



GROWTH THROUGH COLLABORATION

LET'S BUILD WHAT'S NEXT—TOGETHER.

Join Us for Engaging Union-Related Sessions at CONNECT 2025

PHCC's Union-Affiliated Contractors (UAC) will offer significant education classes at CONNECT 2025, taking place Oct. 27-30 in Grand Rapids, MI. While geared toward signatory plumbing and HVAC contractors, the three UAC-planned sessions on Oct. 29 will contain practical information for open shop employers as well. Don't delay! Register for CONNECT to gain the knowledge and best practices that you can put to work to improve your operations and bottom line!



WEDNESDAY, OCT. 29

9:45 a.m. - 11:00 a.m.

Maintaining Strong Union Pensions and Exploring Retirement Plan Options

Moderated by UAC Advisor & PCA of Greater Chicago Executive Director S.J. Peters with UAC Chairman David Frame



S.J. Peters



Dave Frame



Dan Callies



Chris Freeman



Michael Kerrigan



Christina Wernick

PANELISTS:

Dan Callies – President of PHCC National Association; Plumbers Local 75 UA Management Pension Fund Trustee; and Owner of Oak Creek Plumbing/Oak Creek WI

Chris Freeman – Executive VP: MCA of Detroit; Plumbers Local 98 UA (Alternate) Management Pension Fund Trustee and Pipefitters Local 636 UA (Alternate) Management Pension Trustee

Michael Kerrigan – Past President of PCA of Greater Chicago; Plumbers Local 130 UA Pension & Retirement Fund Management Co-Chair; and President: FJ Kerrigan Plumbing Co./Wilmette IL

Christina Wernick – Attorney & Partner, Laner Muchin/Chicago

Moderated Panel Discussion

The aim of Defined Benefit Pension plans (aka: DB) is to grow and preserve a solid funding percentage, mainly for these key reasons: to assure that current and future retirees can rely on adequate resources to fulfill promised and expected payment obligations; to protect employers (signatory contractors) from unfunded liability concerns; and to comply with ERISA and DOL regulations. Moreover, the union segment of all construction trades draws and keeps the best and brightest trades people by providing and responsibly managing attractive fringe benefits that meet the highest standards – including a secure retirement. Our panel will discuss proven strategies designed to establish and protect satisfactory DB funding levels; alternative options implemented either as a preventative measure or to consider when funding is deemed to be in jeopardy or in danger of insolvency; the implications and effects of the Special Financial Assistance Act (SFA) and other “rescue” initiatives; and additional topics relevant to signatory construction contractors who contribute to DB plans. Audience questions/comments will be welcomed and encouraged.

11:15 a.m. - 12:30 p.m.

UAC Keynote Speaker: Conversation with UA General President Mark McManus

Moderated by UAC Advisor & PCA of Greater Chicago Executive Director S.J. Peters

This moderated session will offer a unique opportunity for UAC/PHCC contractors and industry leaders to converse in person and in depth with Mark McManus through an interactive format. As a constructive and dynamic forum of industry professionals, our discussion will delve into key issues, interests and concerns of signatory employers in the plumbing and piping trades. As General President of the 384,000-member United Association, Mr. McManus' insights and perspectives – combined with answers to audience questions – will result in a substantial and memorable session experience.

Mark McManus: Professional Biography: In August 2016, Mark McManus was unanimously elected General President of the United Association (UA) at its 39th General Convention. On November 10, 2016, he assumed his position leading the nation's most progressive and influential trade union.



Mark McManus



**PHCC
CONNECT**
GRAND RAPIDS :: OCT. 27-30, 2025

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Mark began his career with the UA in 1983 at Plumbers Local 24 in Newark, NJ. He was elected Business Agent in 1994 and Business Manager in 1997. His talents and leadership brought him to the UA General Office in 2007 where he has served as International Representative, Administrative Assistant to the General President, and a five-year term as General Secretary-Treasurer prior to his election to General President.

As GP, Mark supervises the day-to-day affairs of the UA and for decisions concerning internal union governance, as well as rendering decisions and adjusting disputes and other matters affecting the organization. Mark chairs the UA General Executive Board, UA Strategic Planning Committee and the Board of Trustees on multiple UA pension Funds. He supervises the development and implementation of all major policies and programs of the UA, including the Veterans in Piping® (VIP) Program. Mark and the UA are active in all aspects of the political world – National, State and Local, in a bipartisan manner. He has had a distinguished career in support of our nation's hard-working men and women and is unwavering in his commitment to a strong and mutually beneficial partnership between labor and management.

2:00 p.m. - 3:15 p.m.

Eyes Wide Open - Preparedness and Avoiding Pitfalls: Selling; Next Generation Transitioning; or Closing a Union Contracting Business

Presented by Attorney/Of Counsel Megan Wilkes with Attorney/Partner Christina Wernick – Laner Muchin/Chicago

Signatory contractors in the construction industry often are unaware about the amount of time necessary to properly sell, pass down, or close a union business. We're laser focused on running a business, not leaving it. But the timeline to exit as a union employer can take far longer due to trust fund affiliations, union contracts, and withdrawal liability issues unique to union contractors. Another promising trend is non-union enterprises buying and continuing to run union shops as union shops – which is positive yet more complicated and challenging. A savvy contractor will maximize a sale price if they reduce or eliminate union and fund exposure before entering into a Letter of Intent or negotiating sale terms. This session will explore beneficially and strategically preserving a union company's legacy for current and future owners, while protecting both from preventable penalties, hardships and unexpected (or costly) surprises.



Megan Wilkes



Christina Wernick

What's waiting for you at CONNECT 2025:

- ▶ Powerful Keynotes from generational expert Ryan Jenkins and economist Elliot Eisenberg.
- ▶ 20+ Targeted Sessions on AI, finance, hiring, customer growth, and more.
- ▶ Product & Technology Showcase featuring the latest tools and innovations.
- ▶ Unmatched Networking at exclusive events for contractors of all kinds.

Plus:

- ▶ Campfire CONNECT Opening Party, a relaxed, Michigan-inspired event
- ▶ Closing Party at the Grand Rapids Public Museum, where you'll explore science, history, and culture while mingling with industry peers.
- ▶ Opportunities to tour the nearby Gerald R. Ford Museum, Bradford White Manufacturing Facility and the Botanical Gardens.

BONUS: As a contractor in Michigan or surrounding states, use the discount code MPMC25 at checkout to receive \$100 off your total.
Get ready for an unforgettable trip to Grand Rapids, Michigan, where industry innovation meets big-city energy with small-town charm.



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PHCC CONNECT
2025 TODAY:**

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OR CALL 1-800-533-7694**

