

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 104, No. 12

December 2018

*Happy Holidays*

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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

Editorial and personalized news stories reflect the opinions of the writers, and not necessarily that of the Association. Neither the Association nor this magazine accepts responsibility for statements or claims made by advertisers for their products or services.

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To: Illinois PHCC  
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### CONTENTS

President's Thoughts . . . . .	4
UAC Save the Date . . . . .	4
Follow Us On Facebook . . . . .	4
Calendar of Events . . . . .	5
New Illinois Accessibility Code . . . . .	6
Now is the Time to Renew Your PHCC Membership . . . . .	7
Illinois PHCC Application for Membership . . . . .	8
2018-19 Continuing Education for Illinois Licensed Plumbers . . . . .	10
Thank You to all of our Sponsors, Exhibitors, Attendees and Volunteers for the Illinois PHCC Expo South . . . . .	12
Illinois PHCC Associate Membership Application . . . . .	13
Changes to the "Home Repair: Know Your Consumer Rights: Brochure . . . . .	14
PHCC Joins KBIS and IBS for Design & Construction Week® 2019 . . . . .	18
New Tax Law Allows Small Businesses to Expense More, Expands Bonus Depreciation . . . . .	19
Winter Driving Tips from IDOT - Preparation is Key . . . . .	21
10 Things You Don't Know About Your Foremen . . . . .	24-25
Illinois PHCC Auxiliary Program Book Form . . . . .	27
PHCC Education Foundation Donates Contest Materials to Habitat for Humanity of Greater Albuquerque . . . . .	28
Plumbing Code Book Order Form . . . . .	30

### ADVERTISERS

Bloomington/Normal PHCC . . . . .	11
Bradford White . . . . .	31
Champion Pump . . . . .	21
Connor Company . . . . .	2
Federated Insurance . . . . .	15
Great Southwestern Association of PHCC . . . . .	6
Grundfos . . . . .	5
Hodes . . . . .	18
H.R. Stewart . . . . .	14
IPEA Central . . . . .	20
IPIA . . . . .	16-17
Jim Murray . . . . .	25
Midwest Mechanical . . . . .	23
PCA/Plumbing Council . . . . .	29
Rheem . . . . .	22
Test Gauge . . . . .	Back Cover
Torvac . . . . .	7
Zurn . . . . .	9

Cover photo courtesy Joy Belsley.



# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

As we approach the winter holidays and the beginning of a new year, we can look forward to better times as the new year always brings about a new look on things. In Illinois, our industry needs a boost. Hopefully a change at the top will spur that. Maybe the new governor can bring about a better business climate by figuring out a way to make Illinois attractive so that businesses choose to invest in Illinois by building construction, service, remodeling, etc.

We can also look forward to a new year in the PHCC. The UAC is reorganizing to bring their members better benefits. We're looking forward to hearing more about these changes as things unfold.

PHCC-NA is having their national convention in Indianapolis in 2019, close enough to Illinois that our members can drive in a few hours. And 2020 will bring the convention to Kansas City, MO. With this, I hope the closer locations and heads up will increase our member participation at the national convention.

Meanwhile IMSCA, our lobbying partner, keeps fighting for our best interest in Springfield. The best way to help them is by joining the PHCC, which helps fund them.

To all, enjoy the holidays and the start of a new year.

Thanks for reading. Until next time...

Mike 



## Save the Date

**UAC Management Conference  
March 21-22, 2019**

**Drury Lane Conference Center  
100 Drury Lane  
Oakbrook, Terrace, Illinois 60181**

**More details to follow**

## **FOLLOW US ON FACEBOOK**

For all the latest updates on Continuing Education Classes, Webinars, Illinois PHCC activities and events, follow us on Facebook.

**[https://www.facebook.com/  
IllinoisPHCC/](https://www.facebook.com/IllinoisPHCC/)**

# CALENDAR OF EVENTS

**JANUARY 11, 2019**

Illinois PHCC CEU Class  
Heartland Community College  
Normal, IL

**FEBRUARY 22, 2019**

Illinois PHCC CEU Class  
Heartland Community College  
Normal, IL

**MARCH 21-22, 2019**

Union Affiliated Contractors (UAC) of PHCC  
Management Conference  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 21, 2019**

Illinois PHCC Annual Meeting/Dinner  
Hilton Suites Hotel  
Oakbrook Terrace, IL

**MARCH 22, 2019**

Illinois PHCC Expo  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 23, 2019**

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

**APRIL 5, 2019**

Illinois PHCC CEU Class  
Rend Lake College Marketplace  
Mount Vernon, IL

**APRIL 12, 2019**

Illinois PHCC CEU Class  
Heartland Community College  
Normal, IL



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# NEW ILLINOIS ACCESSIBILITY CODE

The new Illinois Accessibility Code (71 Ill. Adm. Code 400) was accepted at the October 16, 2018 Joint Committee on Administrative Rules. It is effective immediately and can be viewed and/or printed at <https://www2.illinois.gov/cdb/announcements/2018/Documents/Register%20Page.pdf>. A reformatted and more user friendly version of the Code will be published on CDB's website in the near future.

The purpose of this Illinois Accessibility Code is to implement the Environmental Barriers Act (EBA) [410 ILCS 25]. This Code is intended to establish minimum scoping and technical design requirements

to ensure that the built environment in the State of Illinois is designed, constructed, and altered to be accessible to and usable by all, including individuals with disabilities. It is also intended to resolve areas of difference between federal accessible design standards such as the Americans With Disabilities Act (ADA), standards for accessible design (28 CFR 36 (2010) and the Code. The drafters of this Code compared and primarily adopted the stricter of State or federal accessible design standards to provide the greatest access throughout the State.



**SEASONS GREETINGS**

*From the Members of*

**THE GREAT SOUTH-WESTERN ILLINOIS ASSOCIATION OF  
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Litteken Plumbing Co.  
Maxson Services  
Midwest Plumbing Services  
Murphy Co. Contractors  
Plumbing Solutions, Inc.  
Vasquez Plumbing  
Weinland Refrigeration

# NOW IS THE TIME TO RENEW YOUR PHCC MEMBERSHIP

If you are a PHCC member you should have received your dues renewal notice last month. If not, please contact the Illinois PHCC office. We would like to thank you for your past support of the PHCC and hope you continue to partner with us.

If you are not a member, please take a few moments out of your busy schedule and really consider how PHCC can help you and your business. PHCC membership brings with it many benefits. Gaining knowledge is crucial to the life of any business, and knowledge can also bring with it personal success. Through PHCC you have many opportunities to increase your knowledge: reading the weekly online email newsletter, and the Illinois Master Plumber magazine; receiving special alerts pertaining to critical issues like tax reform or threats to the Plumbing License Law; updated industry information; business training; expert advice; networking and much more. PHCC is

involved on the local, state, and federal levels fighting on behalf of the business owner, and our Industry. By having representation on all code bodies, industry coalitions, and a legislative grassroots network, PHCC is ready and able to represent your interests.

Many resources are available to members through a click of a button. Access online webinars, risk management information, online training and more. One benefit from membership that you really can't put a price tag on is the relationships you will build through PHCC. Whether it's with a manufacturer, a supplier or a fellow business owner, you will be able to share ideas, gain access to expert advice and really benefit from the networking opportunities.

Renew or join today – you won't be sorry.

For more information, visit [www.ilphcc.com](http://www.ilphcc.com) and [www.phccweb.org](http://www.phccweb.org).



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## Illinois Association of Plumbing-Heating-Cooling Contractors Application for Membership

Please print or type

Business Name \_\_\_\_\_

Contact Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Illinois Plumbing Contractor's Registration Number \_\_\_\_\_

(For those involved in Plumbing Contracting)

☐ Union Shop ☐ Open Shop

### Type of Business Activities

(CHECK ALL THAT APPLY)

☐ Plumbing

☐ HVAC

☐ Hydronics

☐ Process Piping

☐ Fire Sprinkler Systems

☐ Underground Utilities

☐ Backflow Inspection...EPA Backflow  
Cert. # \_\_\_\_\_

☐ Refrigeration

☐ Commercial

☐ Industrial

☐ Residential

☐ Service/Repair..... ☐ 24 hr. service

Signed \_\_\_\_\_ Date \_\_\_\_\_

The State Investment is \$245.00. The National Membership Investment is \$528.00. State and National are presented as a package for \$773.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

**QUESTIONS....1.800.795.7422**



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#### Fassett Sales Company

1101 E. Lincoln St.  
Bloomington, IL 60702  
303.663.8451 | [fassettsales.com](https://fassettsales.com)

#### Herkowski Stickler Associates

340 Country Line Rd., Suite B  
Bensenville, IL 60106  
603.458.8816 | [hsarep.com](https://hsarep.com)



## 2018-2019 Continuing Education for Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 21, 2018 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 22, 2018 – 8:00 am-12:00 pm	Holiday Inn Express, Vandalia, IL	\$50.00
<input type="checkbox"/> **October 5, 2018 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **November 2, 2018 – 9:00 pm-1:00 pm	Gateway Center, Collinsville, IL	\$35.00

**No Walkins – No Exceptions for the November 2 class - All Registrations for the November 2 class must be received before October 19, 2018**

<input type="checkbox"/> **January 11, 2019 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 22, 2019 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 22, 2019 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

**No Walkins – No Exceptions. All Registrations for the March 22 class must be received before March 1, 2019**

<input type="checkbox"/> **April 5, 2019 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **April 12, 2019 - 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$75.00

**\*\*State hours for Certified Plumbing Inspectors**  
Please check the session you will be attending.

**TOTAL AMOUNT ENCLOSED** \$ \_\_\_\_\_

### **Fee must accompany application.**

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IDPH Sponsor # 750-035

Course # 750-002-C1 & 750-006-C1  
Course # 750-035-C1

### **4 Credit Hours**

To register, complete this form by checking the location you will attend,  
**provide your complete address, make checks payable to Illinois PHCC and mail to**  
**Illinois PHCC ♦ 821 South Grand Avenue, West ♦ Springfield, Illinois 62704**  
Phone (217) 522-7219

Name: \_\_\_\_\_ License # **058-** \_\_\_\_\_

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

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

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

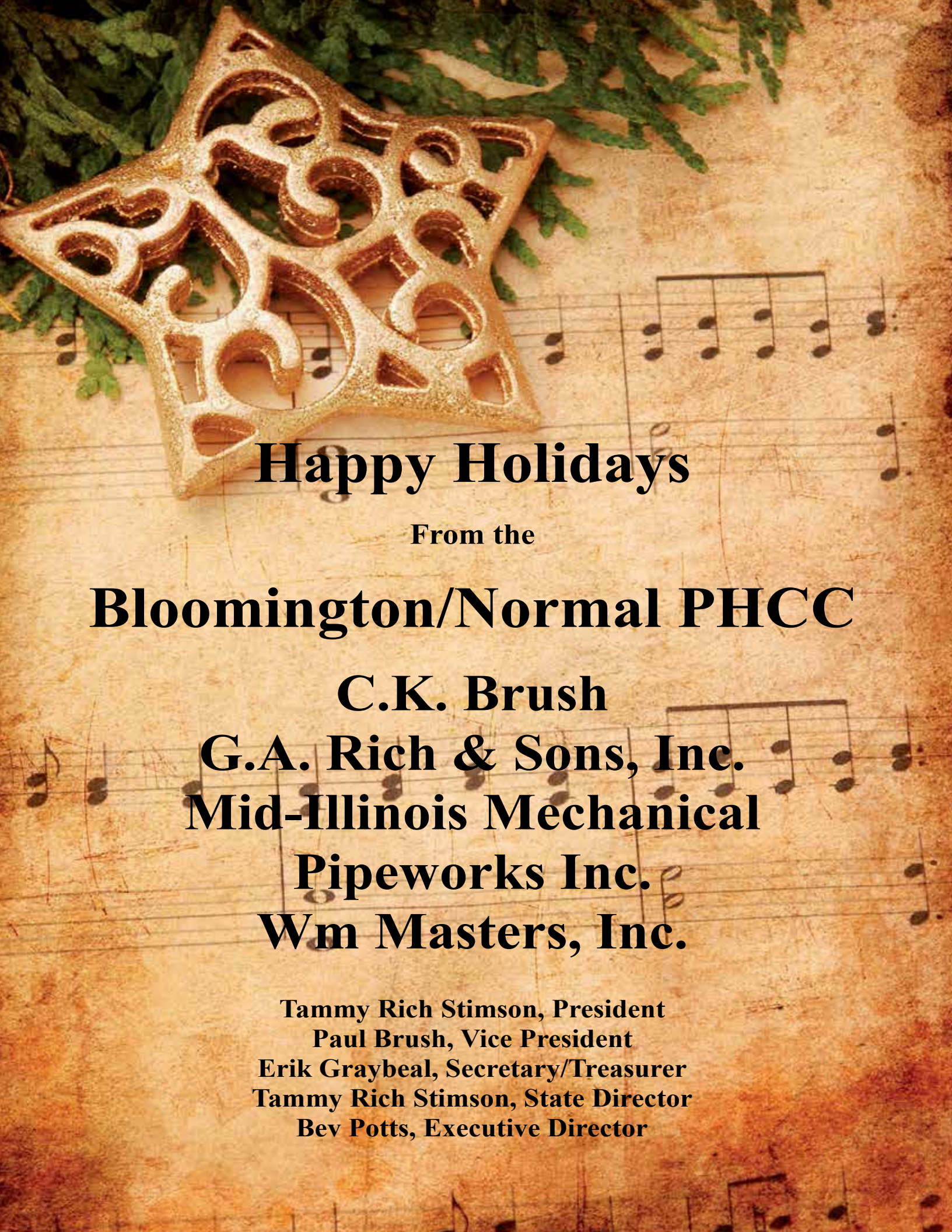
Email address: \_\_\_\_\_

### **IMPORTANT:**

**You MUST bring your Plumbers License with you to the program. Please arrive no later than 30 minutes prior to complete the registration process. Directions are available on our website at [www.ilphcc.com](http://www.ilphcc.com)**  
**Cancellation Policy: IL PHCC reserves the right to cancel a course due to insufficient enrollment. If we cancel a course, you will be notified and your pre-registration will be refunded to you or you may transfer to another location.**  
**There is no refund for any registration not cancelled (10) working days prior to the class. Cancellations made prior to (10) working days will be charged a \$15.00 cancellation fee. There will be a \$50.00 service charge for any checks returned due to insufficient funds.**

***In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 217-522-7219 with any special requests.***





**Happy Holidays**

**From the**

**Bloomington/Normal PHCC**

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attendees and volunteers for the  
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**SAVE THE DATE FOR NEXT YEAR**

**November 1, 2019**

**See you there!**



Illinois Association of Plumbing-Heating-Cooling Contractors

## Associate Membership Application

Please print or type

Contact Name \_\_\_\_\_

Business Name \_\_\_\_\_

Address \_\_\_\_\_

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

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Please Check As Many As Apply

- ☐ Manufacturer
- ☐ Manufacturer's Rep
- ☐ Wholesalers
- ☐ Supply House
- ☐ Business Needs (i.e., insurance, business supplies, etc.)
- ☐ Other (please indicate)

My check for \$175.00 is enclosed

As an Illinois PHCC Associate Member, we agree that our firm and its staff will abide by the PHCC Bylaws, Code of Conduct, and will conduct business in a legal and ethical manner.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Please send completed form to:

Illinois PHCC • 821 South Grand Avenue, West • Springfield, IL 62704.

Fax: (217) 522-4315

***QUESTIONS?....1-800-795-7422***

# CHANGES TO THE “HOME REPAIR: KNOW YOUR CONSUMER RIGHTS” BROCHURE

Illinois law has required for many years that for any contract over \$1,000, any person engaging in the business of home repair and remodeling shall provide to its customers a copy of the “Home Repair: Know Your Rights” pamphlet prior to the execution of any home repair and remodeling contract. The consumer shall sign and date an acknowledgement form entitled “Consumer Rights Acknowledgement Form” and the contractor, or his representative, shall also sign and date the form, which includes the name and address of the home repair and remodeling business. The acknowledgement form shall be in duplicate and incorporated into the pamphlet. The original form shall be retained by the contractor and the duplicate copy shall be retained within the pamphlet by the consumer.

For contracts for \$1,000 or under, the contractor must provide the customer the pamphlet, but does not need to execute the written acknowledgement form.

HB 4268 made changes to the “Home Repair: Know Your Rights” pamphlet to include language informing the customer of their right to request lien waivers from the contractor. The bill was signed into law on August 3, 2018, and becomes effective on **January 1, 2019**.

Under Illinois law, the homeowner must request – and the contractor must provide – a written list of the names and addresses of “all parties furnishing material and labor and the amounts due or to become due to each”. This list, or affidavit, must appear either as part of the contract or in a separate printed statement, and it must contain the following language: “THE LAW REQUIRES THAT THE CONTRACTOR SHALL SUBMIT A SWORN STATEMENT OF PERSONS FURNISHING MATERIALS AND LABOR BEFORE ANY PAYMENTS ARE REQUIRED TO BE MADE TO THE CONTRACTOR”.

The law also requires every subcontractor listed in the affidavit to notify the homeowner, either personally or by certified letter, when he or she has furnished materials or performed labor on the homeowner’s remodeling project. This notice preserves the subcontractor’s right to put a lien on the property, and it must contain the name and address of the subcontractor

or material provider, the starting date of the work performed, the type of work performed or materials provided, and the name of the general contractor who requested the work to be done.

Contractors doing home repair and remodel work must begin using the new pamphlet by January 1. It is available for download from the Office of the Illinois Attorney General at <http://www.illinoisattorneygeneral.gov/consumers/homerep0505c.pdf>.



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*from the*

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# PHCC JOINS KBIS AND IBS FOR DESIGN & CONSTRUCTION WEEK® 2019

By Staff Writer, PHCC-National Association

The Plumbing-Heating-Cooling Contractors-National Association (PHCC) is a supporting organization of the sixth annual Design & Construction Week (DCW).

DCW's founding partners, the National Kitchen & Bath Association (NKBA) and the National Association of Home Builders (NAHB), will continue driving the possibilities of home forward as the co-location of the NAHB International Builders' Show® (IBS) and the Kitchen & Bath Industry Show® (KBIS) returns to Las Vegas, Feb. 19-21, 2019. DCW will bring together more than 80,000 design and construction professionals in North America's largest gathering of the residential design and construction industry.

Members of PHCC will enjoy discounted registration for the event, while the organization's leaders will participate in the Design & Construction Week Executive Roundtable to discuss issues and trends in the North American housing market and exchange ideas with other industry thought leaders.

"PHCC is looking forward to supporting this important industry event in 2019," said PHCC President Ken Nielsen.


"Those who attend will learn about the latest trends, products and solutions that can help them run their businesses more effectively and also have opportunities to share ideas with forward-thinking industry professionals."

"We have seen explosive growth in Design & Construction Week over the past few years, primarily due to the draw of having so many big industry players all in one place," said NAHB CEO Jerry Howard. "The support of PHCC only further bolsters the prominence of this event. DCW has become the premier event for our industry, and we expect the 2019 show to be the best year yet."

"NKBA is delighted about the continuation of this significant collaboration, which brings so many industry professionals together in one place," said Bill Darcy, NKBA CEO. "The co-location of these two important shows creates huge value for everyone involved, and it's

ultimately a huge win for consumers, as we lead the way in connecting the industry."

Both shows are located at the Las Vegas Convention Center. The expos are open Tuesday, Feb. 19, through Thursday, Feb. 21. NKBA and NAHB each have pre-show activities on tap; click on [buildersshow.com](http://buildersshow.com) and [kbis.com](http://kbis.com) for full scheduling and information.

Registration is open at [designandconstructionweek.com](http://designandconstructionweek.com). Registered attendees will have access to both trade shows held during Design & Construction Week. 



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# NEW TAX LAW ALLOWS SMALL BUSINESSES TO EXPENSE MORE, EXPANDS BONUS DEPRECIATION

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The Internal Revenue Service is reminding small business taxpayers that changes to the tax law mean they can immediately expense more of the cost of certain business property. Many are now able to write off most depreciable assets in the year they are placed into service.

The Tax Cuts and Jobs Act (TCJA), passed in December 2017, made tax law changes that will affect virtually every business and individual in 2018 and the years ahead. Among those for business owners are tax rate changes for pass-through entities, changes to the cash accounting method for some, limits on certain deductions and more.

## Section 179 expensing changes

A taxpayer may elect to expense all or part of the cost of any Section 179 property and deduct it in the year the property is placed in service. The new law increased the maximum deduction from \$500,000 to \$1 million. It also increased the phase-out threshold from \$2 million to \$2.5 million. These changes apply to property placed in service in taxable years beginning after Dec. 31, 2017. For most businesses, this means the 2018 return they file next year.

Section 179 property includes business equipment and machinery, office equipment, livestock and, if elected, qualified real property. The TCJA also modifies the definition of qualified real property to allow the taxpayer to elect to include certain improvements made to nonresidential real property. See New rules and limitations for depreciation and expensing under the Tax Cuts and Jobs Act at <https://www.irs.gov/newsroom/new-rules-and-limitations-for-depreciation-and-expensing-under-the-tax-cuts-and-jobs-act> for more information.

## New 100 percent, first-year 'bonus' depreciation

The 100 percent depreciation deduction generally applies to depreciable business assets with a recovery period of 20 years or less and certain other property. Machinery, equipment, computers, appliances and furniture generally qualify. The law also allows expensing for certain film, television, and live theatrical productions, and used qualified property with certain restrictions.

The deduction applies to business property acquired after Sept. 27, 2017, and placed in service after Sept. 27, 2017, and before Jan. 1, 2023. In general, the bonus depreciation percentage is reduced for property placed in service after 2022. See the proposed regulations for more details.

Taxpayers may elect out of the additional first-year depreciation for the taxable year the property is placed in service. If the election is made, it applies to all qualified property that is in the same class of property and placed in service by the taxpayer in the same taxable year. The instructions for Form 4562, Depreciation and Amortization, provide details.

Business owners can refer to the Tax Reform Provisions that Affect Businesses page for updates.

- More resources at [www.irs.gov](http://www.irs.gov):
- Publication 535, Business Expenses
- Publication 946, How to Depreciate Property
- Additional First Year Depreciation Deduction (Bonus) FAQs
- Tax Cuts and Jobs Act: A Comparison for Businesses





*Happy Holidays!!  
IPEA of Central Illinois*



*Merry Christmas &  
Happy New Year!*  
*[www.ipea1.org](http://www.ipea1.org)*





# WINTER DRIVING TIPS FROM IDOT - PREPARATION IS KEY




Winter weather can be unpredictable in Illinois, so preparation is a key part to staying safe when traveling. Throughout the winter, especially during adverse conditions, motorists should practice basic winter driving skills and build extra time into their schedules. As part of IDOT's "Winter Weather – Get it Together" campaign, all travelers are encouraged to follow these simple rules and tips during the winter months:

- Always wear a seat belt. It's the law in Illinois.
- Slow down. Slower speeds, slower acceleration, slower steering and slower braking all are required in winter driving conditions.
- Drop it and drive. Put down the handheld devices – it, too, is the law in Illinois.
- Don't crowd the plow. A snowplow operator's field of vision is restricted. You may see them, but they may not see you.
- Avoid using cruise control in snow and ice.
- Watch out for black ice on roads that appear clear but can be treacherous.
- Be especially careful approaching intersections, ramps, bridges and shady areas. All are prone to icing.
- Do not travel during bad weather unless absolutely necessary. If you do have to make a trip, check the forecast and make sure someone is aware of your travel route. Consider taking public transportation if it is an option.
- Prepare an emergency kit that contains jumper cables, flares or reflectors, windshield washer fluid, a small ice scraper, traction material, blankets, non-perishable food and a first-aid kit.
- Carry a cell phone and a car charger in case of emergency.
- Follow Scott's Law. Slow down and move over for stopped emergency, construction and maintenance vehicles.
- For a list of suggested maintenance for your

car, visit the National Highway Transportation Safety Administration's winter driving website.

Before leaving the house, drivers are encouraged to check [GettingAroundIllinois.com](http://GettingAroundIllinois.com) for continually updated information on winter road conditions, weather radars, road and bridge closures and other traffic-related information.

This winter, IDOT has more than 1,700 trucks available for deployment to plow almost 16,000 miles of roads statewide, the equivalent of driving from Springfield to the tip of South America and back. Last year, IDOT spread almost 305,000 tons of salt statewide. 



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# Happy Holidays

From The

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Association

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# 10 THINGS YOU DON'T KNOW ABOUT YOUR FOREMEN

By Mark Breslin, Breslin Strategies Inc.

---

I bet you think you know your foremen pretty well. You don't. Really.

They've been working for you forever, right? But you haven't really been paying attention.

Your foremen are the backbone of your company. And they are holding back on you. You're missing a lot by making assumptions about who they are and what they think. And those assumptions are costing you hundreds of thousands (if not millions) of dollars in lost profits over the course of their, and your, careers.

I've spent the last several years talking with and training several thousand foremen and superintendents all over the U.S. and Canada, so I know what I'm saying when I tell you, honestly, you don't have a clue what's going on inside their heads. Let's start by examining a list I put together of ten very important things you probably don't understand about your foremen.

- 1.** Your foremen don't see themselves as professionals. They don't describe themselves that way. They don't see it as a professional position – in fact, they barely see it as a management position. If guys who are going to manage \$100,000,000 to \$1 billion in projects over the course of their careers aren't professionals, then what are they? Maybe you should ask them.
- 2.** On average, your foremen have received zero formal professional leadership and management training to prepare them for this high-level responsibility, role, and identity.
- 3.** Your foremen don't know what they do for a living. When I ask them, a full 90% respond, "I'm a [Carpenter, Electrician, Pipefitter, Ironworker, ...fill in the craft]." This is the

wrong answer. It reflects a craft-worker mindset, not a supervisory one. The correct answer is, "I am a professional construction foreman/superintendent." It's very difficult for them to make that jump and not feel embarrassed, but how they see themselves determines how they act and lead on the job. They are no longer just "one of the guys".

- 4.** Your foremen rarely solicit input from their crews. They a) think they will look weak, b) worry that someone else will get credit for a good idea and take their job, c) would never think to ask, or d) don't even know that it's part of their job.
- 5.** Your foremen run their crews almost 100% of the time using authority, not influence. Which approach do you think is more effective, productive and profitable?
- 6.** Your foremen are often stuck between the roles of "boss" and friend. This kills the ability to discipline and hold others accountable for their actions.
- 7.** Your foremen do not effectively delegate. They are get-it-done people and therefore over-participate in the action at the jobsite. They are excellent at directing tasks. They generally do not empower people and wouldn't know how to anyway. Wonder whose fault that is?
- 8.** Your foremen often have confused loyalties between their roles as multi-million dollar company managers and union members. The peer pressure of being a "good union guy" is leveraged regularly by their peers, reducing their effectiveness and authority.



9. Your foremen do not admit mistakes or failures. Failure is not a learning experience in their eyes; failure is simply failure.
10. Your foremen do not know how to effectively motivate their crews. The most effective and well-documented tools of praise and positive reinforcement are generally entirely absent. What was not given to them will not be given to others.

Now let's review. I'm willing to guess a few of the items on this list didn't come as a surprise to you. So the obvious question is, what are you doing to fix these attitudes among your foremen? By refusing to act or address the problems, you own them – they're all on you.

How about the attitudes and actions on the list that you didn't know about? Now that you do, what's your next move? Are you going to discuss them and provide your guys with the tools to address them, or just rationalize them away and take the path of least resistance?

Several hundred thousand foremen are waiting for help. They're doing the best they can with what they've got, but they need their employers to help them understand how important and vital they are to their company and the industry. They need serious professional support to become high-quality leaders and managers. But really, I think they're waiting for you to acknowledge the challenges.

---

*Mark is noted as the number one speaker in the nation on construction leadership, strategy and labor-management relations. He is also the author of five bestselling books that have created profound and positive change across the industry. He has spoken to and inspired more than 300,000 people during his career. Please view his latest book *The Five Minute Foreman* or his collection of five at the store. And...check out Mark's New Video Coaching Tool – Professional Construction Leader (PCL) Video Coaching Series for Field Leaders. You can train and develop your field leaders without pulling them off the jobsite.*



## Breslin Strategies

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# ILLINOIS ASSOCIATION PLUMBING, HEATING, COOLING CONTRACTORS AUXILIARY

Dear Friends of Illinois PHCC,

It is again time to start thinking about the annual 2019 Illinois PHCC Expo & Educational Day. Known as one of the best state product shows in the country, it will again be held at the Drury Lane Conference Center, Oakbrook Terrace, Illinois on Friday, March 22, 2019.

The Auxiliary will publish a Souvenir Program Book to be distributed to all Expo participants as we have for the past 39 years. The vendors and attendees are firms and individuals within the building and construction industry who influence or have authority over specifications, purchasing and/or installation related to plumbing, heating, cooling, piping and other related fields. These are the people who recommend products to the general public. This Program Book is handed out free to all attendees of the Expo, which last year totaled over 1600 people. This figure alone is one good reason to participate by advertising your business.

Through this Auxiliary project we have raised money to provide scholarships, helped to further industry public awareness, and purchased supplies for the IL PHCC office in Springfield.

We would appreciate your support by placing an ad in the 2019 Souvenir Program Book by using the following Ad Order Form. Deadline for ad submission is February 1, 2019.

Sincerely,

*Janice*

Janice Graybeal

IL PHCC Aux. Program Book Chairperson

P.O. Box 3395

Bloomington, IL 61752

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_____ Patron Ad - Auxiliary Members Only	@	\$15.00	_____

For Patron Ad please print name as it should appear in the program:

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## 2. ARTWORK:

Please check all that apply.

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4. IMPORTANT: All Plumbing contractors must include their Illinois Plumbers License Number in their ad. If your ad does not include your License Number, please write it on the back of the ad in pencil. Ad deadline is February 1, 2019.

5. Please enclose your check made payable to IL PHCC Aux. Program Ad Book. To make a credit card payment call Janice Graybeal at 309-530-2889. If you prefer to be billed, payment must be received by March 1, 2019.

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# PHCC EDUCATIONAL FOUNDATION DONATES CONTEST MATERIALS TO HABITAT FOR HUMANITY OF GREATER ALBUQUERQUE

By Staff Writer, PHCC Educational Foundation

Every year, the Plumbing-Heating-Cooling Contractors National Association (PHCC) Educational Foundation counts on volunteers and donors for many of the materials used to simulate a “real world experience” for its Plumbing and HVAC Apprentice Contests at CONNECT, this year held in Albuquerque, New Mexico. Through a generous donation to Habitat for Humanity of Greater Albuquerque following the conference earlier this month, the Foundation made sure that some of those same materials would continue to benefit others in this year’s host city.

At the conclusion of the CONNECT 2018 contests – where 19 plumbing and 10 HVAC apprentices demonstrated their knowledge and skills and competed for top honors – contest committee volunteers and apprentices helped load up many of the materials for the local Habitat for Humanity. Among the materials were 19 toilets, lavatories and faucets (donated by Kohler Co.); more than 30 PVC pipe sections (donated by CISPI); plus wood, Masonite and plywood.

“Our volunteers and donors are the lifeblood of these contests,” says PHCC Educational Foundation




***PHCC Educational Foundation apprentice contest materials were donated to Habitat for Humanity following the October 2018 contests in Albuquerque, New Mexico.***

Chief Operating Officer Cindy Sheridan. “They all have a very generous spirit and want to give back to a trade that’s been so good to them by inspiring our industry’s future workforce, so it’s only fitting that the materials they helped to provide will continue to result in something positive way past our time in Albuquerque.”

Specifically, the materials were donated to Habitat for Humanity’s

ReStore, a retail home improvement store that sells new and used building materials at greatly reduced prices. In turn, the income generated from ReStore helps Habitat for Humanity build more homes for low-income families.

“With donors like PHCC, our affiliate is able to fulfill our vision that no one in greater Albuquerque will live in substandard housing,” says Habitat for Humanity of Albuquerque Executive Director Joan Costello. “PHCC’s generosity is helping low-income families realize their dream of homeownership. Your part in changing lives has a powerful impact on our entire community, and we are humbled by your support of our work.” 

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The PCA Midwest (Plumbing Contractors Association Midwest), founded in 1882 as the trade association and signatory partner to Plumbers' Local 130 UA, today encompasses 17 counties in Northern Illinois.

As a non-profit employer organization comprised of union plumbing contractors, the PCA Midwest is the sole and exclusive local chapter of the Illinois State PHCC, National PHCC (Plumbing-Heating-Cooling Contractors) and UAC (Union-Affiliated Contractors), as well as the MCAA (Mechanical Contractors Association of America). The PCA Midwest is also proud to be the only Chicago-area plumbing contractors' association member and financial benefactor (and with Board presence) of CISCO - Construction Industry Service Corp. and IMSCA - Illinois Mechanical & Specialty Contractors Association, and also offers services and classes by the Construction Education Institute and the Construction Safety Council to all its Plumbing Council constituents.

The PCA Midwest and the Plumbing Council Midwest (Industry Fund) provide all of our affiliated contractors with education, advocacy, legislative & political action, public information, referrals, marketing initiatives and more aimed at promoting, protecting and advancing our contractors in the plumbing trade.

To find and hire one of our reputable plumbing contractors for 24-hour emergency service or residential, commercial, municipal and industrial jobs, call 1-800-76-VALVE or visit [www.plumbingcouncil.org](http://www.plumbingcouncil.org).



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