

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 106, No. 2

February 2020

You Are Invited!!
Present this completed ticket for
FREE ADMISSION
Additional tickets will be
available at the door.

**2020 Illinois
Plumbing-Heating-Cooling
EXPO**



Drury Lane Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181

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

Come see new products, learn
talk to manufacturers and then attend the
ILLINOIS PHCC
After Expo Reception

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Sponsored by the Illinois PHCC
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available at the door.

**2020 Illinois
Plumbing-Heating-Cooling
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12:00 – 5:00 P.M.

Come see new products, learn new technologies,
talk to manufacturers and then attend the
ILLINOIS PHCC
After Expo Reception

**1 FREE
Ticket
Enclosed**

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

FREE ADMISSION

Get your complimentary ticket here, or at www.ilphcc.com, or
register at the EXPO

Illinois PHCC sponsored After Expo Reception
FREE Food-Fun-Prizes 5:00 pm- ??

Illinois Plumbing-Heating-Cooling Contractors

Call 1-800-795-PHCC
or visit www.ilphcc.com



Get Code Information See New Products Over 160 Booths!! Talk to Manufacturers

Over 160 Booths!! Learn New Technologies Get Code Information Talk to Manufacturers Over 160 Booths!!

Over 160 Booths!! Learn New Technologies Get Code Information Talk to Manufacturers Over 160 Booths!!



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PRESIDENT'S THOUGHTS

by Mike Ehret
Illinois PHCC President

As most of you know, besides being a plumbing and heating contractor, I am also an Illinois Certified Plumbing Inspector for two cities here in southern Illinois. I have done this since 1987, so that not only makes me old (ancient as my granddaughter says), but has given me enough time to realize that things change very slowly. Which brings me to my topic, Plumbing Inspections.

Section 890.1910 of the Illinois Plumbing Code states that a plumbing system, or any part thereof, shall not be enclosed, covered up, or used until the system has been inspected and approved by a plumbing inspector. It goes on to say that it is the responsibility of the licensed plumber or registered plumbing contractor to arrange for the inspection.

Here is where the problem comes in: There are jurisdictions (cities, towns, counties) that run plumbing inspection programs but do not do all of the required inspections. They may only new commercial or new residential, but do not do remodels, or only do commercial remodels, but not residential. Then to get the required inspection, which a licensed plumber should request, has to be done by the State inspectors. This is unreasonable because the State inspectors are so overwhelmed with inspections already, and putting this increased burden on them is unrealistic. This also creates an even worse problem. Unlicensed people flipping houses, remodeling them, etc. know that no one is going to inspect their work – and as the law is currently written, it is very hard to stop these people, especially with no threat of inspection, allowing them to thrive and they are. So, in retrospect, the plumbing code only is protecting the people who hire an Illinois licensed plumber. There is also a case where municipalities are issuing a permit, collecting the money, and then having the State inspect the work.

The solution to this has to come from the top. The



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State of Illinois – IDPH- needs to get involved and enforce/encourage/educate all municipalities of their responsibilities and hold them to it. They are the only ones who can do it. The State needs to properly fund and man the IDPH Plumbing Program so they can do their job.

Until next time,

Mike



CALENDAR OF EVENTS

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

JUNE 4, 2020

IL PHCC & Auxiliary Installation Dinner
Holiday Inn & Suites
East Peoria, IL

JUNE 5, 2020

IL PHCC & Auxiliary Board Meetings
Holiday Inn & Suites
East Peoria, IL



RENEWAL TIME – DON'T DELAY!!

It is now the time of year for all Illinois licensed plumbers and apprentices to renew their licenses. Postcards containing your PIN to renew online are scheduled to be mailed in late February. Plumbers and apprentices will receive white postcards with black and red lettering. Please use the following email address for IDPH for all questions, online renewal RESETS, to obtain PIN #s, to update your information, etc. DPH.Plumbing@illinois.gov.

As soon as you receive notification from the IDPH, please renew immediately. Do not wait until April to renew!

If you do not have your continuing education credit completed for this year, see the forms in this issue of the magazine to sign up for a class.

GET YOUR BACKFLOW TEST KIT CALIBRATED AT THE EXPO

Test Gauge, Inc. will be offering on-site calibrations of your backflow test kit during the Illinois PHCC Expo on March 20th at the Drury Lane Conference Center in Oakbrook Terrace.

Test kits can be dropped off at the main entrance of Drury Lane before the CEU that morning, beginning at 7:00AM. If you would like to drop your test kit off during the Expo, simply bring it to Test Gauge at booths 3 and 4. All test kits can be picked up at that location prior to 4:00PM.

EMPLOYERS MUST POST OSHA FORM 300A

OSHA reminds employers that they must post a copy of OSHA's Form 300A, which summarizes job-related injuries and illnesses logged during 2019. Each year, between February 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA's Recordkeeping Rule webpage for more information on recordkeeping requirements.

EMPLOYERS REQUIRED TO PROVIDE SEXUAL HARASSMENT PREVENTION TRAINING


Public Act 101-0221 (commonly referred to as the Workplace Transparency Act), is a new law that requires Illinois employers to provide sexual harassment prevention training to their employees on an annual basis, regardless of the size of the company.

Under Public Act 101-0221, Illinois employers have until December 31, 2020, to train employees on sexual harassment prevention. The Act provides minimum standards that must be included in the training. To assist your company in complying with this new law, the Illinois Department of Human Rights (IDHR) has posted the following information on its website at www.illinois.gov/dhr/training:

- A FAQ for Sexual Harassment Prevention Training
- Minimum Sexual Harassment Prevention Training Standards for All Employers

- Minimum Sexual Harassment Prevention Training Standards for Restaurants and Bars
- Minimum Standards for Policy on Sexual Harassment Prevention for Restaurants and Bars

The IDHR is in the process of developing a model sexual harassment prevention training program for use by employers, as mandated under this new law. It is expected that the new training program will be available to the public in late February 2020.

The Illinois PHCC, IMSCA, and others continue to work on issues regarding who can do the training, portability of the training, is an employer required to provide training if the employee just recently had the training with a previous employer, can it be incorporated into CEU training, etc. We will provide more information as it becomes available. 



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MESSAGE FROM THE IL PHCC AUXILIARY PRESIDENT

It is almost time for the Illinois PHCC Expo & Educational Day in Oakbrook Terrace and we are very excited!

This event needs volunteers in order to succeed, and we need as many as possible. Every year, more than 800 people attend the class and anywhere between 1,500 and 1,800 people attend the show. Any and all PHCC and Auxiliary members and industry friends are encouraged to volunteer. We need volunteers to assist with CEU class sign-in/sign-out and Expo registration.

The Auxiliary will again be selling plumbing themed T-shirts, so stop by our booth and check out our new versions for 2020.

Please consider volunteering to show your support for the Illinois PHCC and Auxiliary and making the 2020 Expo another successful event. I look forward to seeing you in Oakbrook Terrace on March 20, 2020 at the Drury Lane Conference Center.

Thank you for your continued support of the Auxiliary and our projects!

Gail McWilliams,

Illinois PHCC Auxiliary President



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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 20th, 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**

www.ilphcc.com



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**

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



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



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PRESIDENT TRUMP SIGNS TRADE DEAL WITH CANADA AND MEXICO

From PHCC National Government Affairs

Recently, President Donald Trump signed the United States-Mexico-Canada Agreement (USMCA), a significant advancement for the Trump administration's agenda considering the reform of a North American trade deal was a top priority for the President. USMCA was ratified by Mexico in June 2019 and it awaits ratification by Canada. Canada's Parliament has commenced its ratification process and is working toward its expeditious passage.

Because the trade deal includes products such as steel and other materials used in the manufacturing of plumbing and HVAC fixtures, this could affect the prices of products such as ducts, pipes, water heaters, faucets, and other products PHCC members distribute, sell, or install. There are also some labor provisions

in the deal which are intended to have a more positive impact for the American workforce than the North American Free Trade Agreement (NAFTA), the preceding trade agreement with our North American neighbors.

As a member of the [USMCA Coalition](#), PHCC supports USMCA and welcomes the news of the United States' ratification of the treaty. Currently, American plumbing products are 41 percent of Canada's import market and 54 percent of Mexico's, according to the U.S. Department of Commerce. USMCA is expected to be a net positive for our industry, but PHCC will continue to closely monitor developments and implementation of the new trade deal upon its ratification. 

IRS ISSUES STANDARD MILEAGE RATES FOR 2020

The Internal Revenue Service has issued the 2020 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on January 1, 2020, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 57.5 cents per mile driven for business use, down one half of a cent from the rate for 2019,
- 17 cents per mile driven for medical or moving purposes, down three cents from the rate for 2019, and
- 14 cents per mile driven in service of charitable organizations.


The business mileage rate decreased one half of a cent for business travel driven and three cents for medical and certain moving expense from the rates for 2019. The charitable rate is set by statute and remains unchanged.

It is important to note that under the Tax Cuts and Jobs Act, taxpayers cannot claim a miscellaneous

itemized deduction for unreimbursed employee travel expenses. Taxpayers also cannot claim a deduction for moving expenses, except members of the Armed Forces on active duty moving under orders to a permanent change of station. For more details, see Rev. Proc. 2019-46 (PDF).

The standard mileage rate for business use is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than five vehicles used simultaneously. These and other limitations are described in section 4.05 of Rev. Proc. 2019-46 (PDF). 

LOBBY DAY 2020

Please make your voice heard and attend this important event.

TUESDAY, MARCH 24

The Inn at 835
835 South 2nd St., Springfield, IL

11:00 a.m.

IMSCA Quarterly Board & Membership Meeting

Noon

Presentation of Lobby Day Activities

1:00 p.m.

Lunch

2:00 p.m.

Lobby Legislators

5:00 p.m.

Joint IMSCA/ICIC Legislative Reception

*Lobby Day 2020 is generously sponsored by the
Finishing Contractors Association of Illinois,
Underground Contractors Association of Illinois and
ASA Chicago - Association of Subcontractors & Affiliates*



REGISTER TODAY!

We will discuss issues important to the Illinois construction industry.
Don't miss this unique opportunity to talk to YOUR legislators about YOUR business needs.



IMSCA
Illinois Mechanical & Specialty Contractors Association

Please fill out the below information and return to IMSCA by mail: 519 South Grand Avenue W, Springfield, IL 62704 or email jnewbold@boldnewstrat.com

Deadline to Register is Friday, March 13, 2020

Name: _____

Company: _____ Phone/Email: _____

Association: _____

UAC Management Conference

March 18-20, 2020

An Educational and Networking Event
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▶ **Questions?**

uac@naphcc.org | (800) 533-7694

▶ **Additional conference
information and
registration:**

www.phccweb.org/event/2020-uac-mc



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<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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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

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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Frank Bonetti Plumbing



Dan Bonetti (left) and
Ray Bonetti (right)



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PCA CELEBRATES NEW OFFICERS



Nearly 100 PCA contractors, spouses, guests, and union and industry leaders gathered on January 24, 2020 at Gibson's Bar and Steakhouse in Oak Brook to celebrate the newly-elected PCA Board (2020-2021) led by incoming PCA President Matt Erickson of C.J. Erickson Plumbing, Co. (pictured above at the podium). Guests enjoyed an evening of food, drinks, and networking along with a brief program recognizing the volunteer service and dedication of PCA and Plumbing Council Board members and PCA-appointed management Trustees (Pension, Welfare, and JAC).

Congratulations to the new PCA officers and directors:

MATT ERICKSON, President, C.J. Erickson Plumbing Co.

BRIAN KENNEDY, 1st V.P., Gehrett Plumbing, Inc.

RICK KUHN, 2nd V.P., RJ Kuhn Plumbing, Heating, Cooling

KELLY CASTROGIOVANNI, Treasurer, Terry Plumbing/Matrix Holding Company

PAUL ALECK, Director, Aleck Plumbing

DAVID ARIANO, Director, Ravinia Plumbing, Heating & Electric

JOHN BAETHKE, Director, John Baethke & Son Plumbing

SEAN BURNS, Director, Burns Mechanical, Inc.

DAVE KERRIGAN, Director, Owner of Sherman Mechanical, Inc.





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



Your Guide to PHCC's Enhanced Service Groups

PHCC's Enhanced Service Groups provide education, events, networking and additional resources specifically designed for three distinct industry segments.



QUALITY SERVICE CONTRACTORS (QSC)

PHCC Service and Repair Contractors benefit greatly by investing in QSC and taking advantage of the guidance, education and the provision of resources offered to run their businesses more efficiently and profitably. Business coaching is QSC's most popular and sought-after benefit, followed by custom-designed training and networking events that address the needs of PHC Service and Repair professionals.



CONSTRUCTION CONTRACTORS' ALLIANCE (CCA)

Today's **Construction Plumbing-Heating-Cooling Contractors** face more and greater challenges every day. CCA serves as an open forum for PHCC's plumbing and mechanical contractors specializing in residential, industrial, commercial and institutional new construction to exchange new and innovative ideas. Active involvement in CCA will help identify and address challenges through events, and annual functions focusing on topics decided upon by CCA participants.



UNION-AFFILIATED CONTRACTORS (UAC)

PHCC's Union-Affiliated Contractors (UAC) are comprised of union signatory contractors, local and state association executives and representatives of the United Association and other joint labor-management groups. The UAC is committed to addressing the special concerns of union signatory contractors and improving the working relationships with the UA, joint apprenticeship and other labor-management groups.

PHCC Associate Members may also choose to increase their membership investment and heighten awareness of their organizations via participation in one or more PHCC's Enhanced Service Groups. Opportunities to present education, exhibit in tradeshow, sponsor events and subscribe to numerous marketing options are just a few of the benefits available to this valuable PHCC member segment. These industry partners are vital components to each of PHCC's Enhanced Service Groups' missions, consistently being sought out for information, support and knowledge regarding current and future industry trends.

Increase the Value of your PHCC Membership.

For a complete list of benefits and sponsorship opportunities please email chic@naphcc.org (QSC & CCA) or penno@naphcc.org (UAC) or call (800) 533-7694.

Risk Management: Prevention Could Mean Profits

Establishing and promoting a culture of risk management can have a silent, but significant, impact at your business. Prioritizing safety and judgment can help protect your people and your profits. Emphasis on workplace safety and loss prevention — from senior management to front line employees — helps businesses run more efficiently and avoid errors that could dent or break the bottom line.

Every injury, every lawsuit, every poor hire, every missed opportunity to plan can pull money out of your pocket. Insurance helps pay for the direct costs of a loss, such as property damage, medical bills, and legal expenses. But your business is responsible for some related expenses — hiring and training new employees, lost productivity, low morale, damaged reputation, and potentially higher insurance premiums.

Hard to Detect, but Still Worth It

Workplace safety, employee screening, sound policies, and other risk management practices are essential. The tricky part is that the outcomes of a good risk management program are difficult to demonstrate. When everything goes right, you don't have any examples to prove how effective your efforts were. There's no paperwork, no accident site photos, no medical bills. But think about it: A chunk of your profits can disappear every time an employee slips, strains a muscle, falls, or fails to follow company policies and procedures. In this case, the absence of proof *is* the proof.

Constant Improvement

Your policies follow the guidelines and you post appropriate signage, so there's nothing more to do, right? Not so fast. Even the best businesses can get better.

Federated Insurance clients repeatedly echo four points regarding the value of risk management culture and its positive impact on businesses. Keep the following in mind, and always be looking out for potentially hazardous situations.

It has to start at the top. Management should model good behavior, reinforce a “safety first” message, and invest time and resources to implement sound policies and procedures. Without their buy-in, it's difficult to establish a successful risk management culture.

Empower employees. Give employees the tools and incentives to take ownership in a risk management culture. Set clear expectations and reward positive behavior.

Take control. Many claims are preventable. Create and enforce policies related to safety, conduct, and hiring. Designating a risk manager to address these critical practices is one way to take the reins.

It has a financial impact. Hidden expenses can quickly add up. Additionally, losses can impact your workers compensation experience modifier, which may lead to higher insurance costs.

In a competitive business world, where turning a profit is often the highest priority, it's tempting to sweep risk management under the rug with the expectation that an injury or accident won't happen. That could be a costly mistake. Focus on risk management, and you can positively impact your bottom line.

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. © 2020 Federated Mutual Insurance Company.



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9 TIPS FOR WORKING WITH YOUR SPOUSE (DIVORCE – NO; MURDER – CAN I THINK ABOUT IT?)

By Nancy Friedman, Founder/President, Telephone Doctor Customer Service

Since we've been married, my husband and I have had 4 successful startups. Three were his start ups and I helped him. And one was my start up and he helped me.

During most interviews I've done, the one question that comes up consistently is: "Nancy, you're with Dick 24/7/365. How on earth do you do that; how does that work?"

Without missing a beat, our answer is: "We didn't know it wasn't supposed to work." Buy IN Is crucial.

We did, as you might imagine, had and yet worked through some of the tough times, and there were a few, not many, but yes, a few.

Here are a few tips that made all 4 of our start ups successful. And I might add these are in NO PARTICULAR ORDER. Nor did we have any of these written down ahead of time. They just 'were!'

Successful START UP Tips for Working with your Spouse

1. Honey, sweetheart, darling, love of my life, etc. are for use in the kitchen – not your business. Using our first name still showed our customers we're a family friendly business. We certainly do have our pet names we use in the home (not to be given here... LOL), but not in the business world.
2. Leave your ego at the door. If you went into business 'together,' that's so important. If you were brought in later down the line, it's still critically important. It just could be more difficult. Getting credit is important. We all need it. Or do we and is it? Or does it simply mean 'we got it done.' That's something only the two of you can answer. We went with the 'we got it done' part. Sometimes it was his idea; sometimes mine. We drank to the idea. Not the person.

Did you see the word: "WE" in there? That's a key word in working with your spouse – WE. Using it often helps maintain the idea. Even when it was one of our own ideas, we used the word "WE." We took the applause together. Still do.

3. Don't ever, ever lose your sense of humor. Ever. There is humor in most everything and if you're having trouble finding it, think of San Juan, Puerto Rico, or the Bahamas, or 9/11, or your friend with cancer. In the long run, it usually can be worse. Complainers and blamers don't make great partners.
4. Alone time is mandatory. Both alone, alone, and together alone. It's back to 'dating' and spending time 'together.' Especially making the time 'when you feel there is no time. We make time for what we feel is important. It doesn't need to be hours and hours. Even a short dinner at a fast food restaurant can work. But a nice dinner with a glass of wine to relax and share good thoughts works well, too.

Neither Dick nor I have any great hobbies like golf, tennis, bridge, hiking, and so many others that often keep spouses apart too long. Most of our dinners were "alone together." We enjoy each other. Oddly, still do.
5. Something bothering you? Do not 'emotionally leak' on your spouse. Or anyone in your business. Flat tire? Gained weight? Argue with kids? Whatever. If it didn't involve the spouse, don't take it out on the spouse. Emotional leakage is getting mad at Peter & taking it out on Paul. Not right, not fair, not fun. Don't take the negative situation from someone/something else and put it on your spouse. And sadly, it's easy to do, mostly because of our unconditional love for each other. Sort of "we know we can, they'll forgive me." Sure we will; however, we don't like it. And it happens all the time. We don't enjoy it when a customer 'leaks' on us, do we? Something happened to them unrelated to us and they take it out on us. They leak too. But we're just not about to say, "Hey, stop leaking on me."
6. Working 24/7/365 is NOT for everyone. I wouldn't push it on others. Sometimes it sounds like a great idea. Some folks are not aware of what's involved with working with a spouse. And since most of us are not psychiatrists, we need to stay out of that suggestion. Even the best of couples working

together can have issues. It's HOW those issues are handled that makes the success. (That's a whole 'nother article.)

- 7.** Bringing KIDS into the fold? Not able to say good, bad or indifferent on this one. I can tell you what we did. And it worked. When our son said he wanted to come into the business after graduating college we said, "Sure that's super. However, we need you to get hired somewhere else for a year to see how working outside the family business is. It's not always reality." While he wasn't thrilled with the option, he went and got a 'real' job at a big company and one year later came back and asked that we hire him. We did and he's been around 'forever.' We did have some ground rules. I wasn't

MOM and Dick wasn't DAD in our 9-5 working environment. We were Nancy & Dick. Then after 5 we were MOM and DAD again. Could he deal with that? "Let's find out," he said. Again, it worked for us. No respect was lost by calling us by our first names. In fact, it made us closer.

- 8.** Never, never, never go to bed angry with each other. NEVER! No more needs to be said on this.
- 9.** Reread Number 8.

Nancy Friedman, customer service keynote speaker, is founder and chairman of Telephone Doctor Customer Service Training and a featured speaker at franchise, association, and corporate meetings around the world. Visit her website at www.nancyfriedman.com. 

HR Question OF THE MONTH

FORM WH-382 - DESIGNATION NOTICE REQUIRED?

Question

If an employee is not eligible for FMLA leave is the employer required to provide the WH-382 form (Designation Notice)?

ANSWER


Employers are not required to use the federal Family and Medical Leave Act (FMLA) Designation Notice (Form WH-382) published by the Department of Labor, but leave covered under the act must be designated as FMLA-protected and the employer must inform the employee in writing of the amount of leave that will be counted against the employee's FMLA leave entitlement.

If an employee is not FMLA-eligible, the employer can indicate this on the Notice form by checking next to the lines that read "Your FMLA Leave request is Not Approved" and "The FMLA does not apply to your leave request." In cases where an employee's ineligibility is because they have already taken all available leave under the Act in a 12-month period, the employer also checks next to the line that reads: "You have exhausted your FMLA leave entitlement in the applicable 12-month period." The employer should retain a copy of any Designation Notice provided to an employee (whether or not FMLA is designated,

as the case may be) and retain it in its records for three years (ideally in a confidential file separate from the personnel file).

While use of Form WH-382 is optional, it provides an easy method of providing employees with the written information required by 29 C.F.R. §§ 825.300(c), 825.301, and 825.305(c)." These sections of the FMLA Regulations govern employer notice requirements, designation and certification, respectively, and we invite you to review them at the Electronic Code of Federal Regulations; Part 825 – The Family and Medical Leave Act of 1993.

We recommend that in all cases where an employee seeks or directly or even indirectly requests leave under the FMLA, the employer provide him or her with the Designation Notice WH-382. The Regulations state that this should be done "once the employer has acquired knowledge that the leave is being taken for an FMLA-qualifying reason" (see Employer Notice Requirements).

Want to know more? Listen to our podcast at https://content.enquiron.com/library/Jan_2020_HR_podcast.mp3 on the use of the WH-382 Designation Notice. 

 **enquiron**
Questions become answers.

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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 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.)

			TOTAL DUE
_____	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

PHCC ILLINOIS AUXILIARY SCHOLARSHIP RULES

1. Scholarships are awarded in the amount of \$500.00 or more but not to exceed \$2,000.00 and shall be given by the Illinois Auxiliary each year in June, as funds are available, to those who desire to further their education.
2. The applicant must be at least a freshman in college having completed one full semester with at least 8 credit hours of study. Seniors in high school may NOT apply.
3. No person may receive more than one award from Illinois Auxiliary during his or her academic career, and there cannot be more than two awards per family per year. A permanent list of recipients will be kept in the scholarship files.
4. In addition to the completed application form, the applicant must submit the following:
 - A handwritten letter including personal data, family size, explanation of need for scholarship monies, and career plans. Include information about participation in high school, college, and community activities as well as work experience. Knowledge of and/or working experiences with plumbing industry may be included, but not necessary.
 - Three letters of recommendation.
 - One letter must be from a sponsor, who is a member in good standing of Illinois PHCC Auxiliary.
 - The other two letters must be from people who are not relatives, but know the applicant personally and can attest to the applicant's character and provide other pertinent information. Knowledge of parents would not necessarily qualify them for having knowledge of applicant.
 - Photo of the applicant.
 - Official transcripts—see details on application form.
5. The deadline for submitting application is May 21, 2020.
 - Application must be postmarked no later than this date and include all the information required. If it is incomplete, application materials will be discarded and applicant will not be considered for a scholarship. Applicants may resubmit the following year.
 - The scholarship committee will have the final decision in awarding these scholarships. If you have any further questions, please feel free to contact me using the information listed below:

Please Send Completed Applications To:

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



H.R. STEWART, INC. Heavy Sewer Cleaning & Televising

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- Hydro-Excavation
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(847) 639-3331
WWW.HRSTEWART.COM

PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2020~

Applicant Name: _____ Birth Date _____

Mailing Address: _____ City _____ State _____ Zip _____

Parents or Guardian's Full Name: _____

Phone Number: _____ E-mail _____

NAME AND ADDRESS WHERE CHECK SHOULD BE SENT:

Name _____

Address _____ City _____ State _____ Zip _____

NAME OF SPONSORING AUXILIARY MEMBER: (Sponsor cannot be a parent, guardian or spouse.)

Name _____

Address _____ City _____ State _____ Zip _____ Phone _____

Signature _____

SCHOLASTIC DATA:

High School Attended: _____

Year of Graduation: _____ Rank/Number in Class: _____ CUM GPA: _____

Principal's Name: _____

Name of College Attending & Career Plans: _____

Dean or Advisor's Name: _____

INSTRUCTIONS FOR APPLYING FOR SCHOLARSHIP:

Application must be complete with the items listed below for consideration. Please read Scholarship Rules.

1. Completed application above.
2. Small photo stapled to application.
3. Three letters of recommendation as follows:
 - A. One letter of recommendation from sponsoring Auxiliary member.
 - B. Two letters of personal recommendation from people not related to applicant.
4. Personal HANDWRITTEN letter—cursive not required. State request and list curricular activities you participated in high school and college.
5. Original copy of high school and college transcripts. These can be sent under separate cover. ****Note**** high school transcript is required for all graduates from 2006 to current.

I hereby certify that the above is true and accurate.

Applicant's signature: _____ Date _____

Parent, Guardian or Spouse Signature: _____

GOOD LUCK!

DEADLINE TO BE CONSIDERED FOR THE SCHOLARSHIP IS MAY 21, 2020



PO Box 5007
2800 N.E. Adams St.
Peoria, IL 61601-5007
309-688-1068 309-688-4120

“Best Products....Best Prices....Best Service”

Connor Co. has been family owned business since 1936, servicing and building relationships with companies in the Plumbing, HVAC, and Industrial PVF industries. Connor Co. has twenty-three locations that work together with vendors to provide the best products to our loyal customers. Our customers are the most valued asset to Connor Co. By staying committed to our motto **“Best Products...Best Prices...Best Service”** Connor Co. will continue to provide quality products and build customer relationships.



- | | | |
|---|--|---|
| - Peoria, IL 61615
1209 W. Pioneer Parkway
PH: 309-693-7229 | - Bloomington, IL
413 E. Oakland Ave.
PH: 309-828-000 | - Quincy, IL 62301
1328 Seminary Rd.
PH: 217-228-7898 |
| - Macomb, IL 61455
433 N. Campbell
PH: 309-833-2148 | - Galesburg, IL 61401
2315 Grand Ave.
PH: 309-342-7000 | - Collinsville, IL 62234
#3 Business Center Court
PH: 618-344-9200 |
| - Kankakee, IL 60901
1600 Grinnell Road
PH: 815-933-6688 | - McHenry, IL 60051
3918 N. Richmond Road
PH: 815-385-4404 | - Decatur, IL 62526
3130 N. Grand Prix Dr.
PH: 217-875-5626 |
| - Urbana, IL 61801
1900 N. Lincoln Ave.
PH: 217-367-7601 | - Danville, IL 61832
520 E. Fairchild
PH: 217-446-1818 | - Marion, IL 62959
801 Skyline Dr.
PH: 618-993-1031 |
| - Peru, IL 61354
3 Terminal Road
PH: 815-224-1205 | - Rockford, IL 61109
3537 Merchandise Dr.
PH: 815-874-1515 | - Jacksonville, IL 62650
630 Brooklyn Ave.
PH: 217-243-3411 |
| - Sugar Grove, IL 60554
694 Heartland Dr.
PH: 630-466-3284 | - Terre Haute, IN 47802
2800 S. State Road 63
PH: 812-232-3333 | - Freeport, IL 61032
1201 W. Galena Ave
PH: 815-235-7789 |
| - Moline, IL 61265
4200 46th Ave.
PH: 309-797-3715 | - Lafayette, IN 47905
851 Farabee Court
PH: 765-448-4553 | - St. Louis, MO 63146
2374 Grissom Dr
PH: 314-994-9799 |
| - Springfield, IL 62703
1400 South 9th St.
PH: 217-544-9612 | - Frankfort, IN 46041
1599 McKinley Ave
PH: 765-659-5780 | - Comfort Supply
Peoria, IL 61603
2800 NE Adams St.
PH: 309-688-4407 |
| - Mattoon, IL 61938
1421 Old State Road
PH: 217-235-4328 | - Crawfordsville, IN 47933
2300 Indianapolis Road
PH: 765-362-0481 | |





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

