

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 103, No. 5

May 2017

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# PRESIDENT'S THOUGHTS

by Steve Stimson  
Illinois PHCC President

## HELLO FOLKS,

Planting season has started, so be careful and mindful of the farmers as they are out there getting it done. It's been busy for me this past month. First, I'm proud to say that I have been reelected to the school board. Along with electing school board members, our district also passed a referendum that will allow us to move monies around and also allow us to begin construction on a new athletic complex. I'm personally excited to be able to be involved with the planning and oversight of this project. Second, we are getting things ready at home as Trey will be graduating from the 8th grade and heading to high school in the fall. By the time you read this I should be wrapping up my loooong "honey-do" list. Trey's track season is winding down and the calendar is already filling up with summer commitments for high school football and basketball. Ashton has been busy as well. She went ahead and took the ACT as a sophomore and is still on the go as she paves her way for college. Recently she attended the Tazewell County Lincoln Day Dinner with county board member Mike Harris. While at the dinner she was able to meet and have her picture taken with Governor Bruce Rauner. She also spent the day in Springfield with our state representative, Keith Sommer, serving as a page. Ashton got a true taste of politics as Representative Sommer had her vote for him on 3 issues, and she didn't favor one of them. Tammy has made our flight arrangements for Washington D.C. for the PHCC National Leadership & Legislative Conference June 12th – 14th. I hope to see you there.

IMSCA continues to monitor a high volume of bills in Springfield. One recent issue to keep an eye

on that effects small business is HB 2771 & SB 1296 that seek to create a "Healthy Workplace" and would require employers to provide paid sick leave to all full and part time employees. We still operate without a budget, which as you know impacts construction in our state. I hope our legislators can put their differences aside and work together for the benefit of all. I urge you to consider purchasing a raffle ticket for the IMSCA fundraiser. More information can be found in this issue of the magazine.

They say time flies when you're having fun. That is so true. My time as your Illinois PHCC President is coming to a close. This is the last time I will be sharing my thoughts, but I hope it's not the last time I will be talking to you. I hope over the last year you have gotten to know a little bit about me, my family, and my enjoyment of being a part of my school district, but most of all I hope you got to see my belief in and the importance of the Plumbing trade and the Illinois PHCC.

I would like to say many thanks: thank you, the skilled men and women that call themselves Professional Plumbers, as well as all the local, county, and state inspectors for the job you do to keep us safe and healthy. Thank you to the Illinois PHCC Auxiliary and their officers for being the "right hand man" of the PHCC. To the Officers of the Illinois PHCC: President-Elect Jeff Brown, Treasurer John Matthews, Secretary Jim Boos, and President Emeritus Erik Graybeal, it has been my pleasure. To Associate Director Shelly Lott, you are such a blessing to have working side by side with Bev. Speaking of Executive Director Bev Potts, how can I express the honor it has been to get to know you by way of the plumbing association over the past

twenty plus years. I look forward to working with you in the years to come.

And of course my family; not too many families can do what we do, but I have to say we nail it. Jerry and Sue, for 50 years you have given your all to the association, your business, your employees, but most of all to your family. To my brother-in-law Brian, thank-you for helping me with the day to day issues that all plumbing contractors have. And last but not least, to the love of my life, Tammy. I'm almost a "has been" like you, a past president that just has the big interview to go. Thank you for all of your support!!!

I'm going to wrap things up, but don't forget the next IL PHCC board meeting will be held Saturday,

June 17th at Embassy Suites in East Peoria. On Friday night we will install our new officers at the installation dinner. All members are welcome and encouraged to attend. Thank you all once again. It has been a privilege to serve you and this great association we call the Illinois PHCC.

Steve



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**- H.Jackson Brown, Jr.**



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# IN MEMORY

**Henry “Hank” Riley Hart**, 86, of Champaign died on Saturday, March 18, 2017 at home. A funeral Mass was held at Holy Cross Catholic Church March 22nd with burial at St. Joseph’s Cemetery, Ivesdale. Hank is survived by two brothers, three daughters, and five grandchildren.

Upon discharge from the U.S. Army, he worked at F.R. Inskip where he began his apprenticeship, then was foreman and eventually purchased the business that became Hart and Schroeder Mechanical Contractors. He served as a member of the Emergency Services Support Team and he taught

apprenticeship school for many years. He was also a member of Local #218, the Sheet Metal Contractors Association, the Plumbing, Heating and Cooling Contractors Association, and was the executive director of the PHCC of Central Illinois up until several years ago. Hank was a trusted and respected member of the industry.

Memorials may be made to Holy Cross Church, Holy Cross School or Eastern Area Cursillo.

The Illinois PHCC extends its deepest sympathy to the Hart family. 



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# CALENDAR OF EVENTS

**JUNE 12-14, 2017**

PHCC National Leadership & Legislative Conference  
Washington, DC

**JUNE 16, 2017**

Illinois PHCC & Auxiliary Installation Event  
Embassy Suites Hotel  
East Peoria, IL

**JUNE 17, 2017**

Illinois PHCC & Auxiliary Board Meetings  
Embassy Suites Hotel  
East Peoria, IL

**OCTOBER 4-6, 2017**

PHCC Connect '17  
Milwaukee, WI

**NOVEMBER 11, 2017**

Illinois PHCC & Auxiliary Board Meetings  
TBD

**MARCH 23, 2018**

Illinois PHCC Expo & Educational Day  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 24, 2018**

Illinois PHCC & Auxiliary Board Meetings  
Hilton Suites  
Oakbrook Terrace, IL


**JUNE 7-9, 2018**

Illinois PHCC Convention  
French Lick Resort  
French Lick, Indiana



# REVISIONS TO THE IL PLUMBERS LICENSING CODE

Revisions to the Illinois Plumbers Licensing Code (750 Rules) became effective on June 17, 2016. They can be viewed at <http://www.ilga.gov/commission/jcar/admincode/068/06800750sections.html>.

A printed version that can be easily inserted into your Illinois Plumbing Code book is available from the Illinois PHCC. **They can be purchased at any Illinois PHCC CEU class for \$3.00, or by mail for \$5.00.** Make checks payable to the Illinois PHCC and mail to 821 South Grand Ave. West, Springfield, IL 62704. 

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# REVISED ASSE STANDARD FOR OUTDOOR ENCLOSURES NOW AVAILABLE

ASSE 1060-2017, Performance Requirements for Outdoor Enclosures for Fluid Conveying Components, has been designated as an American National Standard by the American National Standards Institute (ANSI) and is now available for purchase.

ASSE 1060 provides performance standards and compliance testing procedures for devices that provide a range of protection for fluid conveying components that are mounted outside and above ground, so that they may avoid damage from freezing, vandalism, and tampering. Fluid conveying components protected by these enclosures include backflow prevention assemblies and devices, water meters, control valves, pressure reducing valves, air release valves, pumps, and other components installed outdoors and above ground that require protection from freezing, or require system security protection.

“This edition of ASSE 1060 updates heater calculation requirements for outdoor enclosures and adds the requirement for heaters to be listed for wet or damp locations,” said Conrad Jahrling, ASSE International staff engineering supervisor and ASSE 1060 working group chairperson. “In order for fluid conveying components to properly operate when they are installed outside and above ground, they need to be properly protected from weather conditions — ASSE 1060 now better defines how outdoor enclosures are required to be heated, which is critical to preventing outdoor water distribution and plumbing infrastructure from freezing.”

ASSE 1060 performance requirements include compliance testing for air vents, structural integrity, testing and maintenance access, hinged access panel restraints, drainage performance, freeze protection capabilities, security/locking mechanism, and detailed requirements for materials, markings, and manufacturers’ instructions.

To purchase the 2017 edition of ASSE 1060, please visit the ASSE International Webstore at <http://stores.assewebstore.com>. For questions regarding the standard, contact Jahrling by email at [conrad.jahrling@asse-plumbing.org](mailto:conrad.jahrling@asse-plumbing.org) or by phone at (708) 995-3017.



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# Illinois PHCC Installation Event



June 16-17, 2017

Embassy Suites  
100 Conference Center Drive  
East Peoria, Illinois 61611  
Phone: 309/694-0200

We invite you to attend the 2017 installation of the Illinois PHCC & Auxiliary Officers and Directors. Please join us in East Peoria as we thank our outgoing officers and install our newly elected leaders. The Illinois PHCC Past Presidents will be meeting prior to the dinner, and the Auxiliary will be conducting their annual service project. There is no charge for PHCC contractor members and Auxiliary members (and spouses/guests) to attend, but you will need to RSVP by May 22, 2017. Illinois PHCC has a special group rate of \$136.00 single/double. You can make reservations by calling 309/694-0200 and tell them you are attending the Illinois PHCC event, the special rate will be available until May 22, 2017. The PHCC and Auxiliary Boards are meeting on Saturday morning and all members are welcome to attend. Attire for the event is business casual.

**PLEASE CHECK ALL FUNCTIONS YOU  
WILL BE ATTENDING**



Friday, June 16, 2017

- 9:30 am - 1:30 pm Auxiliary Service Project & Lunch
- 3:00pm -5:00 pm Past Presidents' Reception  
(Invitation Only)  
John Q Room
- 6:00 pm Reception/Installation Dinner

Saturday, June 17, 2017

- 8:30 am PHCC Board Meeting
- 8:30 am Auxiliary Board Meeting

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# WHAT'S WRONG WITH THIS PICTURE?

What was wrong with the cover photo of the April issue? This picture would make the lawn irrigation professional cringe. Lawn irrigation contractors are subject to registration and fines just like a plumbing contractor. **Section 2.5** of the Illinois Plumbing License Law states: (a) Every irrigation contractor doing business in this State shall annually register with the Department. Every irrigation



contractor doing business in this State shall also register with the Department each and every employee who installs or supervises the installation of lawn sprinkler systems. Each registered irrigation contractor must provide proof that he or she employs at least one irrigation employee who has completed and passed an approved class in the design and installation of lawn sprinkler systems. (c) A licensed plumber shall inspect every sprinkler system installed by an irrigation contractor to ensure the provisions of this Section have been met and that the system works mechanically.

The only protection between the potable water and the irrigation system is a screw on vacuum breaker with a manual control valve and a water operated control valve/timer. The following code sections are for hose connections and lawn irrigation systems. **Section 890.1130 g) 4)** Atmospheric vacuum breakers shall be installed with the critical level above the flood level rim of the fixture they serve, and on the discharge side of the last control valve of the fixture. No shut-off valve or faucet shall be installed beyond the vacuum

breaker.

The separation between the irrigation system and the plumbing system would need to be done with a backflow prevention device, which in this case would be a reduced pressure zone principle backflow preventer (RPZ) as required by **890.1140 d)**.

## **Section 892.50 Inspection, Testing, and Registration of Lawn Sprinkler Systems G)**

Type, size, serial number and inspection date of

backflow prevention device (RPZ valve) to which the lawn sprinkler system is connected.

To emphasize the seriousness of the potential hazard in the photo, this was installed on a 13 story building containing apartments and businesses. Should a lawn care company or a maintenance person decide to treat the whole yard by connecting their spray pump to an irrigation head, the potential of affecting the building water system is definitely at a higher risk than if an RPZ was installed on the system.

Wendell Stevens of Marion, Illinois was the winner of this month's contest. He will receive a PHCC logo item and will be placed in a drawing for a free registration for the 2018 Illinois PHCC convention in French Lick, Indiana.

Is there a code violation in this month's cover photo? Let us know your thoughts for a chance to win. Email your answer to [bev@ilphcc.com](mailto:bev@ilphcc.com) or mail it to the Illinois PHCC office.

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# LEGISLATIVE UPDATE

By Bev Potts

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The Illinois General Assembly adjournment date of May 31st is rapidly approaching. The deadline for bills to be out of their chamber of origin has passed, but many bills have been given deadline extensions. We still have many bills on our watch list and will continue to monitor these issues. Following are some of the bills we are watching and their current status.

## Plumbing/Piping/Trade Related Bills:

**HB 265 (M. Flowers)** Creates the Lead in Schools Reporting Act. Provides that on an annual basis the IDPH, in coordination with local health departments serving the City of Chicago, shall conduct specified lead testing at public schools within the City. Provides reporting requirements. Re-referred to House Rules.

**HB 354 (D. McSweeney)** Creates the School Water Supply Testing Act to provide that water supplies available for drinking water use in all classroom-instruction public school facilities, non-home-based private school facilities, charter school facilities, and special education facilities shall be tested for lead at least once a year. Re-referred to House Rules.

**HB 1300 (M. Madigan)** Amends the Fire Sprinkler Dormitory Act to make a technical change. Held on Calendar Order of 2nd Reading in the House.

**HB 1974 (J. Durkin)** Amends the Illinois Plumbing License Law to make a technical change. Held on Calendar Order of 2nd Reading in the House.

**HB 2586 (A. DeLuca)** Appropriates \$5,708,650 from the Capital Development Fund to the Board of Trustees of Governors State University for the repair and, as necessary, replacement of the plumbing and piping system. Assigned to the House Appropriations for Higher Education Committee.

**HB 2672 (K. Cassidy)** Amends the Illinois Residential Building Code Act to make a technical change. Re-referred to House Rules.

**HB 2816 (C. Sente)** Creates the Materials Reuse and Recycling Act to provide that the EPA shall require that for all new construction projects at least 5% of the materials used for the construction project are reused materials. Provides that no municipality or county may adopt a building code that requires the use of all new materials in the building's construction. Provides that reuse of used, recycled, or reclaimed construction materials shall be allowed as a right in all municipal, county, or statewide building codes. Re-referred to House Rules.

**HR 94 (C. Winger)** A resolution to encourage the Illinois State Board of Education and the IDPH to work in collaboration with local school districts to develop and implement plans for the testing of Legionella and other water quality issues. On Calendar Order of Resolutions.

**SB 66 (M. Hastings)** Creates a tax deduction for labor and materials to install mechanical insulation property on mechanical systems for energy savings. Re-referred to Senate Assignments.

**SB 448 (J. Cullerton)** Amends the Fire Sprinkler Dormitory Act. Amended to change the subject. On 3rd Reading in the Senate, deadline extended to May 31st.

**SB 1450 (L. Murphy)** Amends the Illinois Residential Building Code Act to make a technical change. Referred to Senate Assignments.

**SB 1568 (I. Martinez)** Amends the Fire Sprinkler Contractor Licensing Act to make a technical change. Referred to Senate Assignments.

**SB 1943 (D. Koehler)** Amends the Illinois Plumbing License Law and EPA Act. Provides that each

school district shall arrange to have the samples it collects to test each source of potable water in a school building for lead contamination submitted to a specified laboratory. Provides that, within 7 days after receiving a final analytical result concerning such a sample, the school district or their designee that collected the sample shall provide the final result to IDPH. Passed in the Senate, and is in House Rules.

**SB 2181 (W. Brady)** This is a budget bill, but contains language regarding leaded plumbing and the Lead Poisoning Prevention Code. Referred to Senate Assignments.

### Other Construction/Business Related Bills:

**HB 2351 (B. Currie)** Creates the Wage Lien Act to provide that a lien exists on an employer's property for the amount of unpaid wages. Re-referred to House Rules.

**HB 2493 (J. Hoffman)** Amends the Prevailing Wage Act to provide that a public body shall specify in the call for bids that each bidder be a responsible bidder. Requires contractors and subcontractors to report the hours worked by minorities and females. Re-referred to House Rules.

**HB 2582 (R. Pritchard)** Amends the Illinois Procurement Code; provides for executive agencies, CMS, and the CDB to enter into guaranteed energy savings contracts. Requires the agencies to enter into a RFP; sets forth requirements for the request for proposals; sets forth provisions concerning the evaluation of proposals. Requires guaranteed energy savings contracts to result in energy or operational cost savings within 20 years. Requires contractors to reimburse the State for any shortfall of guaranteed energy savings projected. Removes prior provisions allowing the CPO to promulgate

rules for entering into energy conservation program contracts. Re-referred to House Rules.

**SB 950 (P. Althoff)** Same as HB 2582 above. Re-referred to Senate Assignments.

**HB 2799 (B. Phelps)** Amends the Illinois Procurement Code; provides that a State purchasing officer or CPO may award a sole source contract to a qualified HUBZone small business concern, subject to certain restrictions. Re-referred to House Rules.

**HB 2996 (M. Zalewski)** Amends the Illinois Procurement Code; removes procurement expenditures made by the U of I from the application of the Act and from the definition of "State agency". Pending amendment. Re-referred to House Rules.

**SB 222 (B. Cunningham)** Same as HB 2996 above. Assigned to Senate Higher Education Committee. Three pending amendments. Deadline extended to May 5th.

**SB 1237 (W. McCann)** Amends the Workers' Compensation Act. Provides that the Dept. of Labor, the Dept. of Employment Security, and the Illinois Workers' Compensation Commission Compliance Div. are authorized to, and shall, perform on-site job site inspections to determine compliance with the Act. Re-referred to Senate Assignments.

**SB 1287 (J. Mulroe)** Amends the School Code to provide that a duty of regional superintendents is to inspect the energy conservation measures of schools. Provides for: procedures for proposals; changes made under guaranteed energy savings contracts to be subject to performance reviews; changes the period of time in which guaranteed energy savings contracts begin becoming cost effective from 20 years to 8 years; changes references from "energy or operational costs" to "energy operating costs". This bill has been

guted by amendment. On 2nd Reading in the Senate.

**SB 1358 (K. McCarter)** Amends the Workers' Compensation Act. Provides that an employee who is required to travel in connection with his or her employment and who suffers an injury while in travel status is eligible for benefits only if the injury arises out of and in the course of employment while he or she is actively engaged in the duties of employment. Provides that an injury is a condition that arises out of and in the course of employment, and adds provisions concerning establishment of an injury. Provides for the computation of compensation when there are multiple employers and when there is less than full-time work. Provides that no employer shall be required to pay temporary partial disability benefits to an employee who has been discharged for cause. Provides that, following a hearing, the Illinois Workers' Compensation Commission may reinstate the temporary partial benefits and retroactively restore any benefits the employer should have paid if it finds the employer's discharge of the employee was not for cause. Re-referred to Assignments.

**SB 1513 (K. Lightford)** Creates the Apprenticeship Utilization Act to provide that on projects covered under the Prevailing Wage Act where the estimated cost is in excess of \$250,000, all specifications shall require that no less than 15% of the labor hours within each trade be performed by apprentices of that trade. Assigned to the Senate Commerce and Economic Development Committee. Deadline extended until May 5th.

**SB 1832 (J. Mulroe)** Amends the Mechanics Lien Act to provide that all moneys withheld as retainage from payments made to any contractor or subcontractor under any construction contract, except those contracts that provide for retainage of 5% or less, shall be held in trust for

the benefit of the contractors and subcontractors from whom the retainage has been withheld. On 2nd Reading in the Senate.

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## Illinois PHCC Auxiliary Service Project

**Date:** June 16<sup>th</sup>, 2017

**Where:** The Dream Center  
714 Hamilton Boulevard, Peoria, IL 61603

**Time:** 10am - 12 pm

**What:** We will be helping to clean and organize the pantry and living areas in The Dream Center. The Dream Center is a faith based not- for -profit organization that helps families in poverty with a large emphasis on kids and youth.

**Donations:** When speaking to the director, they currently have a big need for diapers and wipes. If you can't volunteer but want to donate, please mail a check to Chelsea Hood made out to The Dream Center.

**RSVP:** Please RSVP to Chelsea Hood if you will be attending the volunteer project at [Chelsea@thelaneco.com](mailto:Chelsea@thelaneco.com)

**Mail Checks to:**

Chelsea Hood  
401 Bronco Dr. Suite A  
Bloomington, IL 61704

## PHCC Auxiliary President Appreciation Luncheon

**Where:** Thyme Kitchen  
736 SW Washington St., Peoria, IL

**Time :** 12:15 pm

**RSVP:** Please RSVP to Chelsea Hood if you will be attending lunch.  
[Chelsea@thelaneco.com](mailto:Chelsea@thelaneco.com)

\*\* If anyone has questions please email or call/text  
Chelsea Hood  
[Chelsea@thelaneco.com](mailto:Chelsea@thelaneco.com)  
309-706-8505



# OSHA NEWS

## OSHA TO DELAY ENFORCING CRYSTALLINE SILICA STANDARD

The U.S. Department of Labor's Occupational Safety and Health Administration has announced a delay in enforcement of the crystalline silica standard that applies to the construction industry to conduct additional outreach and provide educational materials and guidance for employers.

The agency has determined that additional guidance is necessary due to the unique nature of the requirements in the construction standard. Originally scheduled to begin June 23, 2017, enforcement will now begin Sept. 23, 2017.

OSHA expects employers in the construction industry to continue to take steps either to come into compliance with the new permissible exposure limit, or to implement specific dust controls for certain operations as provided in Table 1 of the standard. Construction employers should also continue to prepare to implement the standard's other requirements, including exposure assessment, medical surveillance and employee training.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit [www.osha.gov](http://www.osha.gov).

## NEW RESOURCES AVAILABLE FOR SAFE + SOUND WEEK

To help employers participate and plan events for Safe + Sound week, June 12-18, OSHA has updated its webpage with sample activities, social media resources, and tools. The page also features an interactive map of events occurring across the country. Employers are encouraged to host events and activities that showcase the core elements of an effective safety and health program – management leadership, worker participation,

and finding and fixing workplace hazards. Visit the [www.osha.gov/safeandsoundweek](http://www.osha.gov/safeandsoundweek) for more information and to register events.



An advertisement for Champion Pump. The top half features a red race car on a checkered background with the text "24HR-60HR IN 24 HOURS" in a stylized, italicized font. Below this, the text "Champion Pump" is written in a large, red, serif font. The bottom half of the ad shows a collection of various industrial pumps and equipment. At the bottom left is the SSPMA logo, and at the bottom right is the text "Champion Pump Company, Inc. Phone 419-281-4500 | Toll free 800-659-4491".

# HR QUESTION ? of the month



## *Employees late? Steps to take.*

**Question:** What is the best way to handle employees who are constantly or continually late to work?

**Response:** The best way to manage employees who are consistently tardy to work is through the use and enforcement of the employer's disciplinary action policy or other similar progressive disciplinary approach. An employer should keep in mind the importance of issuing consistent disciplinary action for similarly situated employees who exhibit similar policy infractions.

Typically for an attendance-type policy violation, an employer will seek to verbally warn tardy employees on the first offense and remind them of their schedule and of when they are expected to report to work. Verbal disciplinary action should be documented and placed in the respective employees' personnel files. Ideally once an employee is counseled that he or she is not meeting expectations regarding punctuality, he or she will improve and that will be the end of it. If the policy supports written disciplinary action for a first offense, of course the employer can and should adhere to its policy.

If, however, the tardiness continues, the employer may need to progress to more forceful disciplinary action, which can include a written disciplinary document or perhaps a suspension (which can be unpaid for non-exempt employees), again taking care to ensure that any disciplinary action issued is consistent with employer policy and past practice. This means that if more than one employee is routinely late to work, the employer's approach to issuing discipline should be the same for each of those employees. At the time of issuance, an offending employee should be advised of the importance of reporting to work on time, and what the consequences will be if he or she does not make, and sustain, improvement.

Finally, if any employee is unable to meet scheduling expectations and continues to arrive late, the employer may need to terminate the employment relationship and look to hire someone who can more reliably report to work. Regardless, the employer must take care to ensure that whatever disciplinary action is used for unsatisfactory attendance and punctuality, it stops short of failing or refusing to pay wages that have been earned, or imposing any fine as a penalty. Monetary punitive measures of this nature often run afoul of applicable law and are ill-advised.

As noted, the employer should ensure that if tardiness is an issue for multiple employees, they are all treated in a consistent manner when it comes to disciplinary action. Keep in mind that this assumes that none of the tardiness is attributable to something for which there is statutory protection. For example, if any employees are late to work due to a sincerely held religious belief or a disabling condition, the employer may have a duty to excuse the attendance infraction as a form of reasonable accommodation (see <https://www.eeoc.gov/policy/docs/accommodation.html#modified> as to disability accommodation, and [https://www.eeoc.gov/eeoc/newsroom/wysk/workplace\\_religious\\_accommodation.cfm](https://www.eeoc.gov/eeoc/newsroom/wysk/workplace_religious_accommodation.cfm) as to religious accommodation). Of course, instances of unsatisfactory attendance that are frequent, unpredictable and unreliable typically do not have to be tolerated if they visit an undue hardship upon the employer (see question 20 at <https://www.eeoc.gov/facts/performance-conduct.html#issues> which specifically addresses this issue, for example). Employees who are eligible under the federal Family and Medical Leave Act (FMLA) and who have been certified for intermittent leave may also need to be excused from attendance violations in some cases.

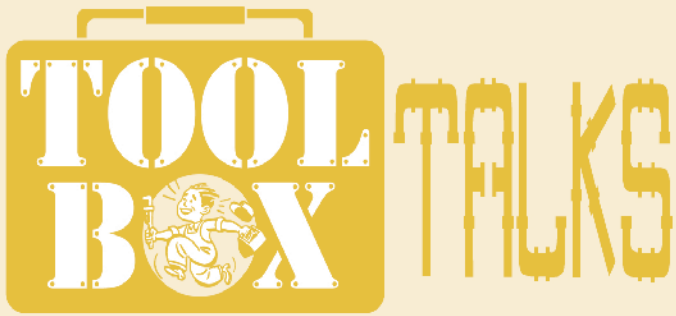
If you do not have an attendance and punctuality policy, we recommend adopting one. Any new or revised policy should be clearly communicated to employees in advance of its implementation. If the employer does have a policy in place but has been remiss in enforcing it, we recommend reviewing the policy with employees to remind them of what it contains and what is expected of them, and letting them know that the employer will begin enforcing it, taking disciplinary action when and as necessary to ensure compliance from all employees.

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To learn more about the Federated Employment Practices Network, contact your local Federated Marketing Representative, or visit [www.federatedinsurance.com](http://www.federatedinsurance.com).



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## TREE TRIMMING SAFETY TIPS

Another important ToolBox Talk brought to you by the Quality Service Contractors (QSC) – An Enhanced Service Group of PHCC, P.O. Box 6808, Falls Church, VA 22040.

Ph. 800-533-7694. Visit our website at: <http://www.qsc-phcc.org>.

### Tree Trimming Safety Tips

Hurricanes and tornados can cause a lot of damage and destruction. Uprooted trees especially create many hazards for workers responsible for recovery and cleanup.

When clearing and trimming uprooted trees workers need to practice safety.

Follow these safety tips when cleaning up trees after a storm:

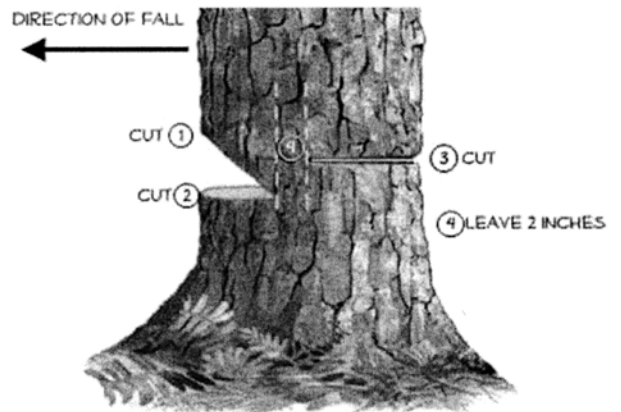
- Always assume that power lines are energized!
- Perform a hazard assessment before starting work.
- Before clearing trees, contact the utility company to discuss de-energizing, grounding, or shielding of power lines.
- Wear the appropriate personal protective equipment, including hard hats, safety glasses, protective footwear, and gloves.

### Felling Trees

To “fell a tree” means more than just cutting it down. Felling means to cut the tree in such a way that it falls in the desired direction causing the least damage. More people are killed while felling trees than during any other logging activity, so safety is important.

- Eliminate or minimize exposure to potential hazards found at the tree and in the surrounding area.
- Look out for hazards and know where everyone in the immediate area is located.
- Wear proper personal protective equipment including eye, face, head, hand, and foot protection.
- Be aware of broken or hanging branches, attached vines, or dead trees that are leaning, because these hazards can cause injuries.

- If a tree is broken and under pressure, make small cuts to release some of the pressure before cutting up the section.
- Be careful when cutting dead trees, because the tops could break off and cause injuries.
- Be careful of young trees that other trees have fallen against. They can act like spring poles and can propel back.
- If a tree has fallen, but not completely to the ground it may be lodged against another tree. Use extreme care to safely bring the tree to the ground.
- If possible, avoid felling into other trees or objects.
- Watch trees carefully while they fall. Trees may fall through other trees or objects and throw branches and objects back towards the worker or logger. For protection workers should take refuge behind a standing tree, if possible.



# PHCC IS BREWING UP SOMETHING FOR EVERYONE AT CONNECT 2017

Save the Date: Oct. 4-6, 2017  
Hilton Milwaukee City Center Hotel  
Milwaukee, Wisconsin



PLUMBING-HEATING-COOLING  
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## ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
  - a. Applicant must be a member of the senior class or graduate of a secondary school.
  - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2017.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

***Application must be received in the Illinois PHCC office no later than June 1, 2017.***

# SCHOLARSHIP APPLICATION

## IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

Name in Full \_\_\_\_\_ Age \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Parent's Name \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Applicant's Phone No. - Home \_\_\_\_\_ Business \_\_\_\_\_

Employed by \_\_\_\_\_

Name of Owner \_\_\_\_\_

Address \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Name of Sponsoring Member of the Past President's Club \_\_\_\_\_

What career do you intend to follow? - Give full details in letter form. (In addition to the letter, it would be helpful to have a short video of the applicant explaining why they are applying and their goals for the future. This is optional, but if you choice to do so, email it to bev@ilphcc.com.)

What school do you plan to attend? \_\_\_\_\_

Complete Address \_\_\_\_\_

When do you plan to enroll? \_\_\_\_\_

### Scholastic Data

High School attended \_\_\_\_\_

Complete Address \_\_\_\_\_ Zip \_\_\_\_\_

Year Graduated \_\_\_\_\_ Rank In Class \_\_\_\_\_

Principal's Name \_\_\_\_\_

In what activities have you participated: Attach list.

-----

1. Fill out application completely and mail to IL PHCC Past Presidents Club, 821 S. Grand Ave., West, Springfield, IL 62704.
2. Enclose reference letters from three people, not related to you, who know you personally, attesting to character and other pertinent information.
3. Enclose a letter from principal giving complete transcript of grades, activities, rank and number in class and scores on one of the following tests: PSAT, SAT or ACT.
4. A wallet size picture of you.

-----  
Applicant's Signature

I hereby certify that the above is true and accurate. Date: \_\_\_\_\_

-----  
Parent or Guardian's Signature



## PLUMBING CODE BOOK

### ORDER FORM

**PLEASE FILL OUT FORM COMPLETELY.  
WE WILL USE THIS INFORMATION TO PROVIDE YOU WITH UPDATES ELECTRONICALLY.**

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

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

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

#### **Cost \$55.00/insert**

(includes tabs, Plumbing License Law, Plumbers Licensing Code,  
Plumbing Contractor Registration Code and  
Lawn Irrigation Contractor & Lawn Sprinkler Code)

# \_\_\_\_\_ of code book inserts X \$55.00    Total inserts \$ \_\_\_\_\_

# \_\_\_\_\_ of binder(s) X \$5.95    Total binders \$ \_\_\_\_\_

**Total amount enclosed \$ \_\_\_\_\_**

**Mail form with payment to:**

**Illinois PHCC  
821 South Grand Avenue, West  
Springfield, IL 62704**

**Make checks payable to the Illinois PHCC.**

**There will be a \$40.00 service charge for any checks returned due to insufficient funds.**

**Questions? Contact the Illinois PHCC at [bev@ilphcc.com](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**



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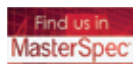
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Addison, IL 60101  
630.458.8816  
[www.hsarep.com](http://www.hsarep.com)

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# PHCC ILLINOIS

## AUXILIARY SCHOLARSHIP RULES

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1. Scholarships are awarded in the amount of \$500.00 or more but not to exceed \$2,000.00 and shall be given by the Illinois Auxiliary each year at the State Convention as funds are available to those who desire to further their education. The applicant shall be enrolled in solid subject curriculum.
2. The applicant must be at least a freshman in college having completed one full semester with at least 8 credit hours of study. You may NOT apply in your senior year of high school.
3. No person may receive more than one award from Illinois Auxiliary during his or her academic career and there cannot be more than two awards per family per year. A permanent current list of recipients will be kept in the scholarship files.
4. The applicant must submit a handwritten letter in cursive and ink to include personal data, family size, need of scholarship monies and plans for the future career. Knowledge of and/or working experiences with plumbing industry can be included, but not necessary.
5. The applicant must submit a total of three letters of recommendation.
  - a. One letter must be from your sponsor, either an auxiliary member or Illinois PHCC member.
  - b. The other two letters must be from people not related to the applicant who know you personally and can attest to your character and provide other pertinent information. Knowledge of parents would not necessarily qualify them for having knowledge of applicant.
6. Please attach a picture of yourself with the application.
7. **The deadline for submitting your application is May 15, 2017**

Your application must be postmarked no later than this date and include all the information required. If it is incomplete, we will discard the materials and your name will be removed from the applicants list. You can resubmit the following year.

The scholarship committee will have the final decision in awarding these applications. The committee wishes each and every one of you the best of luck. If you have any further questions, please feel free to contact me at using the information listed below:

*Please Send Your Completed Applications To:*

*Gail McWilliams*  
*2707 Holcomb Dr.*  
*Urbana, IL 61802*  
217-384-5121 e-mail: jgmcw@comcast.net



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# PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2017~

---

Applicant Name: \_\_\_\_\_ Birth Date \_\_\_\_\_

Mailing Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Parents or Guardian's Full Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-mail \_\_\_\_\_

**NAME AND ADDRESS WHERE CHECK SHOULD BE SENT:**

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**NAME OF SPONSORING AUXILIARY MEMBER:** (Sponsor **Cannot** be a Parent, Guardian or Spouse)

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

Signature \_\_\_\_\_

State and Name Of Sponsoring Auxiluary \_\_\_\_\_

**SCHOLASTIC DATA:**

High School Attended: \_\_\_\_\_

Year of Graduation: \_\_\_\_\_ Rank/Number in Class: \_\_\_\_\_ CUM GPA: \_\_\_\_\_

Principal's Name: \_\_\_\_\_

Name of College Attending & Career Plans: \_\_\_\_\_

Dean or Advisor's Name: \_\_\_\_\_

**INSTRUCTIONS FOR APPLYING FOR SCHOLARSHIP:**

Application must be complete with the items listed below for consideration:

1. Read the Scholarship Rules.
2. Small photo staples to application.
3. Three letters of Recommendation as follows:
  - A. One Letter of recommendation from Sponsoring Auxiliary Member (current member in good standing)
  - B. Two letters of personal recommendation, from people not related to applicant
4. Personal HANDWRITTEN letter (state request and list curricular activities you participated in high school and college.)
5. Original Copy of High School and College Transcripts. These can be sent under separate cover. **\*\*Note\*\*** High School Transcript is required for all graduates from 2006 to current.

I hereby certify that the above is true and accurate.

Applicant's signature: \_\_\_\_\_ Date \_\_\_\_\_

Parent, Guardian or Spouse Signature: \_\_\_\_\_

**GOOD LUCK!**

**DEADLINE TO BE CONSIDERED FOR THE SCHOLARSHIP IS MAY 15, 2017**

# SUPPORT IMSCA-PAC TODAY!

# RAFFLE

**FOUR WINNERS** will be drawn! Choose the prize you want a chance to win!

**This raffle is for sports, travel, and wine & food enthusiasts!**

**\$50  
PER  
TICKET**

**Multiple tickets  
can be purchased!**

- ▶▶ **FOUR tickets to see the Chicago Bears at Soldier Field!** *Value: \$1,300.00*  
(Date TBA) This prize also includes parking passes and a \$250 Hilton Hotels gift card.
- ▶▶ **FOUR tickets to see the Chicago Blackhawks vs. St. Louis Blues at the United Center!** *Value: \$750.00* (Date TBA)  
These are 200 Club Level seats with parking passes. This prize also includes a \$250 Hilton Hotels gift card.
- ▶▶ **Premier California Wines and dining gift cards!** *Value: \$750.00*  
Wines including 2006 Napa Far Niente Cabernet Sauvignon, 2010 Russian River Red Zinfandel and \$500 in dining gift cards at various restaurants.
- ▶▶ **\$500 Gander Mountain gift card.**

The winning tickets will be drawn on June 8, 2017 in Oak Brook. You do not need to be present to win.

*By contributing to IMSCA-PAC you are making your voice heard by providing your IMSCA lobbying team with the necessary tools to fight for legislation that is important to YOU as a contractor.*



**YES!** I would like to support IMSCA-PAC! I want to purchase \_\_\_\_\_ tickets at \$50 each.

**Choose your prize package:** Bears \_\_\_\_\_ Blackhawks \_\_\_\_\_ Wine/Dining \_\_\_\_\_ Gander Mountain \_\_\_\_\_

Please make check payable to IMSCA-PAC and return, along with this form to: IMSCA, 519 S Grand Ave., Springfield, IL 62704.  
Under State Law, IMSCA-PAC can accept both corporate and personal checks. **Your support is appreciated.**

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

Address: \_\_\_\_\_

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

If you have additional questions regarding IMSCA-PAC, please contact Jessica Newbold at 217.523.4361 or JNewbold@gcsconsult.com. A copy of our report filed with the State Board of Elections is available on the Board's official website [www.elections.il.gov](http://www.elections.il.gov) or for purchase from the State Board of Elections, Springfield, IL. Contributions are not tax deductible.

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POINT-OF-USE &  
18 – 36kW WHOLE  
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<sup>1</sup>According to the Department of Energy's "Advantages of Tankless or Demand-Type Water Heaters," tankless water heaters can provide energy savings of up to 50% on water heating costs when installed at each hot water outlet. When used as a single tankless model to supply hot water to a residence with up to 2 bathrooms in some climates, it can provide up to 34% energy savings. <sup>2</sup> See the Warranty Guide on Rheem.com for addition information.



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