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ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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PRESIDENT'S THOUGHTS

by Mike Ehret
Illinois PHCC President

As we have just completed the Illinois PHCC Expo South & Continuing Education, I would like to thank Bev and Shelly again for all the hard work they put into making it happen. I am also happy to report that the Continuing Education attendance numbers were up approximately 20%, increasing the Expo attendees in the process.

I would also like to thank the Great Southwestern PHCC for their support in sponsoring the costs for the past two years as we try to build a sustainable Southern Expo. We greatly appreciate their support and all that they do for PHCC.

With revenues being down and striving to make the event profitable, there was much discussion at the November IL PHCC Board meeting before the decision was ultimately made to continue the Continuing Education and Expo South for an additional year. The following week, the GSW PHCC agreed once again to cover the costs for 2020. Thanks again to the generosity of the GSW PHCC! Mark your calendar now for October 30, 2020 for the next Expo South.

That being said, here's to everyone enjoying the upcoming holidays!

Until next time,

Mike



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IN MEMORY

LAWRENCE R. JANY, 91, father of Illinois PHCC Past President Steve Jany, passed away on November 17, 2019 at Memorial Hospital in Chester, Illinois. He had worked as a Heavy Equipment Operator for the Road District for 33 years, and was a member of St. Mary Catholic Church and VFW Post #3553 in Chester, Illinois. Surviving are 6 children, 11 grandchildren, and 15 great grandchildren. A funeral mass was held on November 20, 2019, with interment in St. Mary's Catholic Cemetery. Memorials can be made to the St. Mary's Cemetery Fund.

MARIE EILEEN SCHULEIN, 92, mother of Illinois PHCC Auxiliary Past President Donna Jany, passed away November 16, 2019 at her daughter Donna (Steve) Jany's residence.

She had worked at the JC Penney warehouse in St. Louis, Missouri, and Hennrich Implements of Walsh. Surviving are 7 children, 6 grandchildren, and 9 great grandchildren. A funeral mass was held on November 21, 2019 at St. Boniface Catholic Church, Evansville, Illinois with interment in St. Boniface Catholic Cemetery, Evansville, Illinois. Memorials may be made to Masses, St. Boniface Catholic Cemetery Fund, or the St. Pius V Catholic Cemetery Fund.

For those wishing to send cards, the address for Steve and Donna Jany is 541 Hillview Drive, Chester, Illinois 62233.

The Illinois PHCC and Auxiliary extend its deepest sympathy to Steve and Donna and their families.



CALENDAR OF EVENTS

JANUARY 10, 2020

Illinois PHCC CEU Class
Heartland College
Bloomington, IL

FEBRUARY 21, 2020

Illinois PHCC CEU Class
Heartland College
Bloomington, IL

MARCH 18-20, 2020

UAC of PHCC Management Conference
Drury Lane Conference Center
Oakbrook Terrace, IL

MARCH 20, 2020

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

MARCH 21, 2020

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

APRIL 3, 2020

Illinois PHCC CEU Class
Heartland College
Bloomington, IL

APRIL 17, 2020

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





Save the Date

UAC Management Conference

March 18-20, 2019

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More details to follow



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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 and www.phccweb.org. 



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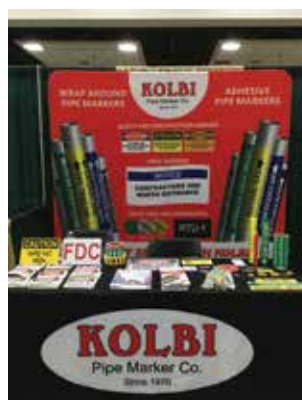
October 30, 2020

See you there!

2019 ILLINOIS PHCC EXPO SOUTH



2019 ILLINOIS PHCC EXPO SOUTH



2019 ILLINOIS PHCC EXPO SOUTH



New Illinois PHCC Member Benefits

Dear Illinois PHCC Members,

We have been working to develop two new and exciting member benefits. These programs have been designed with our membership in mind.

The value added benefits for you and your employees are a Health Insurance Program, and a rewards and discount program called BenefitHub.

The Health Insurance Program will provide you with competitively priced, group coverage that can be tailor made for your needs. BenefitHub offers a tremendous amount of members-only discounts, special offers, and even cash back on many of the things you and your employees buy every day. There is no cost for Illinois PHCC members to use BenefitHub and offer it to their employees as a reward or incentive.

We have worked closely with Nathan Whiteman of American Central Insurance Services, Inc in Springfield, IL to develop these great offerings, and he is our main contact for these new member benefits. Nathan is a Registered Employee Benefits Consultant and has over a decade of insurance expertise working with trade industries, associations, and multi-employer groups. He will be reaching out to each member via email or phone in an effort to educate our members about these opportunities. Please take a moment when he contacts you so that you can learn more about the Health Insurance Program, and Benefit Hub. The more Illinois PHCC members who participate in the programs, the stronger and better they will become.

Nathan's contact info is below: Nathan A. Whiteman, REBC® Registered Employee Benefits Consultant® nathan@americancentralins.com Office 217.732.4333 | eFax 217.280.4540 American Central Insurance Services, Inc. 3300 Hedley Rd. Springfield, IL, 62711

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NEWS FROM THE US SMALL BUSINESS ADMINISTRATION

ANSWERS TO 5 QUESTIONS ABOUT OVERTIME RULES

by Barbara Weltman

There's no law—federal or state—that caps the number of hours a person can work (other than for minors). But if you are an employer, be sure to understand that working past 40 hours triggers overtime rules for certain employees. Some of these rules have been around for years, while others are new. Here's what you need to know for 2020 and beyond.

1. What does overtime pay mean?

Federal overtime pay rules under the Fair Labor Standards Act (FLSA) come into play when employees who are not “exempt” (explained below) work more than 40 hours in a workweek. Once they pass this threshold, they must be paid one and one-half times their regular rate per hour (“time and a half”). For example, if a nonexempt employee's hourly rate is \$16 and he/she work 42 hours, two hours must be paid at the rate of \$24 (\$16 + \$8).

A workweek is the period fixed by an employer, but need not start on Sunday or Monday. So, any fixed and regularly recurring period of 168 hours is a workweek. There is no requirement to pay double time if the extra hours are worked on nights, weekends, or holidays.

2. Which employees are subject to overtime pay rules?

The overtime pay rules apply only to employees who are not considered “exempt.” Exemption is based on how much they're paid, how they're paid (hourly or by salary), and the type of work they do.

Under a new final rule effective on January 1, 2020, the standard salary level at which employees remain nonexempt and must receive overtime pay if they work more than 40 hours is increased to \$684 per week, up from the current \$455 per week (the equivalent of \$35,568 per year, which is up from \$23,660). Because of the increase in the salary level, the government estimates that more than 1.3 million workers are potentially eligible for overtime pay.

Employees who are subject to a “minimal duties test” and receive certain compensation are called highly-compensated employees (HCEs) who are exempt from overtime rules. These include executives, administrators, outside sales people, and certain computer employees. To qualify for the exemption, in addition to the minimal duties test, such employees must receive salary of at least a certain amount. Under the same final rule, the HCE duties test has not changed, but

the salary level is increased starting on January 1, 2020. The salary level for HCEs is \$107,432 per year (up from the current \$100,000 level).

Employers can take into account nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10% of the standard salary level.

3. What hours are counted?

An employer must count all hours that employees work. But this does not include meal breaks, whether paid or unpaid, if employees are relieved of duties during that period.

4. Can overtime rules be avoided?

If an employee is nonexempt, he or she must receive overtime pay related to hours in excess of 40 for the workweek. This cannot be avoided in most cases by offering “comp time,” which would allow employees to work fewer than their required hours in another workweek to balance things out. This cannot be done!

5. Do state rules take precedence over federal rules?

States can create their own overtime pay rules. If these rules are more protective for workers, they control over federal rules.

Final thought

The new federal rules do not provide for automatic increases in the dollar amounts for the standard salary level and the HRE salary level. But it indicated that it intends to update the thresholds more regularly in the future. For more information and resources, go to the DOL's Wage and Hour Division.

About the author

Barbara Weltman is an attorney, prolific author with such titles as J.K. Lasser's Small Business Taxes, J.K. Lasser's Guide to Self-Employment, and Smooth Failing as well as a trusted professional advocate for small businesses and entrepreneurs. She is also the publisher of Idea of the Day® and monthly e-newsletter Big Ideas for Small Business® and host of Build Your Business Radio. She has been included in the List of 100 Small Business Influencers for three years in a row. Follow her on Twitter: @BigIdeas4SB or at www.BigIdeasforSmallBusiness.com



ILLINOIS ASSOCIATION PLUMBING, HEATING, COOLING CONTRACTORS AUXILIARY

Dear Friends of Illinois PHCC,

It is again time to start thinking about the annual 2020 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 20, 2020.

The Auxiliary will publish a Souvenir Program Book to be distributed to all Expo participants as we have for the past **40** 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 2020 Souvenir Program Book by using the following Ad Order Form. Deadline for ad submission is March 1, 2020.

Sincerely,

Janice

Janice Graybeal
IL PHCC Aux. Ad Book Chairperson
P.O. Box 3395
Bloomington, IL 61752
PH: 309-530-2889
Email: phccadbook@yahoo.com

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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 March 1, 2020.

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, 2020.

Please return order form and remittance to:

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HR Question OF THE MONTH

PAYROLL ADVANCES – BEST PRACTICES?

Question

We are in need of some information on payroll advances. We have some employees asking for repeated payroll advances and need to know our options and how to proceed as best practices.


ANSWER

Absent an applicable contract that governs the issue otherwise, the federal Fair Labor Standards Act (FLSA) does not expressly prohibit employers from advancing wages to employees, per se (some states may preclude this, but yours in particular may not). That said, if an employer agrees to do so for one employee, it arguably will need to do so for others (or at least others who are similarly situated) to avoid employee relations issues and potential discrimination concerns. Any time an employer agrees to advance wages to employees it faces the risk of exposure to non-repayment, particularly if an employee who received an advance on his or her wages separates from the company before earning back what was advanced to him or her. Employers can seek to protect themselves from this risk by drafting enforceable wage advance/loan documentation for employees to sign as a condition of receiving any advance on their wages. Such contracts can, in most cases, require non-exempt employees to agree to payroll deductions as a means to repay the loaned/advanced amount. Under federal law, such deductions are allowed even if they result in a sub-minimum wage payment, as this is one of the few instances in which such payroll deductions are permitted. This was addressed by the US Department of Labor (DOL) in a (still good) 2004 Opinion Letter wherein it restated its “longstanding position that where an employer makes a loan or an advance of wages to an employee, the principal may be deducted from the employee’s earnings even if such deduction cuts into the minimum wage or overtime pay due the employee under the FLSA. An employer may not, however, make an assessment for administrative costs or charge any interest payment that brings the employee below the minimum wage.” Although this Opinion Letter addressed a unique set of facts, the DOL’s opinion on this aspect of federal wage/hour law is still instructive.

Ultimately, if no contract provides an entitlement to advanced wages, employers are not required to agree to employee requests of this nature. Many employers do not offer the option. If the employer does not wish to do so (and particularly if it finds that employees are “asking for repeated payroll advances”), the employer is well within its rights to decline such requests, and can stand firm on a policy and practice that does not support advancement of wages or monetary loans to employees under any circumstance. Even if the employer has done so in the past, it can establish a revised policy to apply prospectively where no such loans or advances will be made going forward. If the employer wishes to go this route, it can and should inform employees of the approach (and particularly if this is a change to prior practice or policy, but even if it is not), as there are no federal or state employment laws that entitle employees to wages they have not yet earned.

If, however, the employer is willing to loan one or more employees money as an advance on wages, again it can proceed if no contract precludes this. That said, the employer would do well to establish a formal policy on the issue, one that makes clear the circumstances under which the employer will (and perhaps will not) agree to such requests. If the employer wants to limit wage advances to a certain dollar amount, or limit the number of times an employee’s requests will be granted, or reserve discretion to deny requests in certain situations (perhaps due to company finances, or in cases where the employer is aware of an impending layoff, for example), etc., it can do so, and such restrictions should be expressly stated in any policy to this effect. Any payroll advancement/loan policy should also make clear the terms and conditions of repayment and the consequences of failure to repay. The employer can and should require employees to sign enforceable loan documentation and an equally enforceable promissory note before receiving any such monies, and such documentation should address repayment both during employment (perhaps through payroll deduction) and after it ends for any reason, if at that time the amount has not fully been repaid to the employer. The employer’s policy and loan/advance agreement should stipulate whether there are any circumstances under which “loan forgiveness” will occur (although this is not required), and/or whether or not a balloon payment can/will be taken out of any final wages where permitted by applicable law, as well as the consequences of any non-repayment (which may include pursuit of legal action by the employer to seek restitution, through subsequent wage garnishment or otherwise, as well as termination of employment if applicable).

Before proceeding either way, we recommend that the employer establish a formal policy relative to advancing wages/loaning money to employees (or a policy stating that this is not an available option to employees, as the case may be). Any such policy should be clearly communicated to all employees in advance of its implementation, and then uniformly and consistently enforced prospectively. This means, for example, that if the employer adopts a policy against loans or wage advances, it should not make exception for one or a few employees. And vice versa, if the employer’s policy supports such payments, it should not decline a request if it was made properly in accordance with the stated policy. If the employer wishes to proceed with a policy that will support loaning money or advancing wages, it may want to consider enlisting the services of local counsel to draft or review any new or revised policy statement along with loan documentation (if applicable) to ensure there is sufficient protection of the employer’s ability to lawfully secure repayment, both during the employment relationship and after it ends. If the employer proceeds with a policy supporting wage advancements or loans, it would also do well to consult with a tax professional such as an accountant or tax attorney, as there may be unique tax treatment afforded such payments and repayments.

Want to know more? Listen to our podcast regarding Payroll Advances. 

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Happy Holidays
from the

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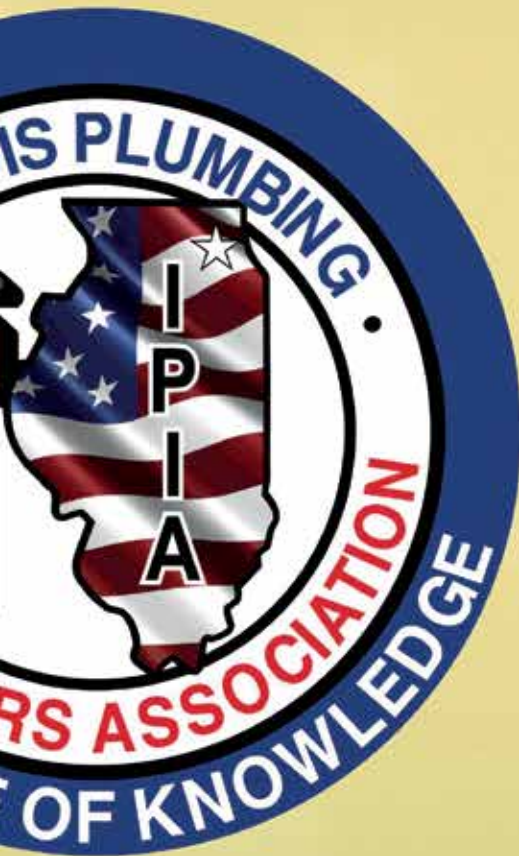
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Protect Your Employees from Blood-borne Pathogens

Exposure to blood-borne pathogens is a hazard most people think is limited to health care workers. The truth is that nearly every work environment — especially those in which hand tools and heavy equipment are used — is at risk for blood-borne pathogen contamination. Improper care can lead to the transmission of serious, and sometimes deadly, diseases.

What Are Blood-borne Pathogens?

Blood-borne pathogens, according to the Occupational Safety and Health Administration, are “infectious microorganisms in human blood that can cause disease in humans.” HIV, AIDS, hepatitis, syphilis, and malaria, are some of the more common diseases the pathogens carry. They transmit diseases via contact with bodily fluids, often through cuts, open sores, acne, or any damaged or broken skin.

How to Protect Your Employees

The first and best way to protect against contact with blood-borne pathogens is to avoid accidents and injuries. Solid policies and procedures (general housekeeping and sanitation included), mixed with the use of appropriate personal protective equipment, will help keep exposures down. But in the event that blood or other bodily fluids are present in the workplace, all your employees should be familiar with universal precautions¹ and assume that all bodily fluids carry disease-causing pathogens. This approach, generally meant for health care settings, but adopted for general use, includes:

- Wearing gloves, masks, and other non-porous protective clothing if exposed to bodily fluids
 - This includes mouth-to-mouth resuscitation masks if necessary
- Using caution when handling sharp objects, needles, and waste
- Disinfecting the contamination area thoroughly
- Washing hands with soap and water as soon as possible
- Changing and washing clothing as soon as possible

If Direct Exposure Occurs

If an employee is exposed to a bodily fluid, wash or flush the area for at least 15 minutes, and contact a medical professional immediately. Be sure to consult with a qualified attorney to understand what obligations you may have, such as providing medical evaluations, should an exposure occur.

You never know what could be lurking within a bodily fluid. Always exercise caution when dealing with potential exposure.

¹Occupational Safety and Health Administration website. <https://www.osha.gov/SLTC/etools/hospital/hazards/univprec/univ.html>. Accessed November 2019.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Qualified counsel should be sought with questions specific to your circumstances. © 2019 Federated Mutual Insurance Company.





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 \$60.95/Code Book

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

_____ of code book(s) X \$60.95

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 or shelly@ilphcc.com

(217) 522-7219



2019-2020 Continuing Education for ALL Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 27, 2019 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 28, 2019 – 8:00 am-12:00 pm	Holiday Inn Express, Vandalia, IL	\$50.00
<input type="checkbox"/> **November 1, 2019 – 9:00 am-1:00 pm	Gateway Center, Collinsville, IL	\$35.00

No Walkins – No Exceptions for the November 1 class - All Registrations for the November 1 class must be received before October 21, 2019

<input type="checkbox"/> **January 10, 2020 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 21, 2020 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 20, 2020 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

No Walkins – No Exceptions. All Registrations for the March 20 class must be received before March 1, 2020

<input type="checkbox"/> **April 3, 2020 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$75.00
<input type="checkbox"/> **April 17, 2020 - 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00

****Also count as State hours for Certified Plumbing Inspectors**

Please check the session you will be attending. TOTAL AMOUNT ENCLOSED \$ _____

Fee must accompany application.

Sponsored by the Illinois PHCC

IDPH Sponsor # 750-002

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

*Co-Sponsored by SIUE-ERTC

IDPH Sponsor # 750-035

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

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 !!



*IPEA of Central Illinois
&
IPEA of Western Illinois
www.ipea1.org*


CODE CHALLENGE

Each month we give you an opportunity to test your knowledge of the Illinois Plumbing License Law, Licensing Code, and Plumbing Code. Correctly answer the following questions and identify the correlating

section number for a chance to win a free Illinois PHCC CEU class registration. Email your answers to bev@ilphcc.com.

1. An irrigation contractor who has registered with the Department _ or fewer persons who are authorized to install or supervise the installation of lawn sprinkler systems shall either employ or contract with at least ____ licensed plumber who shall be responsible.....
2. The State Board of Plumbing Examiners should consist of _ licensed plumbers.
3. "Contaminated Water" is water not suitable for human use or that does not meet the water quality standards of rules of the _____ titled _____.
4. **True or False:** A water hammer arrester is a device to absorb pneumatic shock.
5. **True or False:** The plans and specifications for a plumbing system whose design does not comply with this Part must be submitted to the local AHJ for approval prior to installation of such a plumbing system.

The answers for last month's challenge were:

1. Under definitions in the Code, Existing Plumbing or Existing Work is "A plumbing system or any part of a plumbing system that has been installed prior to **January 1, 2014.**"
2. All main vents or vent stacks shall connect **full size** at their **base** to the building drain or to the main soil or waste pipe at or **below**, the lowest fixture branch. **Section 890.1150e)**
3. Vent terminals shall not be used for the purpose of supporting **flag poles, television aerials,** or similar purposes. **Section 890.1430f)**
4. True or **False:** The vent pipe opening from a soil or waste pipe, except for water closets or fixtures with an integral trap, shall be below the trap weir. **Section 890.1470b)**
5. **True** or False: Violators of this Part shall be informed of any violation at the time of inspection, followed by a formal notice in writing, including a deadline date for correction of the violation(s). **890.1950a)1)** 



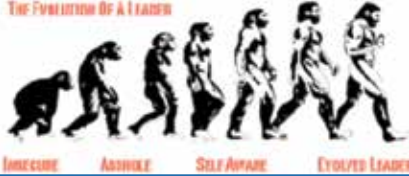
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THE REWARDS OF NOT BEING AN INSECURE A-HOLE

by Mark Breslin

I did not become a CEO by being emotionally healthy and well adjusted.

I did not become a public speaker and talk to 400,000 people because I was interested in them as individuals.

I did not embrace the idea of empowering others with fear of failure chasing me like a junkyard dog.

I did not understand that success and happiness are not the same. No matter what shows up on my title or W-2.

Leaders are made a lot of ways. And not always because we were shaped by a happy, sunshine filled, ride-a-pony upbringing. More often than not, it is just the opposite. The fuel that drives leaders often times has its genesis in our early development. Our beliefs about ourselves are well founded way before anyone gives us a shot at career advancement. I think a lot of leaders reading this know this to be true for themselves. My story is certainly the case. My self beliefs were steeped in a youth of turbulence, instability, and trouble. I am frankly the last guy who should have made it this far.

Without really knowing it I started my leadership with an emotional platform of fear and insecurity; that I mistook for confidence. Ultimately it got filed under the need to prove myself. Over and over and over again. And that resulted in me being a very driven, aggressive and effective leader; as well as a grade A insecure asshole.

But through leadership trial and error (mostly error), I was able to evolve and grow. And it is this I want to share with you. The rewards of leaving that fear and ego bullshit all behind. As a leader. As an influencer. As a family member. As a person.

Simply put, here it is. After all the striving, proving and grinding you just might find, that happiness and success are not the same thing. As a leader, it is not about the money, title, power or validation. They are nice rewards no doubt, but as a leader, it's more about each person that we can influence in a positive way in this life. And we as leaders truly have this obligation and opportunity.

A lot of us become top leaders because we are compelled. Our fire burns red hot. Our need is to succeed and overcome. Driven by what? The raw fear of failure. The hole we are trying to fill. The respect we didn't get. The self image we are constructing to feel real. Often we carry forward our baggage to simply prove ourselves; over and over and over without resolution. We grind and push and are willing to die on the hill to show we are worthy in the eyes of others. Screw that. No one else makes us worthy. No external validation makes us real or human. Service and love of self and others is the ticket.

It's not about us. It's about the people we love and lead, care about and influence.

After abandoning my endless idiotic quest for validation, I have tried above all, to make it about anyone else but me. But my old habits and the ego die hard. It takes a lot of work. So as a leader I have to be less "the man" and more accepting of myself as a flawed but battle scarred human with the lessons I have paid for on deposit. I have to be careful I don't slip backwards. And simply hope to see with clarity more each day.

If you are willing to really be the authentic person that you really are, you will reap rewards far beyond the validation, proving and other stuff that substitutes for real impact. What this takes is three things; Self knowledge. First, you have to do the work on yourself and solicit the painful feedback and advice that crushes your ego and builds your authentic self. Next you have to decide what's important and act on it. Sounds simple? If so, why don't more people do it? Yeah, how many people you know are really truly emotionally healthy and secure? How many have marriages you want? How many people have a level of health and well being that you think; oh yeah I want that too. How many people get their priorities right without epic failure as their teacher? And the third and final aspect, you have to understand that this life is short and valuable and that you better do something remarkable before it passes you by. Hey, just want to make a shitload of money and play golf? Good for you. Stop reading now.

I know I am annoying some of you. There's nothing worse than a reformed smoker or anyone who gives you advice you didn't ask for. But in writing this I am not proud of who I was and why I was that way. The advice given is simply so you don't travel my path or pay the price like I have.

Remember your success is not always your friend. Your amazing skills and tendencies may also be your greatest burden. Sometimes we have to risk giving up the approaches and behaviors that "made" us successful to get to a different way to influence and care about others. With that comes fear of change and failure. But it all starts – for me and for every leader reading this today – with the realization that it is not about us. It is about them. And when you see it, believe it and act on it – you will share in the greatest reward leadership has to offer; to both touch the lives of many, and change you for the better.

Breslin Strategies
1471 Livorna Road Alamo, CA 94507
(925) 705-7662
jdixon@breslin.biz
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Happy Holidays

From The

Midwest Illinois
Mechanical Contractors
Association



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As a non-profit employer organization comprised of union plumbing contractors (signatory to UA Plumbers Local 130), the PCA 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 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 provides 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**.



2020 Exposition Application & Contract March 20, 2020

Company Name: _____
Type or Print Company Name as it is to appear on Printed Material

Booth Preference: Indicate Booth Preference as Shown on Floor Plan.

of 8'x10' Booth spaces _____ Choices 1. _____ 2. _____ 3. _____ 4. _____

All distribution of materials and placement of signs **MUST** stay within your assigned booth space. No solicitation will be allowed outside of your booth space. No trucks, trailers or displays will be allowed outside the entrance of Drury Lane without the permission of the Illinois PHCC.

Booth Costs: One to three booths - \$795 each. Four or more booths - \$770 each.

Discount price for Illinois PHCC Associate Members:

One to three booths - \$695 each. Four or more booths - \$670 each.

\$150 deposit per booth must accompany application form. 10% discount if full amount of booth cost is paid prior to December 31, 2019. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2020.

Make check payable to: Illinois PHCC, 821 South Grand Ave. West, Springfield, IL 62704

Company _____

Street Address or P.O. Box _____

City / State / Zip _____

Contact _____

Phone Number _____ Cell Number _____

E-mail _____ Website _____

Signature _____

The following products or services will be displayed: _____

Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to January 1, 2020 a full refund will be made. No refunds after January 2, 2020. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Drury Lane Conference Center. *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 800-795-7422 with any special requests.*

Booth Assignment(s) _____

Date ____/____/____ Signed: _____

Illinois PHCC Executive Director/Show Manager

Illinois PHCC Exhibitor Terms and Conditions

Management: This event is sponsored by the Illinois Plumbing, Heating, Cooling Contractors Association (IL PHCC), herein designated as the "Management". Management has the sole authority to accept or reject an application to exhibit in any Illinois PHCC Expo and to determine which exhibitors are the best fit for attendees. An Exhibitor is an applicant for booth space that has been accepted for participation in the trade show by Management.

Booth Assignment: Management reserves the right to make all final decisions for booth assignment, layout, and configuration. Every effort will be made to assign the exhibitor's requested booth choices. Participation is at the sole discretion of Management and reserves the right to cancel any exhibitor.

Display Restrictions: All products, services, or literature displayed must fit within the allotted 8' x 10' booth space. Exhibits may not project beyond the space allotted or interfere with traffic, other exhibits, including line of sight. Exhibits may not extend into any aisle. Management reserves the right without recourse to prohibit any portion of any exhibit, which in its opinion is not suitable, or in keeping with the character of the event. This reservation of rights by Management applies to persons, things, conduct, printed matter, catalogs, and any other material relating to or affecting the event. No signs, banners, or flyers may be displayed or distributed outside of assigned booth space. The use of any public area outside of assigned booth space for the display of signage, solicitation, products, services, demonstrations, distribution of circulars, or other material is prohibited. Anyone not assigned a booth space will not be permitted to solicit business or distribute information/samples on the show floor or anywhere inside or outside the tradeshow facility. No trucks, trailers, or displays will be allowed outside the entrance of or in the parking area of the Gateway Center without permission of the Management.

Food and Beverage: Absolutely **no** alcohol is to be given out or sold in any booth. Alcohol must be purchased from the bars provided and staffed by the trade show facility. Food and beverages must be purchased from the facility and only with prior approval of Management. Snack size or smaller candy or snacks may be given out. There is to be no use of popcorn machines, chocolate fountains, microwaves, etc. without written approval by the Management and the facility.

Liability and Insurance: Neither the Management nor the Gateway Center will not be responsible for lost, stolen or damaged goods, or damage to the Gateway Center. It is the sole responsibility of the exhibitor to obtain such insurance.

Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

No Conflicts: There shall be no activities planned in conflict with this event.

Force Majeure: If the event venue or any part of the exhibit area is unavailable whether for the entire event, or a portion of the event as a result of wind, fire, flood, natural disaster or any other such cause or as a result of governmental intervention, malicious damage, acts of war, terrorism, strike, lockout, riot or other cause or agency over which Management has no control, or should Management decide that because of any such cause it is necessary to cancel, postpone, or re-site the event or reduce the exhibit time, Management shall not be liable to indemnify or reimburse the Exhibitor in respect of any damage, loss, direct or indirect, arising as a result thereof.

I agree to the above terms and conditions as well as those included on the contract.

Signature _____ Company Name _____
Date _____



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Are you ready for 2019-2020 CEU Classes?

This year we are offering **THREE** different options for your **4-hour CEU Credits**.

BACKFLOW REPAIR COURSE

This course is focused on refreshing the Cross Connection Tester on testing procedures as well as hands on repairs for approved assemblies for the state of Illinois. During this class we will be going over our NEW mechanical wall, show you how water pressure fluctuations affect backflow assemblies, how to remedy the situation and be able to see it in a live setting. Also new this year is the Flood Control Integrated System by Wilkins; this system can be designed to shut off a specific water line when a backflow goes into a full dump situation.

NEW!! LARGE BACKFLOW REPAIR (SMALL GROUP) – Max 12 attendees per class

Small group backflow repair class. Classes will consist of 3 individual groups working with an individual instructor to do hands on testing, diagnosis, and repair of large backflow assemblies only. The repair class will involve repairing of the following backflow assemblies:

- 4" Febco 825YD
- 3" Watts 009
- 4" Wilkins 375AST
- 4" Ames 4000SS
- 8" Ames Maxim 400
- 3" Watts 909

NEW!! IRRIGATION CONTACTOR CEU CLASS – Max 22 attendees per class

This class will consist of code review for Illinois EPA, Illinois Department of Public Health, correct backflow installations for small valve irrigation systems, and repair of the following small backflow assemblies:

- 1" Wilkins 375 and 975XLU
- 1" Febco 860U and 825YA
- 1" Watts U009

Location: Test Gauge, Inc. | 1051 E Main St, Unit 107 | East Dundee, IL 60118

Toll Free: (866) 836-8692 | **Local:** (847) 836-8690 | **Email:** salesgroup@testgauge.net



Register today at
www.shopbackflow.com/il/training

