



THE PIPELINE

News and Information about the Eastern Massachusetts Plumbing Industry • Spring, 2006

www.massplumbers.com



Plumbing industry gets into the mix —Multi-use projects abound throughout the region

Gazing into their crystal balls, what do construction industry and real estate professionals see as the hot trends for Eastern Massachusetts? Housing? Retail? Office buildings? Hotels? How about all of the above?

After a boom period, housing construction—at least traditional single-family homes—appears to be on the wane. And demand for office space may be soft in some places. But projects that combine some or all of these areas are flourishing. Known as mixed-use or multi-use developments, the concept isn't necessarily new. However, the proliferation of high-rise projects that incorporate, say, a restaurant and retail stores on the lower levels with a hotel and condominiums on the upper floors is fueling plenty of work for PHCC of Greater Boston contractors, Local No. 12 members, and the entire construction industry.

Millennium Place, the two 40-story towers on Tremont Street in Boston that include a Ritz-Carlton hotel, condos, and the Boston Common cineplex, was among the first high-profile, mixed-use project to kick-start the current trend. Completed in 2001, E. M. Duggan and J. C. Cannistraro, both PHCC of Greater Boston contractors, worked on the project. Among other multi-use developments in the pipeline: 500 Atlantic Ave. in Boston's Financial Center, a 424-room hotel with 130 luxury condos on the upper floors; Columbus Center, a \$500 mil-



THE MILLENNIUM PLACE towers as they were under construction a few years ago. Among the first high-profile, mixed-use project to kick-start the current trend, the complex includes a Ritz-Carlton hotel, condos, and the Boston Common movie theaters.

lion complex to be built over the Mass Pike in the Back Bay that will include a hotel, condos, a parking garage, a health club, a supermarket, and other stores; NorthPoint, a massive multi-phase, multi-building, \$2 billion-plus project that will include office and lab space, shops and restaurants, a hotel,

Continued on p. 2

"I believe that labor-management relations for Massachusetts plumbers, and the entire construction industry, is the best in the U.S. It's based on integrity."

**—Father Ed Boyle, S.J.
The Labor Guild**

Boston Labor Guild: The hyphen in labor-management relations



FATHER ED BOYLE, S. J. of The Labor Guild

"The problems we face, we face together. Or they won't be solved at all," proclaimed Archbishop (later Cardinal) Richard Cushing in 1945 when he founded the Catholic Labor Guild. Many things have changed in the past sixty years (not the least of which was a name change to the more inclusive The Labor Guild), but the Archbishop's words still reverberate and serve as the organization's guiding principle.

Perhaps best known for its annual Cushing-Gavin Awards, which honors individuals from

labor, management, and legal counsel, the Guild today serves as a conduit between labor and management to promote communications and improve relations. Jesuit Priest Father Ed Boyle, 74 and a 35-year veteran of the organization, directs the Guild, the only organization of its kind in the country. Based in Weymouth, it serves the Greater Boston area.

Changes through the years

"Historically, we've maintained a low profile," Boyle says. "We shift

Continued on p. 5



Plumbing-Heating-Cooling
Contractors of Greater Boston
978-777-8764
www.massplumbers.com
www.phccboston.com



United Association
Plumbers and Gasfitters
Boston Local 12
617-288-6200
www.plumbersandgasfitterslocal12.org

Multi-use projects surge in Metro Boston area



COLUMBUS CENTER. An artist's rendering of the Back Bay project.

Continued from p. 1

and condos and will span East Cambridge, Somerville, and Charlestown on a former railroad yard near the Lechmere MBTA station.

Condos are key

There are a number of reasons for the surge in mixed-use projects. Developers and owners like them because their multiple uses can provide a hedge against a downturn in any one area. If the travel industry is suffering, for example, traffic at the retail stores can help offset lower hotel occupancy rates. But condominiums are the common—and essential—component in a multi-use development and have been the primary driving force behind the trend.

“The condo market, especially the red-hot condo market we’re seeing, mitigates risk for developers,” says Paul Harrington, president of E. M. Duggan in Canton. “By selling most of the units before a pipe is installed, the considerable inflow of pre-construction dollars helps finance the project.”

Considerable indeed. The 50 ultra-high-end condos coming to the exclusive Mandarin Oriental at the Prudential Center will start at \$4 million and rise to as high as \$13 million, according to Harrington. “The Mandarin Ori-

ental will be the premier real estate in town,” he predicts. The condo sales will go a long way to help subsidize the project’s hotel, apartments, and retail units.

But the reliance on condos carries its own risks. Condominium purchase and sales agreements generally designate occupancy dates. If the units aren’t ready on time, the agreements, and the dollars, may be pulled. “That’s why construction schedules for mixed-use projects are critically important,” says Harrington.

That may also be among the reasons why many developers incorporate “design assist” for multi-use projects. Duggan, Cannistraro, and J. C. Higgins Corp. are all participating in the design phase of Columbus Center for instance. By working with the architects and engineers and providing feedback as they produce drawings, the plumbing contractors (and other subcontractors) can help reality-check the plans and minimize the need for redesign during construction, thereby saving dollars and time for the overall project.

Smart growth and mixed-use

High-rise developments in Boston aren’t the only multi-use projects keeping PHCC contractors and Local No. 12 plumbers busy. In outlying cities and towns, suburban sprawl has characterized growth over the

last few decades. Residential developments, office parks, shopping malls, and fast-food franchises have overtaken farmland, forests, and other open space while leaving some downtown areas nearly desolate. Urban planners, environmentalists, and developers—an unlikely alliance—are advocating mixed-use projects near public transportation in neglected city and town centers.

According to Local No. 12 Business Agent Harry Brett, the state is jumping on the bandwagon as well by encouraging what it calls “smart growth.” “Governor Romney created the Office for Commonwealth Development,” he explains, “and it directs the Commonwealth Capital Fund. The state allocates money to cities and towns to pay for the infrastructure, things like sewers and sidewalks, for smart growth projects.”

As an example, Brett points to the redevelopment of Quincy’s Center District. The state is providing funds for a coordinated effort to rebuild the area that is within walking distance of the MBTA’s Red Line and Old Colony commuter rail stations. Among the mixed-use projects are Presidents Place and Munroe Place, which are bringing new office space, retail stores, affordable housing apartments, and condos to the city. PHCC of Greater Boston contractors P. J. Kennedy & Sons and Dowd Plumbing Corp. are working on the Quincy projects.

Similar “smart growth” projects are underway in Somerville, Medford, and Revere, says George Donahue, Local No. 12 Business Agent. A mixed-use hotel, condos, and retail development is in the pipeline on the site of the Assembly Square Mall. A hotel and high-end residential units are among the multi-use projects planned for four parcels of land near the Wonderland T station. And Sta-

On the Rise

Other mixed-use projects in Eastern Massachusetts

- **Battery Wharf**, on the waterfront in Boston’s North End. To include 150 hotel rooms and 104 condos.
- **Waterside Place** in South Boston’s waterfront district. 12-acre, 1.2 million-square-foot project to include 275 high-rise condos, 450-room hotel, and space for retail, entertainment, offices, tourist center, and parking.
- **Weymouth Air Base Redevelopment** of the 1400-acre shuttered base will include 3000 homes, apartments, and condos, light industrial and biotech buildings, a hotel, sports complex, and golf course.
- **Clippership Wharf**, a 12-acre project on the waterfront in East Boston. To include 400 condos, restaurants, retail stores, a visitor center, and space for arts and community programs.

tion Landing, a mixed-use development that’s wrapping now near the T station in Wellington Circle, will include retail stores on the ground level, office space and rental units on the higher floors, and skyline condos. Donahue says the next phase will add a hotel and more residential and retail space to the mix.

Harrington, Donahue, and Brett all agree that the labor-intensive multi-use projects have been great for the industry, and the economy in general. They also provide an environmentally friendly and forward-thinking model for twenty-first century developers that harks back to the self-contained New England town commons of yore. “It’s like an instant community,” Harrington says. “People can live, work, and play in these high-rise neighborhoods. They bring vibrancy and vitality to an area.”

School construction costs to put state and communities to the test

Cities and towns faced with aging public schools have been patiently waiting for the state to lift its moratorium on reimbursement allocations for new school projects. PHCC of Greater Boston contractors and Local No. 12 plumbers that specialize in school construction have also been waiting for the Commonwealth to give communities the funds they need to begin long-delayed building projects.

The latest word from the cash-strapped state is a classic case of good news/bad news. The good news: A recent law created the Massachusetts School Building authority to oversee school construction and dedicated a penny

of the state's sales tax to fund the projects. The department will soon identify the communities and school projects that will receive funding and plans to release the money beginning July 1, 2007. The bad news: The state's average reimbursement rate will drop, thereby forcing cities and towns to pick up more of the tab for school construction. The Commonwealth modified its reimbursement formula to help rein in escalating costs. In the past, school projects have routinely gone over budget, and the state was left with enormous cost overruns.

Communities that have been planning school projects face a double whammy of inflation and reduced state reimbursements. Because the state froze all school construction funds, projects submitted months ago have been in limbo and will cost more—in

some cases, much more—to build when the moratorium is lifted in 2007. Prices for construction materials, which are in huge demand in China's booming economy, have risen dramatically recently. For example, a school that was budgeted at \$100 million in 2004 might cost \$120 million in 2007 dollars.

Whereas the state may have covered 80% or \$80 million under the old formula, the average reimbursement will drop to 62%, according to estimates, under the new guidelines. That means the state may be picking up \$62 million on a projected \$120 million project. Instead of \$20 million, that would leave a community footing a \$58 million bill.

As a result, Harry Brett, Local No. 12 Business Agent, says, "The volume of new school construction will probably not be at

the level we had hoped." He notes that cities and towns will need to grapple with some tough decisions, including postponing projects, scaling them back, or seeking Proposition 21/2 overrides to make up the cost differentials. In some cases, communities' hands are being forced, because they risk losing accreditation if they fail to make improvements to their schools and bring them into compliance.

Local No. 12 Business Agent George Donahue says that cities and towns slated to begin school construction projects should strongly consider Project Labor Agreements (PLAs). "With PLAs there are very little cost overruns, and construction schedules are adhered to." As an example, he points to Waltham, which recently completed five school construction projects under a PLA on time and on budget. "The city has two more schools to build, and officials there have indicated they plan to use a PLA. It's cost-effective and just makes a lot of sense for municipalities," Donahue adds.



THAT CHAMPIONSHIP SEASON As part of a tour that took it around the state, the Boston Red Sox brought the World Championship Trophy to Local No. 12's Union Hall last summer. Shown with the prize are Hugh Kelleher, Executive Director for the PHCC of Greater Boston, and Kevin Cotter, Business Manager for Local No. 12. Invited guests had a chance to pose with the trophy and take home keepsake photos.

P. J. Kennedy & Sons helps veterans' org

Army Sgt. Peter Damon returned home from service in Iraq with injuries that took both of his arms. Thanks to Homes for Our Troops, a Massachusetts-based organization that rallies members of the construction industry and donors to build houses for disabled veterans, Damon, his wife, and daughter, now have a specially adapted home in Marlborough.

PHCC of Greater Boston contractor P. J. Kennedy & Sons and members of Local No. 12 participated in the project by donating HVAC services. "We were happy to help out," says Paul Kennedy, President of the Dorchester company. "With

everybody pitching in, the home really came out great. We salute Home for Our Troops and everyone who helps its good work."

"P. J. Kennedy is a great company with great employees," says John S. Gonsalves, the home-building organization's Founder and President. "They stepped up big time."

John Kennedy of P.J. Kennedy was acknowledged for the shop's



P. J. KENNEDY was on site as the Damon home was under construction.

charitable work at a Plumbing Industry night last fall.

For more info and to donate to Homes for Our Troops, call 866-7-TROOPS, or go to the site, homesforourtroops.org.

Marchant has withstood the test of time

How old is the E. H. Marchant Company? Its president, Michael Petrilli, likes to relate a story about the quaint mode of transportation that its plumbers used to get to jobs back in the days when founder Edward Marchant was still running the business. The men would gather each morning at the shop on 32 LaGrange Street in downtown Boston with their tool bags in hand and hop aboard a horse-driven buggy that would deliver them to work sites. This was back in the 1930s—and the E. H. Marchant Company had already been in business for over three decades at that time.

Established in 1903, it recently celebrated its 100th anniversary, a rare and admirable feat. The shop is one of Boston's oldest operating plumbing contractors and one of the area's oldest businesses of any type. Much has stayed the same over the long course of E. H. Marchant's history. It has been a union shop from day one, for example. It is also still highly regarded for its service work. But, like most successful businesses, much has changed as well. Under Petrilli's guidance, particularly over the past five years, the shop has expanded significantly and now focuses primarily on new construction, remodeling, and other contract work.

The Marchant family tree

Edward Marchant had a long run with his company, owning and operating it until 1954. At that time, Peter Donahue took over the reins. Lawrence Petrilli Jr., Michael's dad, graduated from Quincy Trade School at the top of his class in 1955. Right out of high school he went to work for Donahue at E. H. Marchant. Larry Jr. also served in the Navy Seabees Reserves from 1954 to 1967 and held their "Can Do" motto as a foun-

ation for how he approached his work and responsibilities. A second-generation plumber, his father Lawrence Petrilli Sr., worked at the Quincy Shipyard. His brother Richard and uncle Tony were also Local No. 12 plumbers.

According to Michael, his dad was very knowledgeable and resourceful. "He was a hands-on kind of guy," Michael says. "The ultimate jobbing and service plumber. He was expert at solving customers' problems and was always generous with his attention and time." In the late 1950s, Lawrence Jr. represented the state at the national UA apprentice competitions held at Purdue University. He was well liked and respected in the industry and went on to serve as president of both the PHCC of Greater Boston and the Massachusetts PHCC organizations.

In 1968, Lawrence Jr. purchased the E. H. Marchant Company after the unexpected death of Peter Donahue. In 1988, after graduating 2nd in his engineering class at Mass. Maritime Academy and a brief stint at Exxon Shipping Company as a marine engineer, Michael joined his father at Marchant. He enrolled in the apprenticeship program at Local No. 12 and came up through the union. When Lawrence Jr. retired in 1999, Michael took over as president. He has since taught various classes for the Apprentice Program including the Rigging class and the Plumbing Foreman class. Lawrence Jr. passed away in 2000.

Local No. 12 is essential

Michael has continued to pursue work in specialty areas for which E. H. Marchant has long been well known, including hospitals, restaurants, and retail stores. Whereas the shop used to focus on service and repair in these niche areas, however, it now also does fit-outs, build-outs, and other contract pro-

jects, including a number of Starbucks' Coffee locations, Lahey Clinic in Burlington, Faulkner Hospital in Jamaica Plain, Chateau Restaurant in Andover, and The Radisson Hotel in Boston. "We

take pride in our reputation as a company of high-quality mechanics that can quickly and efficiently solve problems. But there's a lot of other work out there," Michael says. "We used to go in after the big guys built the buildings, and we'd be there for the next twenty years keeping the place running. Now we can build it and maintain it from the start."

In order to handle the increased volume of work, E. H. Marchant has tripled the number of plumbers on the job over the last six years. Michael says that Local No. 12 has been a key part of the shop's growth. "We've been able to bring on highly-trained and -skilled plumbers," he says. "We can get the job done quickly and correctly—and that allows us to be competitive." He adds that Marchant has been able to offer a new range of specialized services to his customers, such as medical gas piping, because of the availability of union-trained workers.

Michael still holds his union card and, like his father, straddles the line between management and labor. Having gone through the apprenticeship program, he notes that he's got a good handle on the people he'd like to have working for him. As trustee of the Educational Fund and by keeping active on Local No. 12's Apprenticeship and Journeyman Training Committees, Michael is able to maintain a direct connection with the



E. H. Marchant President Michael Petrilli (L) with his father, Lawrence Petrilli Sr.

plumbers coming on board.

Michael is quick to credit his operations team and says that there are some key contributors who have helped the company grow and maintain its high caliber of work, including (among others) his Outside Super, John Fitzgerald, Foremen Bill Tripp, Peter Harrington, and Joe Floyd, and Chief Estimator Michael Dionne.

With approximately 70% of Marchant's work coming from repeat clients, Michael hopes to expand the business by continuing to capitalize on the shop's great reputation and positive word-of-mouth. "We want to be the preferred contractor," he says, "not necessarily the low-price contractor."

In the news

A special industry dinner last November honored Gordon MacEwan, the New England Regional Manager for the International Association of Plumbing and Mechanical Officials (IAPMO), for his work in supporting the industry.

Also honored was Joe Risi, now retired, of Quincy. A former Executive Secretary of the State Plumbing Board in the 1960s, Risi was instrumental in creating the state's plumbing code.

Log on to the LMCT
www.massplumbers.com

Guild promotes justice and decency for workers

Continued from p. 1

the focus to labor and management. Our role is to act as a facilitator.” It wasn’t always that way, however. In the 1940s, the Guild focused exclusively on labor—specifically Catholic laborers. But in the 1960s, the Catholic community saw its members assume more management and professional positions. At the same time, Vatican II encouraged Catholics to be more open to people of different faiths.

While it is still run under the auspices of the Archdiocese, the Guild evolved into a non-denominational organization and expanded its mission to include management. So why isn’t the organization called, “The Labor-Management Guild?” “We’ve considered that. And we may yet change it,” says Boyle. “But The Labor Guild name is so familiar, we’re reluctant to tinker with it.”

While it may be challenging in today’s economic climate to bring things like pensions and healthcare benefits to the table, both labor and management have a vested interest in making them work. As Boyle sees it, the overriding goal of the Guild is to ensure that both sides remain in communication with one another. Among its services, the organization makes a negotiation room available to labor and management representatives, offers networking and consulting, issues the newsletter, “Labor Life,” and publishes “Your Rights on the Job,” a highly regarded guidebook about employment laws. The Labor Guild’s oldest continuing program, and its best-known and most-respected initiative alongside its awards dinner, is its evening School of Labor Relations. Now in its 60th year, the

school has provided labor education for more than 30,000 workers, including more than 50 international union presidents and all the presidents of Massachusetts’ state labor councils since WWII.

Plumbers provide a model

The Guild works with a range of industries, including utilities, telecommunications, and publishing. The construction trades, Boyle believes, provides a beacon for all labor relations. “I’m impressed by the spirit of cooperation and collaboration between labor and management in the building trades,” he says. “I believe that labor-management relations for Massachusetts plumbers, and the state’s entire construction industry, is the best in the U.S. It’s based on integrity and a spirit of mutual accommodation.”

Boyle says that the building trades understand the joint responsibility that both parties must take for successful labor-management relations. Management needs to look at things like wages and benefits, but labor needs to consider things like productivity. “I think unions

have stepped up and taken ownership of the process. They realize if their members are going to have decent living wages, they need to work hard.”

Among its founding members, plumbers have a long history with The Labor Guild. The organization has honored many industry representatives at its Cushing-Gavin Awards ceremony including Kevin Cotter, Business Manager of Local No. 12, and Tom Sullivan, the retired Executive Director of the PHCC of Greater Boston.

Looking to the future, Boyle says that the Guild will maintain its basic mandates of justice and decency for workers, but will continue to adjust its sails to catch the prevailing winds. Among his plans to help navigate the often-choppy waters, Boyle is trying to get other faith communities involved in labor issues as well as encourage the business community to be more ethically responsible. “We need more of a moral voice in our economy,” he says. For 35 years, labor and management have been looking to Father Boyle and The Labor Guild as key moral standard-bearers.

Continuing ed update

In the last issue of “The Pipeline,” we spoke with Paul Kennedy, Chairman of the State Plumbing Board and President of P. J. Kennedy & Sons, about a number of changes on tap for the industry, including continuing education and apprentice requirements.

To follow up on the evolving issues, Kennedy says that details are still being worked out, but that any continuing education requirements won’t apply for the next licensing cycle, which begins this April. Before April 2008, however, journeyman and master plumbers will have to

take approved continuing education classes in order to renew their licenses. It’s likely that the number of required classroom hours won’t exceed six for the two-year period.

In other developments, the Plumbing Board is reviewing vocational and technical high school programs and developing a curriculum for apprentice instruction. In conjunction with the Dept. of Education, the Board is making recommendations that will be approved later this year and implemented for the school year that begins next September.

WELCOME

We are pleased to welcome the following signatory contractors

**Leone Plumbing Corp.
Peabody**

**P. C. Plumbing Co., Inc.
Reading**

Plumber huddled at Super Bowl

Like most New England folks, Richard T. Tyler, a Local No. 12 plumber from Billerica, would have rather seen the Patriots compete in Super Bowl XL. But he’s nonetheless thrilled to have watched the game sitting inside Detroit’s Ford Field, courtesy of the PHCC of Greater Boston.

Hundreds of Local No. 12 plumbers qualified for the Super Bowl drawing by completing at least 20 hours of continuing education last year. Continuing education is a requirement of the current labor-management’s collective bargaining agreement. By the luck of the draw, Tyler and a guest enjoyed a 5-day stay in the Motor City, complete with 2 tickets to the game, 2 tickets to the NFL Experience, hotel accommodations, round-trip airfare, and a rental car.

Instead of bundling up in Michigan, Daniel M. Weeder, a Local No. 12 plumber who works with Shine Mechanical, will be donning a bathing suit when he jets off for a Caribbean vacation. His name was drawn from a pool of entrants who successfully completed the OSHA 10-Hour Safety Training Course

“Our goal,” said PHCC of Greater Boston Executive Director Hugh Kelleher, “is to make sure that our workforce is the best-trained, and safest, in the construction industry. Awards programs generate a great deal of interest and participation.”

Several years ago the PHCC raffled off a new pickup truck to a Local 12 plumber who had completed OSHA training.



GREETING GUBERNATORIAL CANDIDATE TOM REILLY when the Attorney General visited Local No. 12 were (L to R) Jack McGinness, Local 12 Business Agent, Kevin Cotter, Local 12 Business Manager, Reilly, Hugh Kelleher, PHCC of Greater Boston Executive Director, Tom Hannon, PHCC of Greater Boston President, and George Donahue, Local 12 Business Agent.

Health care debate continues

A major debate is taking place on Beacon Hill, and the results could affect health care plans for many Massachusetts workers.

A bill presented by House Speaker Sal DiMasi would make sure that every Massachusetts business with more than 10 employees would be required to provide health insurance. If they didn't, they would have to pay an additional 5% tax, which the state would use to cover the company's workers.

Members of Plumbers Local No. 12 already have a full health policy covering themselves and their families. Both Local 12 and the contractor group, PHCC of Greater Boston, are strong supporters of the DiMasi bill. "We not only cover our own employees," said PHCC Executive Director Hugh Kelleher. "Right now, we are also required to pay tens of thousands of dollars each year into the 'uncompensated care pool.' Basically, we cover our own workers, and then have to cover workers of companies who don't provide health coverage."

Kelleher points out that major companies like Wal-Mart often do not provide health coverage for their employees. "Is it right that many employers—including

all Local 12 contractors—provide coverage, and then have to subsidize big companies like Wal-Mart? I don't think so."

The bill faces a tougher time in the Massachusetts Senate, where it is opposed by a number of lawmakers. As we go to press, a compromise may be reached. If you believe that companies should be asked to pay their fair share of health coverage, you should call your state senator.

Industry offers scholarships

There are a number of college scholarships available for children of Local No. 12 members and PHCC contractor employees.

This year, the PHCC of Greater Boston will award over \$20,000 in scholarships to sons and daughters of Local 12 members and to PHCC family members. The organization holds a golf tournament each summer to support the scholarship program. The deadline has passed for this year's program, but eligible families with children bound for college in 2007 can look for applications and info online at phccboston.com next January. The PHCC site also has info about PHCC of Massachusetts state scholarships and PHCC National Association Educational Foundation Scholarships.

Helping today's apprentices become tomorrow's contractors

Local No. 12 generally focuses on the labor side of the labor-management relationship. But the union established a unique program in 2003 to help budding entrepreneurs among its members become contractors. Since its inception, eight Local No. 12 members have set up their own shops.

"The intent of our entrepreneurship program is to provide mentoring for members who have a desire to own their own businesses," says Kevin Cotter, Local No. 12 Business Manager. "We want to support them and give them the tools they'll need to succeed."

Developed in collaboration with the Small Business Administration (SBA), the entrepreneurship program offers info and resources to help members get their shop up and running. Topics explored include taxes, marketing, insurance, bonding, benefit payments, and billing. Local No. 12 business agents discuss union obligations. Through the SBA, participants in the program are connected with representa-

tives from the Service Corps of Retired Executives (SCORE) as well as SBA counselors for additional support.

The new contractors have been developing residential service work, partly through the marketing efforts of the PHCC of Greater Boston and Local No. 12. The two organizations co-sponsor a toll-free number, 1-800-205-0085, and an advertising program to connect homeowners with plumbing contractors.

Paul Lanzi established his shop, P. C. Plumbing in Reading, in 2005 after participating in Local No. 12's program. "It gave me a better understanding of the business end of becoming a contractor," he says. "It helped me avoid pitfalls, and has given me a network of people I can contact."

"Some of our most successful contractors, including (PHCC President) Tom Hannon of Commonwealth Plumbing, Paul Harrington of E. M. Duggan, and Joe Clancy of American Plumbing and Heating, came through Local No. 12's apprentice program," Cotter says. "We want to support the next generation of contractors."

Local No. 12 also organizes a golf tournament to help fund a scholarship program it offers in conjunction with the Massachusetts AFL-CIO. Last year, it presented \$32,500 in scholarships to the sons and daughters of its members. More info about the Local No. 12 scholarship program is available online at plumbersandgasfitterslocal12.org or by calling 617-288-6200.

The Lawrence J. Petrilli Scholarship, named after a long-time member of the PHCC, is available to the relatives of active PHCC of Massachusetts members. Applications and info is available online at the massplumbers.com site or by calling the E. H. Marchant Company at 617-773-6333.

THE PIPELINE

Labor and Management Working Together

Labor-Management Cooperation Trust
Plumbers & Gasfitters Boston Local 12
1240 Massachusetts Avenue
Boston, MA 02125
617-288-5400

Editorial Board

Kevin Cotter
Business Manager,
U.A. Local 12

Tom Hannon
President, PHCC of Greater Boston

Jack McGinness
Business Agent, U.A. Local 12

Hugh Kelleher
Executive Director,
PHCC of Greater Boston

Roger Gill
Funds Administrator, U.A. Local 12