

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 106, No. 1

January 2020

■ Over 160 Booths!! ■ See New Products ■ Talk to Manufacturers ■ Learn New Technologies ■

## Illinois PHCC 2020 EXPO

Trade Show & Continuing Education



Friday, March 20, 2020  
12:00-5:00P.M.

Drury Lane Conference Center,  
Oakbrook Terrace, IL

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# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

As we get done with the holidays and head into the new year, we must look forward to change. As things in our world are always changing, so must we. As an industry, we face change. As a business we face change. And as an association, we must also change.

As our revenues in the state association continue to drop as our membership drops, we must look to change how we fund our future. Suggestions are always welcome.

This situation is magnified as our industry population ages and the younger generations have not joined in the numbers needed to replace the ones that have left. Less people mean less business which in turn means less revenue.

But as we enter a new year, there is that hope that this will be the rebound year.

Until next time,

Mike



# 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



## NOW IS THE TIME TO RENEW YOUR PHCC MEMBERSHIP

If you are a PHCC member and you have not yet sent in your dues renewal, please do so now. If you did not receive a renewal notice, 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).





## 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



## 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 \$538.00. State and National are presented as a package for \$783.00 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**

# *Illinois PHCC Expo & Educational Day*

*Friday, March 20, 2020  
Drury Lane Conference Center  
100 Drury Lane  
Oakbrook Terrace, IL 60181*

*9:00 A.M. to 1:00 P.M. – Continuing Education Class  
Noon – 5 P.M. EXPO Trade Show*

Friday, March 20<sup>th</sup>, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun. If you have not yet gotten your required **4 hours of continuing education credit for your 2020 license renewal**, now is the time. Multiple speakers will be presenting on a variety of industry topics. All of the day's activities are free of charge, with the exception of a \$35.00 fee for the 4 hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2020 Expo is free of charge.** After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored "After Expo" Reception.**

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$130.00 single or \$140.00 double occupancy plus tax. Remember that all rooms are 2 room suites that include a full breakfast buffet: upon check-in please inform the front desk of how many people are staying in your room. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

**Illinois PHCC  
821 South Grand Ave., West  
Springfield, IL 62704**

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**Questions ??? Call (217)522-7219**

*Illinois PHCC Educational Day  
March 20, 2020  
9:00 AM to 1:00 PM – CEU Class  
Drury Lane Conference Center  
100 Drury Lane  
Oakbrook Terrace, IL 60181*

**You MUST bring your most recent Plumbers License with you to the class. Please arrive at least 30 minutes prior to the start time to complete registration.**

**All registrations MUST be received before March 1, 2020.  
NO WALK-INS will be accepted for the CEU class.**

**Also counts as State hours for Certified Plumbing Inspectors.**

**Name:** \_\_\_\_\_ **License #:** \_\_\_\_\_

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

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

**Phone:** \_\_\_\_\_ **Cell:** \_\_\_\_\_

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

**Mail registration form with complete address and \$35.00 fee to:**

**Illinois PHCC  
821 South Grand Ave., West  
Springfield, IL 62704  
or register online at [www.ilphcc.com](http://www.ilphcc.com)**

**Make check payable to the Illinois PHCC**

**Registrations will not be processed unless accompanied by the fee.  
Cancellations will be charged a cancellation fee of \$15.00.**

*[www.ilphcc.com](http://www.ilphcc.com)*



**Questions ??? Call (217)522-7219  
Remember the Expo runs from 12:00 to 5:00 P.M. and is FREE!**



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# NEW ILLINOIS LAWS FOR 2020

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As we begin 2020, there are 255 new laws that become effective. Following are some that pertain to the contracting business and our industry.

**HB 3711** - Baby Changing Stations in Public Buildings. Provides that every public building with restrooms open and accessible to the public shall have at least one safe, sanitary, convenient, and publicly accessible baby diaper changing station that is accessible to women entering a restroom provided for use by women, and at least one that is accessible to men entering a restroom provided for use by men, or at least one that is accessible to both men and women. Requires signage at or near the entrance of the restroom indicating the location of the diaper changing station. We need to be cognizant of the additional space this may require when dealing with accessibility requirements.

**SB 556** - Bathroom Signage - States that a single occupancy restroom for public accommodation or in public buildings will have the sign “restroom” and not indicate any specific gender. This applies to existing buildings and new construction. The Illinois Department of Public Health is charged with developing rules to implement the law.

**SB 2146** - Clean Water Workforce Pipeline - Provides that the Illinois Department of Commerce and Economic Opportunity create a Clean Water Workforce Pipeline Program to provide grants and financial assistance to prepare individuals for careers in water infrastructure.

**HB 269** - Workers’ Comp Lack of Coverage Enforcement - Streamlines the process of enforcement actions against employers for failure to have workers’ compensation insurance. Increases the maximum penalty for failure to have coverage from \$2,500 to \$10,000.

**HB 2722** - Public Construction Bond Act Change - Amends the Public Construction Bond Act to allow the bond posted by a contractor on a public works project to be used to pay for rented items used in the project.

**SB 104** - Contractor Prompt Payment - Requires all contractors doing business with the state to pay subcontractors within 10 business days upon receipt of payment. Beginning July 1, 2021, requires the names of all subcontractors or sub-consultants to be paid from the bill or invoice and the amounts due to each to be included in a proper bill or invoice.

**SB 534** - Creates the Bureau on Apprenticeship Programs within the Illinois Department of Labor and creates an advisory board of 12 legislators (three from each caucus, appointed by the caucus leader).

**SB 2024** - Requires the Department of Commerce and Economic Opportunity to conduct a study on the potential expansion of apprenticeship programs and publish it by June 1, 2020.

**HB 2722** - Provides that contractors with state contracts greater than \$50,000 shall deliver a surety bond and file it with the State to ensure the completion of the contract and all related material and subcontractor costs.

Other items of note are the increase of the minimum wage to \$9.25, and the legalization of marijuana. You may want to review your substance abuse policies and clarify what they cover and how enforcement will be handled. Collective bargaining agreements and policies of your customers should also be taken into account.



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# 10 SMALL BUSINESS FUNCTIONS THAT CAN BE EASILY OUTSOURCED

By Anita Campbell

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*Outsourcing allows you to get more done and trust important tasks and processes to professionals without having to actually grow your full-time team in a significant way.*

More than a third of small businesses currently outsource at least some of their operations. And even more plan on exploring this option.

Outsourcing describes when a business obtains a product or service from an outside provider, rather than handling it in-house. As a small business, outsourcing allows you to get more done and trust important tasks and processes to professionals, without having to actually grow your full-time team in a significant way. It allows you to keep costs under control, increase efficiency and focus on the parts of your business that you actually enjoy and are good at.

This idea can be helpful in a number of different business areas. Here are some of the top areas where you might consider it.

## Accounting

Accounting is one of the most common areas where small businesses choose to outsource. If you're not a financial expert, then it can take a lot of time and skills to learn all the processes and compliance standards your company must meet. However, a skilled accountant can often manage this area for multiple businesses at once. This increases efficiency and saves you money.

## Marketing

When it's time to grow your business, an outside marketing firm can help you do it quickly. They can take the ad design, content creation or social media posting off your plate so you can focus on the internal functions of your business. Additionally, these firms are usually filled with professionals who can help you come up with creative ideas and helpful strategies you may not have otherwise had access to.

## Sales

Similarly, your company might not have the personnel or expertise to make sales calls or set up

funnels and processes geared toward closing deals. By outsourcing to sales firms or professionals, you can hand those tasks over to skilled individuals who will bring in more business.

## IT Management

IT is one of the largest outsourcing industries around. In fact, the global market for outsourced IT services reached \$85.6 billion this year. You can outsource to a managed service provider or work with a firm that offers on-demand assistance to handle any tech issues or initiatives you may have.

## Administrative Tasks

Virtual assistants are becoming more and more common, especially for solopreneurs and entrepreneurs who work out of a home office. There are VAs who can handle everything from inbox management and scheduling to social media posting. This is often one of the least expensive ways to outsource, as there are VAs who charge as little as \$10 an hour. However, you'll likely pay between \$30 and \$75 per hour for skilled VAs or those with a particular specialty.

## Customer Service

For businesses that deal with customers mainly online or over the phone, you can outsource your customer service strategy to an outside call center or chat service. To do this, you first need to have processes in place and make sure you provide clear instructions to the company that will be dealing directly with your customers.

## Manufacturing

Setting up a dedicated manufacturing facility can be quite costly for a small business. That's why so many product sellers choose to outsource this step. You don't necessarily need to offshore this process either. The U.S. still holds about an 18 percent market share in global manufacturing. So, you could potentially find domestic outsourcing partners to keep your operations nearby.

# 10 SMALL BUSINESS FUNCTIONS THAT CAN BE EASILY OUTSOURCED

Continued

## Shipping and Logistics

Additionally, you can actually have your manufacturing facility or a separate drop shipping service handle the shipping and handling of your products directly to customers. This is a popular option for ecommerce sellers that want to really focus on the online and marketing aspects of their business.

## Research

Is there something you need to learn about your customers or your industry as a whole? Whether you're thinking about launching a new product or considering expanding into a new market, proper research is key. So, if you don't want to spend days or weeks surveying your target audience or buried under tons of online content, you can outsource this step to a research firm. They should also have access to more resources to bring in especially valuable insights.

## Human Resources

Human resources encompasses any tasks in your business related to hiring, onboarding or managing your team. The most common type of outsourcing in this area is to work with a recruiting service to bring in qualified candidates for a new position. However, there are options for outsourcing training, benefits administration, payroll, and time and attendance issues as well.

### About the author

**Anita Campbell,**  
*Small Business Administration Blog Contributor*

*Anita Campbell runs online communities and information websites reaching over 6 million small business owners, stakeholders and entrepreneurs annually, including Small Business Trends, a daily publication about small business issues, and BizSugar.com, a small business social media site.*



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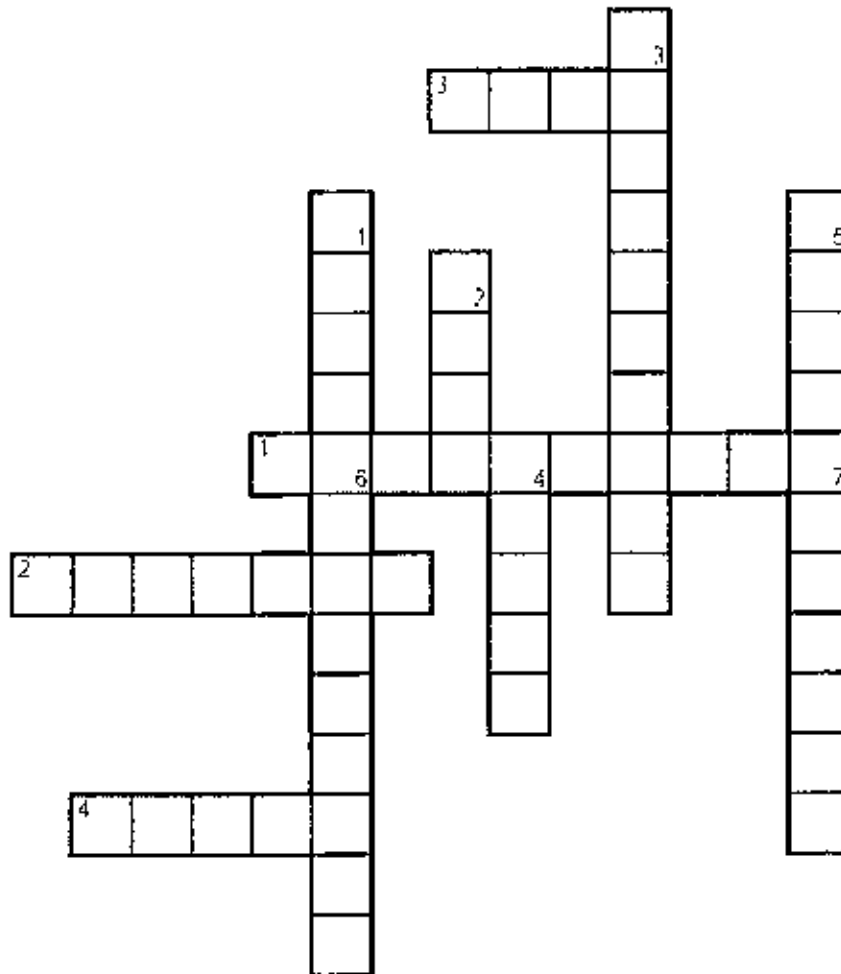
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# Plumbing Words



## Across

1. Easily approached or entered with minor modifications.
2. An opening constructed to permit a person to gain access to an enclosed space.
3. A receptacle that receives sanitary or storm waste.
4. The juncture of two pipes or fittings.

## Down

1. Not fit for human consumption.
2. A cylindrical conduit or conductor.
3. Plumber in training.
4. Any vertical line of soil, waste or vent piping.
5. Synonymous with grade.
6. Water below 85 degrees.
7. A device for lifting sewage by pumping.

ACROSS  
1. accessible  
2. manhole  
3. sump  
4. joint  
DOWN  
1. toxic  
2. pipe  
3. apprentice  
4. stack  
5. slope  
6. coldwater  
7. ejector

Crossword Puzzle Answer



# WINTER WEATHER

## Plan. Equip. Train.

To prevent injuries, illnesses, and fatalities during winter storms.

### Preparedness

Outdoor work requires proper preparation, especially in severe winter weather conditions. Although OSHA does not have a specific standard that covers working in cold environments, employers have a responsibility to provide workers with employment and a place of employment which are free from recognized hazards, including winter weather related hazards, which are causing or are likely to cause death or serious physical harm to them (Section 5(a)(1) of the Occupational Safety and Health Act of 1970). Employers should, therefore, train workers on the hazards of the job and safety measures to use, such as engineering controls and safe work practices, that will protect workers' safety and health.

### Employers Should Train Workers

At a minimum train workers on:

- Cold Stress:
  - ◆ How to recognize the symptoms of cold stress, prevent cold stress injuries and illnesses
  - ◆ The importance of self-monitoring and monitoring coworkers for symptoms
  - ◆ First aid and how to call for additional medical assistance in an emergency
  - ◆ How to select proper clothing for cold, wet, and windy conditions
- Other winter weather related hazards that workers may be exposed to, for example, slippery roads and surfaces, windy conditions, and downed power lines
  - ◆ How to recognize these hazards
  - ◆ How workers will be protected: engineering controls, safe work practices and proper selection of equipment, including personal protective equipment

### Employers Should Provide Engineering Controls

Engineering controls can be effective in reducing the risk of cold stress. For example, radiant heaters may be used to warm workplaces like outdoor security stations. If possible, employers should shield work areas from drafts or wind to reduce wind chill.

Employers should use engineering controls to protect workers from other winter weather related hazards, for example, aerial lifts or ladders can be used for safely

applying de-icing materials to roofs, to protect workers from the hazard of falling through sky lights.

### Employers Should Implement Safe Work Practices

Safe work practices that employers can implement to protect workers from injuries, illnesses and fatalities include:

- Providing workers with the proper tools and equipment to do their jobs
- Developing work plans that identify potential hazards and the safety measures that will be used to protect workers
- Scheduling maintenance and repair jobs for warmer months
- Scheduling jobs that expose workers to the cold weather in the warmer part of the day
- Avoiding exposure to extremely cold temperatures when possible
- Limiting the amount of time spent outdoors on extremely cold days
- Using relief workers to assign extra workers for long, demanding jobs
- Providing warm areas for use during break periods
- Providing warm liquids (no alcohol) to workers
- Monitoring workers who are at risk of cold stress
- Monitoring the weather conditions during a winter storm, having a reliable means of communicating with workers and being able to stop work or evacuate when necessary
- Acclimatizing new workers and those returning after time away from work by gradually increasing their workload, and allowing more frequent breaks in warm areas, as they build up a tolerance for working in the cold environment
- Having a means of communicating with workers, especially in remote areas
- Knowing how the community warns the public about severe weather: outdoor sirens, radio, and television
  - ◆ The National Oceanic and Atmospheric Administration (NOAA) provides multiple ways to stay informed about winter storms. If you



## WINTER WEATHER

Plan. Equip. Train.

To prevent injuries, illnesses, and fatalities during winter storms.

Continued

are notified of a winter storm watch, advisory or warning, follow instructions from your local authorities: NOAA Weather Radio

### Employers Should Consider Protective Clothing that Provides Warmth

Employers must provide personal protective equipment (PPE), for example, fall protection, when required by OSHA standards to protect workers' safety, and health. However, in limited cases specified in the standard (29 CFR 1910.132), there are exceptions to the requirement for employers to provide PPE to workers. For instance, there is no OSHA requirement for employers to provide workers with *ordinary* clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen (29 CFR 1910.132(h)(4)). Regardless of this, many employers provide their workers with winter weather gear such as winter coats/jackets and gloves.

Learn more about PPE requirements and how to design an effective PPE program: <https://www.osha.gov/SLTC/personalprotectiveequipment/> (OSHA Safety and Health Topics Page).

### Dressing Properly for the Cold

Dressing properly is extremely important to preventing cold stress. When cold environments or temperatures cannot be avoided, the following would help protect workers from cold stress:

- Wear at least three layers of loose fitting clothing. Layering provides better insulation.
  - ◆ An inner layer of wool, silk or synthetic (polypropylene) to keep moisture away from the body. Thermal wear, wool, silk or polypropylene, inner layers of clothing that will hold more body heat than cotton.
  - ◆ A middle layer of wool or synthetic to provide insulation even when wet.
  - ◆ An outer wind and rain protection layer that allows some ventilation to prevent overheating.
- Tight clothing reduces blood circulation. Warm blood needs to be circulated to the extremities. Insulated coat/jacket (water resistant if necessary)
- Knit mask to cover face and mouth (if needed)
- Hat that will cover your ears as well. A hat will help keep your whole body warmer. Hats reduce the amount of body heat that escapes from your head.

- Insulated gloves (water resistant if necessary), to protect the hands
- Insulated and waterproof boots to protect the feet

### Safety Tips for Workers

- Your employer should ensure that you know the symptoms of cold stress
- Monitor your physical condition and that of your coworkers
- Dress appropriately for the cold
- Stay dry in the cold because moisture or dampness, e.g. from sweating, can increase the rate of heat loss from the body
- Keep extra clothing (including underwear) handy in case you get wet and need to change
- Drink warm sweetened fluids (no alcohol)
- Use proper engineering controls, safe work practices, and personal protective equipment (PPE) provided by your employer

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# HR Question of the Month

## MILITARY LEAVE – NO NOTICE – JOB PROTECTION?

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### Question

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We have an employee who left unexpectedly three-quarters of the way into his shift, stating he was leaving because he was going on military leave for one year. We've not been able to reach him to get further details, and we haven't received any sort of formal documentation backing up his claim. Are we required to hold his job for him for this year? If so, should we have received some sort of formal documentation backing up his claim?

### Answer

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Under the federal Uniformed Services and Reemployment Rights Act (USERRA), if an employee in the military needs time off from work for training, reserve duty or any other active duty, he or she is entitled to take up to a maximum of five years of job-protected leave for this purpose, cumulatively, even if the leave is taken in intermittent intervals. Under USERRA, an employer must not deny initial employment, reemployment, retention in employment, promotion, or any benefit of employment to a person on the basis of a past, present, or future service obligation, and an employee's rights under the Act apply without regard for his or her tenure with the employer.

However, in order for an employee to enjoy the protection of USERRA, he or she must meet all five of the following criteria:

- he/she must be absent from a civilian job on account of service in the uniformed services;
- he/she must have given advance notice to the employer that he or she was leaving the job for service in the uniformed services, unless such notice was precluded by military necessity or otherwise was impossible or unreasonable to provide;
- the cumulative period of military service with the employer must not exceed five years;
- he/she must not have been released from military service under dishonorable or other punitive conditions; and
- he/she must report back to the civilian job in a timely manner or submit a timely application for reemployment, unless timely reporting back or application is impossible or unreasonable.

In connection with item number 2 above, federal Regulations expressly state that the Department of Defense “recommends that advance notice to civilian employers be provided at least 30 days prior to departure for uniformed service when feasible, based upon the time the Service member receives confirmation of upcoming uniformed service duty.” For the purpose of determining when providing advance notice of uniformed service is NOT required, the term “military necessity” is defined as “a mission, operation, exercise, or requirement that is classified, or a pending or ongoing mission, operation, exercise, or requirement that may be compromised or otherwise adversely affected by public knowledge is sufficient justification for not providing advance notice to an employer.” For the full text of the applicable federal Regulations, please see **32 CFR 104.3 and 104.6(a)(2)(iii)(A) (3)**.

The question indicates that the subject employee left mid-shift for a one-year military leave of absence, with no prior notice nor subsequent communication with the employer. Unless giving the employer advance notice of the need to commence military leave (in the middle of a shift) was truly “precluded by military necessity [defined above] or otherwise impossible or unreasonable,” the employee should have provided notification to the employer ahead of time, and arguably is not entitled to the protection of USERRA if he did not. If the employee is unable to support his failure to give notice to the employer with evidence of “military necessity,” impossibility or unreasonableness, to our knowledge the employer can treat his actions in having left mid-shift and failing to communicate further with the employer as it would if any other employee did the same.

If, however, the employer ascertains information to support one of the exceptions where failing to notify the employer in advance of military leave exists, then the employer should ensure it protects the employee's rights under the Act. In other words, to the extent the employer learns that in fact military necessity rendered the employee unable to provide advance notification of leave to the employer, or otherwise it was truly unreasonable or impossible for him to do so, then he would be entitled to job-protected military leave under

# HR Question OF THE MONTH

## MILITARY LEAVE – NO NOTICE – JOB PROTECTION?

Continued

USERRA of up to five years. He would further be entitled to reemployment upon his return, in the job that he would have attained had he not been absent for military service, with the same seniority, status and pay, as well as other rights and benefits determined by seniority. When military leave is 181 days or more as would be the case where leave is for one year, however, note that the employee must apply for reemployment no later than 90 days after completion of his military service.

For additional information on USERRA obligations, please see the **Fact Sheet 3 - Job Rights for Veterans**

**and Reserve Component Members** and the resources available at the US Dept. of Labor regarding **Reemployment and Nondiscrimination Rights for Uniformed Services Members**.

Want to know more? Listen to our podcast on Military Leave (USERRA).

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The Question of the Month is provided by Enquiron, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulations in your state. Consult with your independent professional advisors regarding your specific facts and circumstances.



## December Code Challenge Answers

The answers for last month's challenge were:

1. An irrigation contractor who has registered with the Department seven or fewer persons who are authorized to install or supervise the installation of lawn sprinkler systems shall either employ or contract with at least **one licensed plumber who shall be responsible..... IL Plumbing License Law, Section 2.5 d)**
2. The State Board of Plumbing Examiners should consist of nine licensed plumbers. **IL Plumbing License Law, Section 7 (l))**
3. "Contaminated Water" is water not suitable for human use or that does not meet the water quality standards of rules of the **Illinois Pollution Control Board titled Primary Drinking Water Standards. 890.120**
4. **False:** A water hammer arrester is a device to absorb pneumatic shock. **It is used to absorb hydraulic shock. 890.120**
5. **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. **They shall be submitted to the Department, not the AHJ. 890.1940**



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**PLEASE FILL OUT FORM COMPLETELY.  
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Company: \_\_\_\_\_

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

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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](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**

# 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

# ILLINOIS ASSOCIATION PLUMBING, HEATING, COOLING CONTRACTORS AUXILIARY

Name of Advertiser: \_\_\_\_\_  
 Contact Person: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 \_\_\_\_\_  
 Phone Number: \_\_\_\_\_  
 E Mail Address: \_\_\_\_\_

## 1. AD SIZE:

Please check ad size below. (If submitting more than one page, please indicate.)

			<b>TOTAL DUE</b>
_____	Back Cover - 8" x 11"	@ \$550.00	_____
_____	Inside Front Cover - 8" x 11"	@ \$350.00	_____
_____	Inside Back Cover - 8" x 11"	@ \$300.00	_____
_____	Full page - 8" x 11"	@ \$175.00	_____
_____	1/2 page - 5" x 7"	@ \$125.00	_____
_____	1/4 page - 5" x 3.5"	@ \$100.00	_____
_____	Business Card Ad	@ \$75.00	_____
_____	Patron Ad Per Name - Auxiliary Members Only	@ \$20.00	_____
For Patron Ad please print name as it should appear in the program:			_____
_____			

## 2. ARTWORK:

Please check all that apply.

_____	Color:	@ \$250.00	_____
_____	Printer to make up ad copy	@ \$15.00	_____
_____	Minor type change required	@ N/C	_____
_____	Reduce or enlarge ad to fit desired space	@ N/C	_____

(Please be sure camera ready ad is a CLEAN, DARK COPY OF AD)

## 3. GRAND TOTAL AMOUNT DUE:

Check enclosed \_\_\_\_\_ Bill us \_\_\_\_\_ Credit Card \_\_\_\_\_ (3% processing fee)

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:

Janice Graybeal  
 P.O. Box 3395                      Bloomington, IL 61702  
 Phone: 309-530-2889  
 email: phccadbook@yahoo.com



## 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.**

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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](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.***

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## Are you ready for 2019-2020 CEU Classes?

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### 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

---

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