

PHCC CONNECT 2022

Where Collaboration is the
Cornerstone for Success.

PHCCCONNECT2022
Constructive Collaboration

Oct. 5-7, 2022
The Westin Charlotte
and Charlotte
Convention Center

Charlotte, North Carolina



Dave Frame
PHCC-President-elect

Attention, Plumbing & HVAC Union Contractors!

We'd love to have you join us at PHCCCONNECT2022, Oct. 5-7, in Charlotte North Carolina. With an event theme of Constructive Collaboration, we're ready to bring everyone in the industry together to share ideas, best practices and cutting-edge technologies.

Sign up today to build on industry relationships, exchange ideas and multiply success. You will have the chance to network with and get to know hundreds of other p-h-c contractors from across the country. And, be part of a special event: the installation of union contractor **Dave Frame**, Bob Frame Plumbing Services Inc., as the new president of PHCC—National Association during the closing reception at the NASCAR Hall of Fame.



FEATURING this special session for Union contractors:
Wednesday, Oct. 5
from 2-3 p.m. ET

Is There an Alternative to the Union Pension Plan and Can We Bargain a New Way Forward?—
Hosted by PHCC's Union-Affiliated Contractors

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This presentation is for union contractors who provide benefits to employees through the jointly trusted union and management benefit funds. Focusing on retirement plans, the traditional plan offered to union employers has been the defined benefit pension plan. This is in contrast to the non-union workforce which is typically covered by a 401(k) plan. During the collective bargaining process the retirement plan can be negotiated.

Learning Objectives:

- Understand the difference between defined benefit vs. defined contribution plans.
- Learn who makes the decisions for the plan.
- Hear whether there is an alternative to the traditional pension plan.
- Learn how employer contributions are determined.
- Understand how to use the collective bargaining process as a possible means to obtain desired changes.



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UNION PENSION PLAN SESSION PRESENTED BY



Richard Samson, JD
Shareholder
Ogletree Deakins

Mr. Samson has represented management in all aspects of labor and employment law for over 30 years with a particular emphasis on traditional labor law. He has also litigated cases before federal and state courts as well as state and local agencies in employment discrimination and wrongful discharge actions. He routinely advises clients on a host of employment-related issues including employer investigations, claims of harassment, employment policies and social media.



Karen Brandon, JD
Shareholder
Ogletree Deakins

Karen Brandon advises in-house counsel, management, human resources professionals and Boards of Trustees on their responsibilities in sponsoring, administering and acting as trustee of all types of employee benefit and executive compensation plans. Karen has practiced exclusively in the area of employee benefits law for over 15 years. She has particular experience in the manufacturing, transportation, software, national retail and banking industries, and works with unionized, governmental and non-profit employers as well. Karen has also provided advice on employee benefit matters in the context of mergers and acquisitions, and in bankruptcy. In addition, her practice has included representation of employers during the audit of their benefit plans before the IRS, DOL and PBGC.

PLUS, content that would benefit union contractors like:

- ❑ **"Advancing to the Finish Line"**—The Our Motorsports Team Leaders, keynote speakers
- ❑ **"The Art of Managing Workforce Conflict"**
- ❑ **"10 Stupid Financial Mistakes and How You Can Avoid Them"**
- ❑ **"In Your Company, Safety is #1...Is it Really?"**
- ❑ **"Electrification and How it Will Impact Your Business"**
- ❑ **"Costs of Goods Gone: The Reality of Inventory Control"**
- ❑ **"Why You're Losing People—How to Avoid the Great Resignation"**
- ❑ **Exploring emerging markets during an intimate Product & Technology Showcase**
- ❑ **Watching the future of the industry compete in national apprentice contents**
- ❑ **Learning and sharing proven best practices for success**

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