



# Association Insight

Portable Sanitation Association International News

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**HAPPY 50TH ANNIVERSARY TO THE PSAI**

December 15, 2021

All year we celebrate our 1971 founding!

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## Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

By Jeff Wigley, Past President

To serve as the President of the PSAI is an extreme honor but the responsibilities, the decisions, and the hours involved can be incredibly challenging while also working in your own business. To serve in this position for two consecutive terms is an even greater challenge. In the early 1990s, two presidents served two terms each, one after the other. The inspiring stories of Michael McCarthy and Mike Pauling are shared below. Each contributed to the growth and the success of the PSAI that continued long after their terms ended.

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## Register Today for the PSAI Annual Convention and Trade Show!

**February 1-4, 2022**



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# Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

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Michael McCarthy receiving the Andy Gump Award at the 2011 annual convention

## Michael McCarthy — PSAI President 1990-91 and 1991-92

Michael was born in 1948 in Cincinnati, Ohio. He graduated from Sayreville War Memorial High School in Northern New Jersey in 1966. After graduation, he had various jobs until 1967 when he enlisted in the US Navy where he served for 4 years. He was stationed in Newport, Rhode Island.

His career in portable sanitation began in April 1973 when was hired by Mort Weiner with Mr John in nearby Keasbey, New Jersey. Michael says that he interviewed for this job because he had been laid off and needed work. Founded in 1964, Mr John was one of the earliest portable restroom companies to serve the New York-New Jersey area.

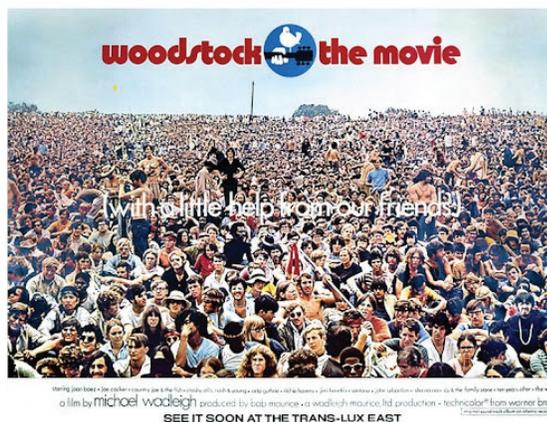
Throughout a 12-year career with Mr John, Michael exemplified a high level of performance in all aspects of the business. From construction of wooden

restroom units to route service technician to sales and then to management, he learned every aspect of the business. Michael states, "I considered Mort Weiner to be my mentor in the portable sanitation industry."

He shared a humorous account of his initial thoughts about our industry. "In 1970, while on military leave, I went with several friends to see the show *Woodstock, The Movie* in a nearby theater." (This production documented the historic Woodstock Music and Art Fair that was held August 15-18, 1969.)

He continues, "at one point the movie depicts a service tech from Porta-San servicing several wooden restrooms and I said that 'I would never do that,' and we all laughed about that." After some 48 years in our industry, we are all extremely glad that Michael "did do that" as our industry and our Association are the better because of it.

Michael became involved in the PSA in



The movie that showed the Woodstock units being cleaned, causing Michael McCarthy to proclaim, "I would never do that."

the early 1980s and his initial thoughts were "Members were the most sharing, fun, and down-to-earth people that I have ever met."

In 1985, Michael McCarthy purchased the Pittsburgh location of Mr John and thereby founded Mr John of Pittsburgh. He states that there were 12 employees and roughly 800 plastic units at that time. One of those employees, Jeff Wolfarth, is still with the company today and serves as vice president. Jeff began his career with Mr John and the Weiner Family in 1977. He also served as PSAI president in 2008-09.

Michael joined the PSA Board in spring 1990. At this time, Dorothy Sansom was serving as president. A sudden opening at the vice president position prompted Dorothy to contact Michael. He states, "Dorothy said 'Kid, I like you and I think that you should fill this position.' I agreed and for 6 months, I served as vice president only to be elevated to president at the end of Dorothy's term."

### Fact:

Michael McCarthy has the distinction of serving the shortest period on the Board before becoming president — 6 months.

As president, he had to immediately begin the search for a new executive director for the Association. Simultaneously, work needed to be done for the PSA to celebrate its 20th Anniversary at the Convention and Trade Show in Orlando, in addition to the name change to the Portable Sanitation Association International (PSAI).

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## Register Today!

February 1-4, 2022

PSAI Annual Convention and  
Trade Show:

“Reflecting on Yesterday, Planning for  
Tomorrow”

The PSAI is excited for another event filled with great programming that is right around the corner. Join us in “The Biggest Little City in the World” as Reno, Nevada, welcomes the PSAI for our Annual Convention and Trade Show from February 1-4, 2022.

**Location:** Reno Sparks Convention Center

## Highlights

### Hands-on Learning Labs (HOLLways):

Learn key tips and tricks with our hands-on learning sessions.

Just a few of our topics:

“How-to” repairs

Vacuum systems

Pre- and post-trip inspections

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## Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

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Michael developed a close bond with his Vice President Mike Pauling, and the two, along with the rest of the Board, worked extremely hard to lead, guide, and direct the association during this transition. Bill Carroll was hired as executive director and, as with any transition, there were many hours of meetings and discussions to get the new executive director up to speed with the various tasks and challenges that faced the newly named PSAI. Membership was declining and this trend needed to stop as well.

The McCarthy and Pauling team was exactly what the association needed during this time. In fact, Michael served as president for two terms to bring stability during this transition. Here are the Board members who served the PSAI so well during this initial two-year period:

- President: Michael McCarthy, Mr John of Pittsburgh
- Vice-President: Mike Pauling of Biffs, Inc.
- Secretary: Jeff Moore of A Company, Inc.
- Treasurer: Lothar Vermillion of ADCO & Dixi
- Past President: Dorothy Sansom of Emergency Service Company
- Barry Gump: Andy Gump, Inc.
- Fly Anthony: Porta-Jon of the Piedmont, Inc.
- Gene Howse: Lectric Lites Company, Inc.
- Rex Kline: Slim's Sanitation, Inc.
- Mary Macialek: Center Penn Service
- Daniel Wilson: Rent-A-John
- Tom Stange: C & L Sanitation, Inc.
- Ron Inman: Northwest Cascade, Inc.
- Dave Bandaluski: Port-Able John, Inc.
- Todd Boyd: J & J Chemical
- Judge Coleman: Coleman Vacuum Tank Mfg

Many of these names are familiar to most members. These individuals worked incredibly hard to reorganize and to strengthen our Association during this time.

At the end of his second year as vice president, Mike Pauling became president and he also served in this position for two years. Michael McCarthy served on the Board as past president for two years as well. These two presidents succeeded in transforming the PSAI into a new era of growth and industry leadership. Michael says that he and Mike Pauling were "brothers in arms" in their work together over this four-year period.

Michael continued to serve on various committees and to volunteer his time and experience to the PSAI in the succeeding years. He also involved his family as well as other Mr John employees to become involved with the Association. Sons Chris and Alex continue their involvement with the PSAI and as previously mentioned, Jeff Wolfarth served as PSAI president. When volunteers are needed, thanks to the precedent set by Michael, Mr John is always there to help!

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**Michael says that he and Mike Pauling were "brothers in arms" in their work together over this four-year period.**

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Based on his many years of dedicated service, Michael McCarthy was the 2011 recipient of the Andy Gump Award.



Mike Pauling and his family

In summarizing his thoughts on the PSAI, Michael states, "my involvement with the PSAI has made me a better businessperson and a better man. I have made friendships that will last a lifetime."

### Mike Pauling — President 1992-93 and 1993-94

Strong leaders assert themselves in challenging situations, much to the appreciation of those who are also involved. As described above, the PSAI needed strong leadership during a time of transition and both Michael McCarthy and Mike Pauling provided the leadership that was needed to allow the PSAI to overcome these challenging times.

Although we sadly lost Mike on July 18, 2017, his son Derek and daughter Heather kindly shared their thoughts about their father for this article and I am

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# Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

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most appreciative for their assistance and support.

Mike Pauling was born on August 11, 1946, in Minneapolis, Minnesota. He was very active in sports at Bloomington High School and lettered in baseball, wrestling, and football. He attended Augsburg University in Minneapolis his freshman year where he participated in football and wrestling.

In 1965, Mike joined the US Marines and served in Vietnam. Wounded in action, he received the Purple Heart for his heroism in battle. While recovering from his injuries in Japan, he was joined by his junior high sweetheart, Diana Zeches, and they were married on April 21, 1967. After an honorable discharge in November 1969, he enrolled at Normandale Community College in Minneapolis and then graduated from the University of Minnesota with a Bachelor of Science in Business. Mike and Diana lived in the Minneapolis suburb of Eden Prairie and raised their family there.

Mike started his career as a train engineer for Queen Anne Kiddieland and he also did landscaping for road construction. While he was searching for a permanent management position in the 1974-75 timeframe, he became aware of a potential opening with Satellite Industries, located in Plymouth, in the Twin Cities metropolitan area. Derek relates a funny story that his dad shared with many people over the years. Mike described his first impressions on being interviewed by Satellite



Mike with his kids in the service truck

as "a company that does something with satellites in space." After being interviewed by owner and founder Al Hilde, Mike was "shocked as to Satellite's primary business," according to Derek.

Fortunately for Mike, our industry, and our association, Mike Pauling was hired by Satellite and after an extensive learning and training program, began working in sales for Satellite Shelters.



Mike in his US Marine Corps uniform

His primary area of responsibility was the Midwest area, and he became extremely successful in this position. In the July 13, 1979, edition of the *Minneapolis Star*, it was announced that "Mike Pauling was promoted to vice president of the mobile office group." While it wasn't satellites in space, Mike did an outstanding job in promoting and growing this important segment of his company's business.

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## Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

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According to the tribute article on Mike Pauling in the July 23, 2017, edition of the *Minnesota Star Tribune*, at one point Mike stated, "entrepreneurism became a fatal disease." This same article lists many other companies that he founded — Preferable Fuels and Solids (a firm focused on conserving natural resources), Pauling and Associates Consulting, Signature Sportswear, Biffs Boxes LLC, and Biffs Pathfinders.

In 1986, Mike and Diana bought a small portable restroom company called Biffs in Hutchinson, Minnesota. The company had 200 units and two service trucks. The couple slowly built the business and it was at this time that Mike became involved with the PSA.

Mike joined the PSA Board in 1986 and

immediately became involved in serving on various committees and working on special projects. As described above, he served as vice president with Michael McCarthy, as president in 1990-91, and again in 1991-92. Michael and Mike were a dynamic team, working very closely together during this time.

During Mike's term as PSAI president, the PSAI Certification Program was introduced and the PSAI expanded its international presence. Keith Furniss of Site-A-Loo of England joined longtime Board member Lothar Vermillion, and for the first time, the PSAI had two international members serving the Association. In addition, the first European PSAI board meeting was held in Germany in 1992. Mike worked extremely hard to grow the Association

while, at the same time, building an atmosphere of camaraderie among members.

After his term as president ended, he served as past president in 1994-95. The position of past president as a person of knowledge and experience is so important to the Executive Board members, and Mike fulfilled that role perfectly. In fact, always dedicated to the PSAI and to the Board, Mike volunteered to serve yet again and was elected to the Board again in 1995. He served continually until 2003. Heather Pauling joined the Board in 2007 and Derek Pauling continues to serve on numerous committees and volunteers where needed.

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Mike and company at PSAI meeting in Germany

# Past Presidents Reflect Upon the PSAI's Past: Michael McCarthy and Mike Pauling

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## Fact:

Mike Pauling's 17-year service on the PSAI Board of Directors is an accomplishment that may never be equaled. His commitment to the PSAI is extraordinary!

Biffs grew very rapidly when the Paulings and their two partners purchased the portable restroom divisions of both Waste Management in 1992 and BFI in 1993 in Minneapolis. It should be noted that BFI had previously acquired the service business from Satellite and Al Hilde. In 1997, Mike bought out the partners and Derek came onboard after graduating from college. Daughter Heather had joined the company in 1994. At this time, Biffs was exclusively a family-owned business. One further acquisition was made in 1997 when Mike purchased Andy's Sanitation, which was owned by former PSAI Executive Director Ted Anderson.

In addition to a multitude of management responsibilities, Diana worked exceedingly hard on many behind-the-scenes projects that propelled Biffs as the company continued to grow. New technology and initiating company procedures were two areas where she excelled. In fact, from 1997-2000, Diana was the driving force behind the development of Wizen Order Management Software.

Heather and Derek now share with us many of Mike's thoughts concerning the PSAI and our industry in general:

- "If you do your best, you will never fail." We learn from our mistakes and

if we give 100 percent, we can do no more.

- "He filled himself with the passion to never give up." These words were of vital importance to the PSAI Board during the transitional years of the early 1990s.
- "Stay on the front line of the battle." Mike's military training spawned this philosophy, and I know that he shared it with many of us. You make the best decisions when you are actively involved in situations as opposed to being removed from the situation.
- "Always a dreamer." Mike encouraged others to investigate business diversification and to "think outside the box." An excellent example of this is his creation of Biffs Pathfinders, a disinfectant produced by Ecolab in the Twin Cities that works while only using one gallon of water. Going beyond the generic term "sanitizer," this product is more powerful while saving and conserving water.

While we have lost Mike, his contributions and his impact on the PSAI live on.

## Final Thoughts

Michael McCarthy and Mike Pauling were an incredible team who diligently worked to improve and to expand the reach of the PSAI. They were a source of encouragement and support to the membership — both old and new members, as well as to the PSAI Board and the executive director. Their leadership and influence helped to propel the PSAI from a small 20-year-old association to the worldwide and professional association that we enjoy today.

Thank you for your leadership and for your support, Michael and Mike!



## Anniversary Celebration

## Requests:

As this series of articles continues in our 50th Anniversary Year as well as the update of "PSAI Through the Decades" is composed, I would appreciate any articles, stories, remembrances, or any other information that you could share to assist in the preservation and the publication of the amazing history of our industry and our PSAI. Email [Jeff](#) or call him at 770-206-0794.

THANK YOU!



Happy Holidays



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# PSAI Annual Convention and Trade Show

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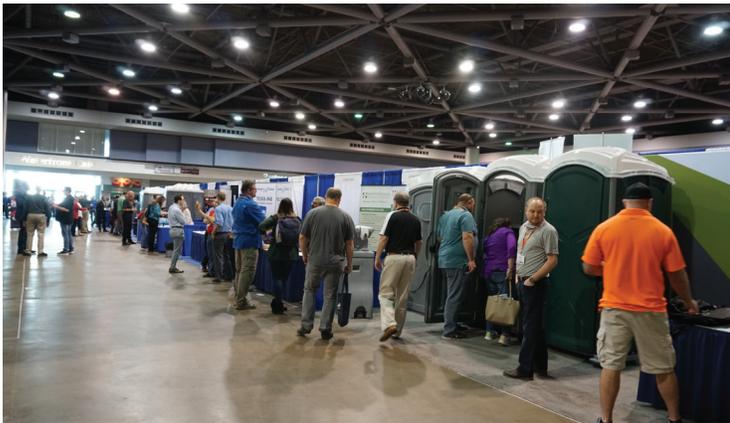


## 2022 PSAI CONVENTION AND TRADE SHOW



### Trade Show:

Prepare now for your busy summer season! Our trade show has a large selection of vendors for all your needs. Take advantage of special offers and the chance to win prizes!



### Awards Luncheon:

Who will receive this year's awards? Come to the luncheon to find out, and to be among the first to congratulate our recipients!



### Roundtable Discussions:

The valuable information gleaned from these sessions can pay for the cost of your registration!



### Hotel:

Peppermill Resort Spa Casino, Room Rate: \$130/night plus taxes and fees

Reservation Link: <https://book.passkey.com/e/50200759>

Room Block Cut-off Date is Friday, Jan. 7, 2022





# Train the Trainer

## Congratulations to PSAI's First Graduating Class of Train the Trainer!



PSAI is proud to recognize the first graduating class of our new Train the Trainer course. This course is designed to prepare individuals to teach PSAI's Basic Service Tech Training Series. Once participants pass Train the Trainer, they may begin teaching the Basic Service Tech courses at their place of employment. Upon approval, they may then move on to teach at PSAI-approved events.

### What's the benefit of taking Train the Trainer?

When a company enrolls an employee in Train the Trainer, they set themselves up to have an "in-house trainer" for all their employees. PSAI's Basic Service Tech Training Series is meant to prepare individuals to take the PSAI Certification Exam to become a certified service tech. Certifying your service technicians not only adds a higher degree of professionalism to your company, but instills greater confidence and pride in your employees. Today's job seekers increasingly value such opportunities for professional development.

So, when a company has a qualified Trainer on staff, they can offer these courses to their employees on their own schedule without waiting for the next PSAI course offering.

### Why is this exciting news for PSAI?

With each graduating class of Train the Trainer, the PSAI's body of qualified trainers grows. This means more opportunities for PSAI to offer Basic Service Tech trainings, and more sustainability for the program. PSAI is excited to reach even more companies and individuals interested in having certified service technicians and therefore raising the quality and standard of industry service across the board.

**Want to learn more about the Train the Trainer course? Contact the PSAI office at [info@psai.org](mailto:info@psai.org).**

### Congratulations to PSAI's First Graduating Class of Train the Trainer!

**Brandon Devine**, Honey Bucket

**Earl Wagner**, Port A Bowl Co, Inc

**Felix Berrios**, A Royal Flush

**Jeremiah Johnston**, On Site Sanitation, Inc.

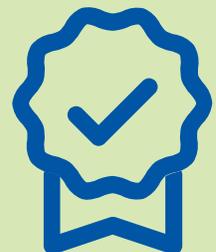
**John Saenz**, SouthPoint Rentals, LLC

**Josh Perez**, A Clean Portoco

**Rogelio Ponce**, Little John Portable Toilets

**Ronda McMichael**, Wise Environmental Solutions  
DBA Anne's Cans

**Yorjanny Mora-Solis**, A Royal Flush





# Last Chance to Register! PSAI Roundtable

## How can we tackle waste disposal together?

The money put toward publicly owned treatment options is decreasing. And operators everywhere list waste disposal as a top 3 business concern. So...now what?

**Join your community** at the Virtual Roundtable on **December 16** as we discuss:

- Innovative ideas for waste disposal in the short term
- Longer-term strategies to reduce reliance on any one disposal resource
- Current waste disposal options
- Challenges such as: loads accepted, rate increases, and travel time

### Why register?

The floor is yours. Roundtables provide the opportunity to openly ask questions and provide feedback with your community. [Register here today](#)—it's free for members and \$25 for non-members.

Your knowledge and opinion matter. So let's hear it.

## Virtual Roundtable-Waste Disposal Challenges and Strategies

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Thursday, December 16, 2021

12 –1 p.m. CST (UTC-6) 1–2 p.m. EST



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# News from OSHA



OSHA is extending the comment period on two initiatives to protect the safety and health of workers. These extensions will allow more time for input from the public.



The comment period for the [Emergency Temporary Standard on COVID-19 Vaccination and Testing](#) has been [extended to January 19, 2022](#).

The comment period for the consideration of a standard to [prevent heat injury and illness](#) in outdoor and indoor work settings has been [extended to January 26, 2022](#).

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Imperial Industries, proudly family-owned and operated in central Wisconsin for more than 39 years, is the trusted choice for specialized septic solutions and expert service.

 [Subscribe to our YouTube channel](#)



# PSAI Events

Visit: [psai.org/events](http://psai.org/events)

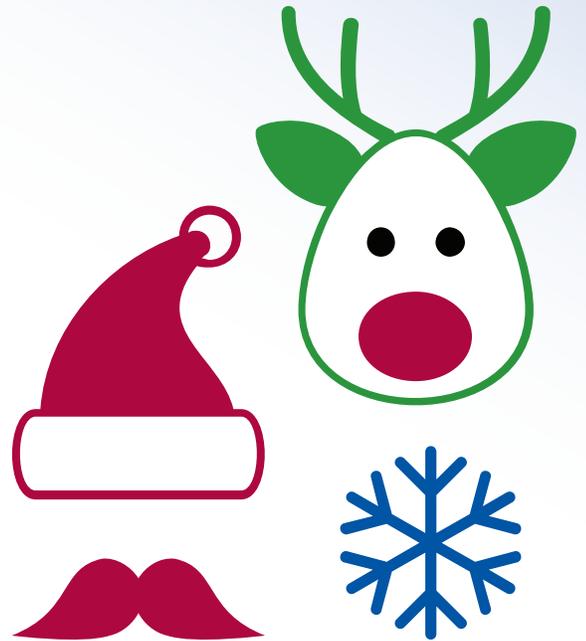


## Calendar

- Dec 16 [Virtual Roundtable: Waste Disposal Issues and Challenges](#)
- Dec 24 Office closed for Christmas Eve
- Dec 31 Office closed for New Year's Eve; Voting closes for PSAI Board Elections
- Jan 1 Early Bird registration deadline for Annual Convention & Trade Show
- Jan 7 Deadline to reserve your hotel room for the Annual Convention & Trade Show

## Register Now!

Feb 1-4 [Annual Convention and Trade Show](#), Reno, Nevada



Better worksites. Better weekends. Better world.



We are the world's largest trade association serving portable restroom operators and suppliers!

### Membership:

- Helps you grow your business
- Provides access to best practices
- Tells the world you are committed to excellence
- Brings you timely industry news
- Introduces you to industry leaders and suppliers.

**Not a member? Join now!**

PSAI member companies drive industry progress and actively work to improve the industry's reputation. To learn more visit [www.pesai.org](http://www.pesai.org)

### Portable Sanitation Association International

2626 E. 82nd Street, Suite 175  
Bloomington, MN 55425  
**952.854.8300**

Veronica Crosier, Executive Director, [veronicac@ewald.com](mailto:veronicac@ewald.com)

© Portable Sanitation Association International (PSAI), 1000 Westgate Dr., Suite 252, St. Paul, Minnesota 55114  
[www.pesai.org](http://www.pesai.org), 952.854.8300