meeting

The PHCC North Texas February lunch meeting will be February 16th. Our speaker, Bob Fitzgerald, with Environmental Product of Texas will present a program on "Grey Water".

Covered in this program will be:

- ◆ Several methods for collecting grey water, from the simplest to more sophisticated methods
- ◆ Capital costs for various methods
- ◆ Residential and commercial applications
- ◆ Regulations governing installation of these systems

Please don't forget to use the fax back page (20) to let us know that you plan to attend. Please invite any Contractor that hasn't been attending or who hasn't been to a meeting to join us.

PHCC Lunch Meeting

February 16, 2010

Brookhaven Country Club

3333 Golfing Green Drive

Dallas, TX 75287

11:30—1:00 pm

PHCC North Texas

4340 Highlander Drive

Dallas, Texas 75287

972-818-1990

972-818-2105-fax

[www.phccnorthtexas.org](http://www.phccnorthtexas.org)



Todd Iocco (PHCC Texas GreenPlumber USA Instructor), Nancy Jones (PHCC Texas Executive Director), Jane Hanna (CEF Executive Director) and Lee McFarland (PHCC North Texas President) at PHCC North Texas January Lunch meeting at Brookhaven Country Club January 19, 2010



PLUMBING-HEATING-COOLING  
CONTRACTORS ASSOCIATION

## State Talk From Nancy

Nancy Jones  
PHCC Texas Executive Director

### HAPPY VALENTINE'S DAY TO

#### NORTH TEXAS PHCC!

It was great to see so many of you at the January lunch meeting. I would like to thank Barbara and Aggie and your Board of Directors for all they do for PHCC! Your local chapter is the BEST! Thanks to all of you for your great support of PHCC Texas, too!

By now you know that Ike Casey, Executive Vice-President of National PHCC, has left PHCC. His contract was not renewed and we will miss him. He was with PHCC for nine years and during that time raised this Association to a new level of professionalism. He was a great supporter of PHCC Texas and we appreciate all he did for us.

Here are some training highlights:

#### Our next Apprentice I-A Class:

Date: March 29—April 1, 2010

Place: CEF—Irving

Time: 7 am—5:30 pm

Cost: Tuition and meals—\$550

If you have a good apprentice who deserves quality training, this is the right program for them! Thanks to all of you North Texas Members who have enrolled apprentices in our classes—we hope some of you will talk about your experiences **at this month's meeting. To sign up your apprentice, call me at (800) 831-9313 (ext 204.)** Companies are not invoiced until the class is completed.

#### Green Plumbing Certification:

PHCC Texas is bringing Green Plumbing to Dallas:

Dates:

February 26 Climate Care

March 12 Caring for Our Water

April 9 Water Efficient Technology

## Continued...

A date will be set later for Inspection Reports & Solar Hot Water)

Time: 9:00 am—6:00 pm

Cost: PHCC Members \$140.00 per class

Non-Member \$175.00 per class

Todd Iocco, our Green Plumbing Instructor (trained in Sacramento, California) explained the details at the January meeting. He said that you will become an expert on new products and technologies in environmental training, which will enhance your public image and increase your bottom line. We have heard from many of you that you are interested in receiving this certification.

#### OSHA Ten Hour Certification:

You probably know that OSHA has targeted Texas **this year...they have already appeared at many job sites...be prepared!**

Also, if your apprentices want to apply for a tradesman or journeyman license, they will need this OSHA ten hour course.

Date: Friday, March 5

Time: 7 am—6 pm

Location: TEEX

15515—120

Mesquite, TX 75181

(972) 222-1300

Cost: PHCC Members—\$99

Non-Members - \$129

PHCC ComPac Workers comp Trust

Members—Free

To register, go to [www.phcc-tx.org](http://www.phcc-tx.org) or call PHCC Texas at (800) 831-5313 (ext 204)

MARK YOUR CALENDAR FOR THE PHCC TEXAS STATE CONVENTION:

Join us at the Marriott Woodlands Waterway Hotel June 24-26! Details Coming soon!

## New Product Table Top

The New Product Table Top program that we had in October was such a huge success that we are planning to do another one for our March Lunch meeting. We have room for seven more tables. If you would like to reserve one of these table please give us a call. 972-818-1990

## Calendar of Events

Feb. 16, 2010

Lunch Meeting—Topic Grey Water

February 27, 2010

GreenPlumbers USA—Climate Care

February 27-28, 2010

Journeyman/Tradesman Prep Class

March 5, 2010

2010 OSHA Training

March 20-21, 2010

Journeyman/Tradesman Prep Class

March 12, 2010

GreenPlumbers, USA—Caring for our Water

March 16, 2010

Lunch Meeting—New Product Table Top

April 9, 2010

GreenPlumbers, USA—Water Efficient  
Technology

April 17-18, 2010

Journeyman/Tradesman Prep Class

April 20, 2010

11th Annual Golf Tournament

May 18, 2020

Annual Inspectors Round Table

## Welcome New Members

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## Annual Texas Hold'em Party

Unfortunately the PHCC North Texas' Annual Texas Hold'em Party scheduled for January had to be cancelled. We want to thank these sponsors for their support!

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**Teter's Faucet Parts**

## What's "UP" with State Unemployment Taxes?

*Texas Employers have been stunned by 2010 rate increases!*

After surviving a financially vicious 2009 and what most hoped was the worst of the current recession, employers across the country ushered in the New Year only to find that more challenges awaited them. The most recent hardship confronting employers can best be described as an "after-shock" -- increased unemployment taxes for 2010. Within Texas, the unemployment tax rate doubled for most employers and even tripled for many others.

While most business owners knew there would be ramifications from the highest unemployment rates in decades, the size of the recent unemployment tax increases still caught most off guard. With unemployment rates hovering around the 10% mark, and the resulting number of unemployment claims skyrocketing, the impact on state unemployment funds has been devastating. Unemployment claims and the resulting paid out benefits, literally broke many state funds, as a result, several states were forced to seek federal assistance in the form of loans (Texas alone has borrowed \$1.4 billion, as of January 11, 2010). Now, with the new year, all states have been forced to take some type of initiative to repay those loans while continuing to pay out unemployment claims, and replenish their reserves for paying future claims.

Most states have sought relief from the federal government while also implementing temporary tax adjustments, or outright changes in how they tax businesses within their states for unemployment fund contributions. Some states increased the taxable wage base; others added new tax factors (such as a "Replenishment Tax Rate", "Unemployment Obligation Assessment Rate", "Employment and Training Investment Assessment", "Deficit Tax Rate", etc...), while other states did it all! The State of Texas chose not to increase the taxable wage from the current cap of \$9000, but did increase the Replenishment Tax Rate, enacted in 2009 from .16% to .50%, while also maintaining the Unemployment Obligation Assessment Rate, Employment and Training Investment Assessment, and Deficit Tax Rate used in calculating the "Effective Tax Rate" for every Texas employer.

These rate factors utilized by the Texas Workforce Commission are in addition to the normal calculations used to develop State Unemployment Tax Rates. All businesses utilizing employees within the state begin with the same "New Employer" State Unemployment Rate (also referred to as SUI or SUTA) of 2.70%. The employer keeps this rate for approximately 18 months, and will continue at New Employer Rate until the employer's account is chargeable with claims for unemployment benefits for four complete quarters. The New Employer Rate can then be adjusted up or down based on the amount of unemployment benefits paid out versus the amount of unemployment tax contributions made by the employer. The lowest possible Texas Unemployment Tax Rate for 2010 is .72% of the first \$9000 of wages paid each employee with the highest possible rate being 8.60%. The Federal Unemployment Tax Rate (often referred to as FUTA) remained unchanged at .80% of the first \$7000 of wages paid each employee. Due to the current economic recession and the ongoing high levels of unemployment, most Texas employers have moved perilously close to the upper-end of the tax scale.

Frankly, like past recessions, the current economic downturn will pass, however the trick is to survive so that we can benefit from the recovery. To help you survive in 2010 and thrive in the future, here are a couple of useful tips to improve your state unemployment rate along with your bottom-line in the future:

- ◆ Establish written expectations and rules for your employees. While dealing with employees that can't seem to get it right, have a bad attitude, or simply don't get to work on time can be frustrating. Don't pull the trigger on firing them without taking important and necessary steps to protect your unemployment rate. Having written policies and procedures for your employees is crucial. Think of them as "rules for the workplace". A qualified Human Resources Consultant can assist you with drafting these policies and procedures into what is typically referred to as an "employee handbook".

## What's UP Continued....

- ◆ When an employee fails to follow the policies and procedures that you have established—**“write them up”**. This is a simple process that follows in step with the aforementioned employee handbook. By sitting down with the employee, explaining that they are not following the rules and referencing the handbook there can be no reasonable lack of understanding on the part of the employee as to what they have done wrong. Have the employee sign the form (also created for you by a qualified Human Resources Consultant) If the employee fails to comply with the rules a second time, write them up again and let them know that future violations will result in the termination of their employment. If they do it again—fire them.
- ◆ Conduct periodic employee performance reviews. The reviews may be done on a more frequent basis, such as quarterly, but should be performed at least on an annual basis. A qualified Human Resources Consultant can assist you with developing a form and procedure for conducting these reviews. The form should allow you to document the professional growth and development of the employee or their failure to meet agreed to and necessary performance levels.
- ◆ Establish employee or personnel files. These files should include legally required documents (such as INS Form 1-9 and IRS Form W-4) as well as copies of employment contracts, employee reviews, and any written warnings as referenced above. By maintaining this file and any copies of unacceptable employee reviews and written reprimands you have established a defensible position for the termination of uncooperative or undesirable employees. In doing so, you have also greatly enhanced your position regarding the termination of the employee and the chances that you will win any unemployment claim that he or she may file. When establishing personnel files, it is also crucial to keep them in a secured location under lock and key. Employee files are confidential and must be treated as such.
- ◆ *DO NOT FAIL TO RESPOND TO UNEMPLOYMENT CLAIMS NOTICES!* This is crucial. If you do not respond to unemployment claims notices and hearings, **YOU LOSE...it's that simple. And when you lose, your unemployment rate goes up.** With your employee personnel file, employee handbook, performance reviews, and written notices you have dramatically improved your position and the likelihood that you will win any unemployment claims. As a result **you have taken tremendous steps to lower and protect your company's unemployment rate in the future.**
- ◆ **“Outsource” your employee administration responsibilities and many liabilities.** If on the other hand you feel like most employers that you didn't get into business to be an HR Manager, but want to be prepared and protected, consider utilizing a qualified and quality Professional Employer Organization (PEO). Not only will a PEO prepare your company's customized handbook, maintain your employee files, manage your unemployment claims, and assist you in complying with countless governmental laws, statues, and requirements; a PEO can save you money in the areas of workers' compensation coverage, employee benefit programs, and even your unemployment
- ◆ So add another resolution to your 2010 list. Take steps today to protect your State Unemployment Rate and your company's bottom-line and implement policies and procedures to prevent unnecessary unemployment claims.

This article and the opinions expressed within it are those of Mr. LJ Roberts, President of the LL Roberts Group, a Professional Employer Organization (PEO), based in Dallas, Texas. Any comments or opinions concerning this article or the PEO services provided by the LL Roberts Group should be directed to LJ Roberts via email at [ljoberts@lloberts.com](mailto:ljoberts@lloberts.com) or to a LL Roberts Group PEO Consultant by calling (toll free) 877.878.6463.



# 2010 OSHA Training



**Friday, March 5, 7 AM to 6 PM**

**TEEX 15515 Interstate 20, Mesquite, TX 75181-3710, (972) 222-1300**

Every employee completing this course receives a wallet card from OSHA good for 3 years and certificate of completion from The CompPac Trust. This course is a proven money saving approach to OSHA approved training, meeting General Contractor's requirements. Required by Texas State Board of Plumbing Examiners.

Workers are the target audience, these materials emphasize hazard identification, avoidance, and control - not standards. **10 one hour modules** specified by OSHA.

- **An Introduction to OSHA-** How, when and why OSHA was created, to assure a "Safe and Healthy Workplace"
- **Electrical Safety-** Making workers aware of the hazards of electricity, from shock to electrocution.
- **Fall Protection-** Training workers in the hazard of working over 6' high and how to protect themselves.
- **Excavations-** Every year trenches are responsible for deaths in Texas, especially for our Hispanic workers.
- **Crane Usage-** Workers need to be trained in the hazards of working in, around and with cranes to avoid death from electrocution, falls, materials and Mother Nature.
- **Materials Handling-** Back strain, the number 1 cause of lost time injuries and workers' comp costs, explained in a simple manner because there is always something to lift on the jobsite.
- **Hand and Power Tools-** Every worker uses them, and sometimes take them for granted.
- **Personal Protective Equipment-** Sometimes needed, often used incorrectly, and necessary to assure workers safety in certain situations. Is your company requiring the usage of PPE without proper training?
- **Scaffolds-** Present on almost every jobsite. But if not erected, used and maintained, dangerous to workers. Just look in the newspaper. A major area of exposure to injury from dangers not necessarily under your control.
- **Stairways and Ladders-** Built, used and mis-used on every jobsite, workers should know when, where and how to climb a ladder or stairway. Does your company inspect your ladders? Can you prove it?

Costs? **FREE** for CompPac Trust members, \$99 for members of PHCC or ACCA, \$129 for non-members.

Pre-registration required as classes fill quickly. Please make all checks payable to "First Cardinal of Texas"

Company Name	Company address	Company phone
Employee Name	Payment Method (Check Number/CC Type and Number)	Amount

Please fax this registration form to PHCC Headquarters at 512-523-8104 or register online at [www.phcc-tx.org](http://www.phcc-tx.org).



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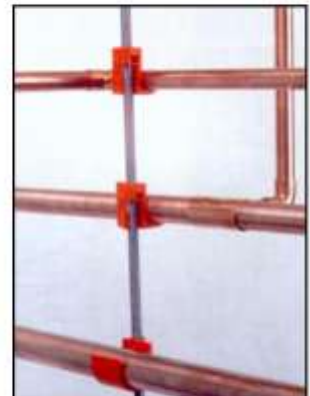
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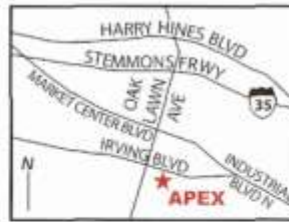
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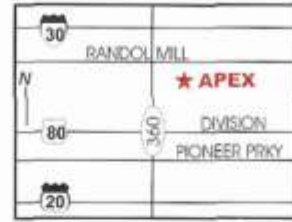
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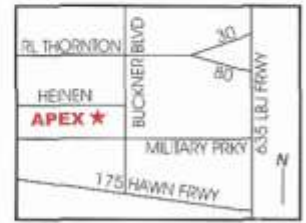
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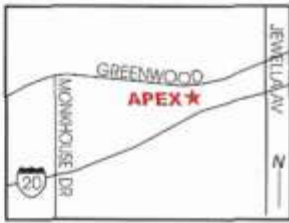
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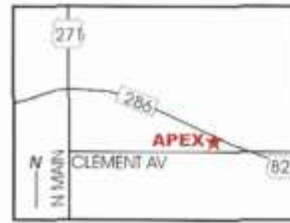
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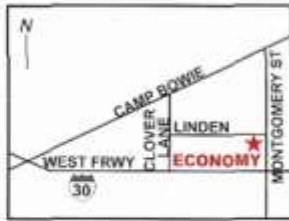
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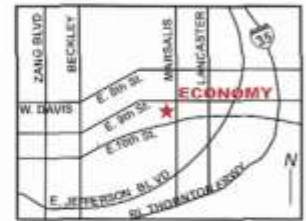
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GreenPlumbers® training programs are designed to assist plumbers in understanding their role in relation to environmental & public health, and to provide their customers with up-to-date information and advice on:

- latest technology and energy saving appliances
- practical appliances & installation knowledge
- environmental impacts of plumbing services, appliances and household practices
- consumer information energy/water/cost savings (short-term and long-term cost comparisons and environmental benefits)

**Who is Eligible:** Plumbers, Contractors, Inspectors, and Facility Management Personnel

**Topics & Dates:**

- \* **Climate Care** - February 27, 2010 - 8:00 am - 5:00 pm
- \* **Caring for Our Water** - March 12, 2010 - 8:00 am - 5:00 pm
- \* **Water Efficient Technology** - April 9, 2010 - 8:00 am—5:00 pm

**Where:** North Texas Area  
Roto-Rooter Plumbing & Drain  
3817 Conflans, Irving, 75061

**Cost:** PHCC-TX Member - \$140.00 per class  
Non-Members - \$175.00 per class

**Registration Information:**

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 Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

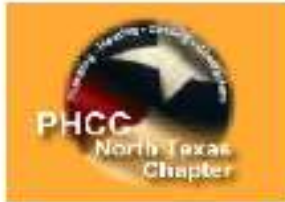
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Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Payment Options:

Check \_\_\_ Credit Card: Visa: \_\_\_ Master Card: \_\_\_ Amex: \_\_\_

Credit Card # \_\_\_\_\_ Exp: \_\_\_\_\_

Authorized signature: \_\_\_\_\_

**\*\*\* Yes, my company would like to support PHCC North Texas and Mary's House\*\*\***

Please Complete This Form and Mail or Fax to:

PHCC North Texas, 4340 Highlander Drive, Dallas, TX. 75287

Fax: 972-818-2105

Questions: PHCC North Texas @ 972-818-1990 e-mail [blochridge@sbcglobal.net](mailto:blochridge@sbcglobal.net)



**A Portion of the Profits will go to the support of Mary's House**



PHCC NORTH TEXAS &

THE **Comp**PAC  
PLC OF TEXAS



**The 11<sup>th</sup> Annual Golf Tournament  
PLAYER REGISTRATION FORM**

Tuesday, April 20, 2010

1:00 pm Shotgun Start

Fee for golfing:

\$125 per player/ \$500 per team

BROOKHAVEN GOLF CLUB

3333 Golfing Green Drive, Dallas, TX

Dinner and Awards Will Follow

Please Complete This Form and Mail or Fax to:  
PHCC North Texas, 4340 Highlander Drive, Dallas, TX. 75287  
Fax: 972-818-2105  
Questions: PHCC North Texas @ 972-818-1990  
e-mail [blochridge@sbcglobal.net](mailto:blochridge@sbcglobal.net)

Payment is for: Individual \_\_\_\_\_ Team \_\_\_\_\_ Check \_\_\_\_\_ Credit Card \_\_\_\_\_

Card Number \_\_\_\_\_ Exp: \_\_\_\_\_

Authorized Signature \_\_\_\_\_

Company \_\_\_\_\_ Contact \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Team Member Names:

1. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 4. \_\_\_\_\_



**A Portion of the Profits will go to the support of Mary's House**



# GED Exam Preparation in Spanish

## Preparación del Examen de GED en Español

20 sessions / 60 hours

### COVERS ALL FIVE (5) SUBJECTS!



**Tuesdays 10/20/09 – 04/06/10**

(Winter Break 12/22 - 1/12)

**Time: 5:00 PM – 8:00 PM**

**Tuition: \$300**

**Materials: TBA (approx. \$60)**

**Location: DFW Education Center**

1401 N Royal Lane Irving 75063

This course is designed to help the participant gain a clear idea of what to expect and how to prepare for the General Educational Development (GED) examination. It is a guide to understanding the kinds of questions to expect on the 5 tests of the exam. The course is self-paced, so that attendees who study and prepare extensively will advance through the material at a rapid rate. There will also be ample time for participants who need more review of material.

Course objectives are to give the students a fair and reasonable explanation of testing procedures, scoring information and useful test-taking hints. There are 3 full-length practice tests that will give participants an understanding of what to expect in order to take the tests and pass the GED exam.

**Call 972-574-5200  
for more information**

#### REGISTRATION INFORMATION (All information is required)

Name:	Company:
Social Security Number:	Company Address:
Date of Birth:                      Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	Company City/State/Zip:
Home Address:	Work Phone: (    )
Home City/State/Zip:	Work Fax: (    )
Home Phone: (    )	Cell Phone: (    )
Email:	Date Today:
Ethnicity: <input type="checkbox"/> White, Non Hispanic <input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/> Black, Non Hispanic <input type="checkbox"/> American Indian/Alaskan Native <input type="checkbox"/> Hispanic/Mexican American <input type="checkbox"/> Other (specify)	

#### Method of Payment:

<input type="checkbox"/> Invoice – for Sponsoring Association Members only (ABC, ASA, QUOIN)	<input type="checkbox"/> Business Credit Card (MasterCard, Visa, American Express, Discover)
<input type="checkbox"/> Deduct from CEF Trust Fund Account	<input type="checkbox"/> Personal Credit Card (MasterCard, Visa, American Express, Discover)
<input type="checkbox"/> Check or Money Order State _____ DL# _____ – mail/deliver with registration form – Do not fax.	

Company Authorized Name (please print) _____	Title _____
Company Authorized Signature _____	Date _____
Cardholder Address: _____ City _____ State _____ Zip _____	Cardholder Name (please print): _____
Card #: _____ Exp. Date: _____	Cardholder Signature: _____

By signing this registration form, you agree to the registration, payment, book/materials returns, and course drop policies as they are stated in the CEF Catalog. If you have any questions please don't hesitate to contact our office.

Please return registration form along with your payment to: Construction Education Foundation, Inc.  
P.O. Box 612107 (mailing) 1401-A Royal Lane (physical) • DFW Airport, Texas 75261-2107 (872) 674-6200

#### For Office Use Only:

<input type="checkbox"/> CC Registration	<input type="checkbox"/> CC Accounting
<input type="checkbox"/> CC Trng Contact	<input type="checkbox"/> CC Scholarship
<input type="checkbox"/> Entered _____	
<input type="checkbox"/> Pending _____	

Fax (972) 574-3440 • [www.ntcef.org](http://www.ntcef.org)



# Non-Metallic Plumbing & Mechanical Systems Training

(Formerly Called: Working with PVC, CPVC, and PEX)



5 sessions - 20 hours

**Pre-requisites:** At least minimal experience in the mechanical industry, with exposure to pipes.

Using the correct solvent is crucial for correct installation and repair, when working with non-metallic materials. This course provides an in-depth look at non-metallic materials for plumbing, acid waste, and HVAC applications. Course includes hands-on training for those who work with various plastic materials and will cover PVC, Vorzan and FlowGuard CPVC, Polypropylene, PVDF, and PEX. Installation techniques including proper cutting and installation tools will be covered. Students who complete this course will receive a certificate, manufacturer training cards, along with Non-Metallic ASME Certification (B31.3). Class size limited to 20 students.

Wednesdays *(select one)*

2/3 - 3/3

4/7 - 5/5

4:00 PM - 8:00 PM

Cost: \$450 (includes materials)

DFW Education Center  
1401 N Royal Lane  
DFW Airport TX 75063

Call 972-574-5200  
for more information

**REGISTRATION INFORMATION**  
(All information is required)

Name:	Company:
Social Security Number:	Company Address:
Date of Birth:                      Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	Company City/State/Zip:
Home Address:	Work Phone: (   )
Home City/State/Zip:	Work Fax: (   )
Home Phone: (   )	Cell Phone: (   )
Email:	Date Today:
Ethnicity: <input type="checkbox"/> White, Non Hispanic <input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/> Black, Non Hispanic <input type="checkbox"/> American Indian/Alaskan Native <input type="checkbox"/> Hispanic/Mexican American <input type="checkbox"/> Other (specify)	

**Method of Payment:**

<input type="checkbox"/> Invoice - for Sponsoring Association Members only (ABC, ASA, QUON)	<input type="checkbox"/> Business Credit Card (MasterCard, Visa, American Express, Discover)
<input type="checkbox"/> Deduct from CEF Trust Fund Account	<input type="checkbox"/> Personal Credit Card (MasterCard, Visa, American Express, Discover)
<input type="checkbox"/> Check or Money Order State _____ DL# _____ - mail/deliver with registration form - Do not fax.	

Company Authorized Name (please print) _____	Title _____
Company Authorized Signature _____	Date _____
Cardholder Address: _____ City _____ State _____ Zip _____	Cardholder Name (please print): _____
Card #: _____ Exp. Date: _____	Cardholder Signature: _____

By signing this registration form, you agree to the registration, payment, book/materials returns, and course drop policies as they are stated in the CEF Catalog. If you have any questions please don't hesitate to contact our office.

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P.O. Box 612107 (mailing) 1401-A Royal Lane (physical) • DFW Airport, Texas 75261-2107 (872) 674-6200

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<input type="checkbox"/> CC Trng Contact	<input type="checkbox"/> CC Scholarship
<input type="checkbox"/> Entered _____	
<input type="checkbox"/> Pending _____	

Fax (972) 574-3440 • [www.ntcef.org](http://www.ntcef.org)

# JOURNEYMAN/TRADESMAN PREP COURSE

Presented by Plumbing Heating Cooling Contractors North Texas

[www.phccnorthtexas.org](http://www.phccnorthtexas.org)

Dates: *(Please circle date of your choice)*

January 16-17, 2010      February 27-18, 2010      March 20-21, 2010

April 17-18, 2010      May 22-23, 2010      June 26-27, 2010

Location: ARS Rescue Rooter  
2411 Minnis Drive  
Haltom City, TX 76117

Instructor: Howard Scarborough (Lunch is not Included)

Time: 8:00 - 5:00 pm      Each Day

Cost: \$295.00—Member  
\$395.00—Non Member

CREDIT CARD , CASH, MONEY ORDER—NO PERSONAL CHECKS  
MUST REGISTER IN ADVANCE—CLASSES LIMITED

Name: \_\_\_\_\_ Company \_\_\_\_\_

Address of Company \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Business Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Personal Phone/Cell Phone \_\_\_\_\_

Charge Card Type \_\_\_\_\_ Number \_\_\_\_\_ Expiration \_\_\_\_\_

Signature: \_\_\_\_\_ Your Test Date in Austin \_\_\_\_\_



Plumbing • Heating • Cooling  
Contractors Association

PHCC North Texas/4340 Highlander Dr./Dallas, TX 75298  
972-818-1990/972-818-2105-fax



Plumbing • Heating • Cooling  
Contractors Association

Fax Back to: 972-818-2105

PHCC North Texas Lunch Meeting

February 15, 2010

11:30—1:00 pm

Location:

Brookhaven Country Club

3333 Golfing Green Drive

Dallas, TX

Program: Grey Water

No I will not be there \_\_\_\_

Yes I will be there \_\_\_\_

Names\_\_\_\_\_

Company:\_\_\_\_\_

Thank you for helping us with this.

Barbara & Aggie

**PHCC North Texas**  
**4340 Highlander Dr.**  
**Dallas, TX 75287**

**972-818-1990**  
**972-818-2105-fax**

[www.phccnorthtexas.org](http://www.phccnorthtexas.org)

Email:  
[blochridge@sbcglobal.net](mailto:blochridge@sbcglobal.net)