

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 106, No. 4

April 2020

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# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

As I write this, I/we are in the first pandemic of our lifetime. Our lives and world have changed drastically from a few weeks ago, and we may not get back to that life for a while, or ever again.

In the midst of this pandemic people are being issued stay-at-home orders, many have lost jobs, yet we continue to work. Although many of us have questioned why some aspects of our work have been deemed essential, such as new construction, we are fortunate to be "essential". We can see why we need to service existing plumbing and HVAC as we all need these "essential" infrastructure systems since we are supposed to be isolating ourselves.

Hopefully everyone stays safe, washes their hands and follows the recommended guidelines. And as Garth Brooks, from his recent home concert, so aptly put it, "we all desire to get back to the life we used to bitch about".

*Until next time,*

Mike



## ILLINOIS PLUMBING EDUCATION ASSOCIATION EVENTS CHANGED

Due to COVID-19 and the uncertainty of resuming to normal operations, we have changed the schedule for some of our IPEA training classes.

The 6 hour Continuing Education Conference at Holiday Inn Normal on May 8, 2020 has been CANCELLED and rescheduled for Friday, September 11, 2020. All registration fees paid for the event will be refunded ASAP.

Wednesday, September 9, 2020 - 4 hour Roundtable at Par-A-Dice Hotel, Peoria - CANCELLED

**NEW DATE:**

**Friday, September 11, 2020 -  
6 hour class at Par-A-Dice Hotel, Peoria**

We will be following up later with more information on the format and registration for this event once we get a little closer. We are planning on these hours being state sponsored.

If you have any questions, please let us know!  
Be Safe!

Jackie Fritz

IPEA of Central Illinois, Secretary



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## ILLINOIS PLUMBING INSPECTORS ASSOCIATION MAY 8TH SEMINAR POSTPONED

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It is with great sadness that I announce the postponement of our scheduled May 8th, 2020 IPIA seminar that was to be held at the Shriners in Addison. In concert with the ongoing unknowns relative to Covid 19, and where it may be at time of our scheduled seminar, it is at least apparent that the venue as well as the IPIA and our volunteers, vendors and speakers may not be prepared for assembling (or reassembling) that quickly. We, your IPIA Board of Directors, are working diligently to arrange a different date at which to host this event, hopefully still in the calendar year 2020.

We wish to thank you in advance for your dedication and patience to our Association.

Those who have already purchased your attendance will be notified as to a new date or refund.

Dan Macias  
President, Charter Chapter, IPIA



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## 2020 ILLINOIS PLUMBING LICENSE RENEWAL AND CE DEADLINE EXTENDED

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Emergency Rules have been adopted and Governor Pritzker has issued an Executive Order extending the deadline for renewal of Illinois plumbers' licenses and continuing education requirements until August 28th. This applies to plumbers, apprentices, and inspectors. The following link will connect you directly to the emergency rule for the Plumbers Licensing Code: <http://www.dph.illinois.gov/sites/default/files/COVID19/68-750RG-E.pdf>

At this time, we do not know when classes will be allowed to resume. When we have that information we will announce the schedule on our website [www.ilphcc.com](http://www.ilphcc.com) and on the Illinois PHCC Facebook page. <https://www.facebook.com/IllinoisPHCC>

It is recommended that you still go online and renew your license in order to avoid a backlog. Once you complete the required continuing education, the credit will be uploaded and your license will be issued.



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## COVID-19 RESOURCES FOR THE P-H-C INDUSTRY

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Check out the PHCC COVID-19 Resource Center. Want all the latest information for businesses regarding the pandemic? Visit [www.phccweb.org/preparedness/](http://www.phccweb.org/preparedness/) for all the latest information and tools.

As our Industry deals with issues related to COVID-19, we suggest that you also visit the sites listed below for information, resources and guidance.

- IAPMO Coronavirus Guidance for Plumbers [https://www.iapmo.org/media/23453/coronavirus\\_guidance\\_for\\_plumbers.pdf](https://www.iapmo.org/media/23453/coronavirus_guidance_for_plumbers.pdf)
- IDES Unemployment Website <https://www2.illinois.gov/ides/Pages/default.aspx>
- CDC Interim Guidance for Businesses and Employers [https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC\\_AA\\_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html](https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html)
- IDPH Coronavirus FAQ <http://www.dph.illinois.gov/topics-services/diseases-and-conditions/diseases-a-z-list/coronavirus>
- Department of Commerce <https://content.govdelivery.com/accounts/USDOC/bulletins/28177d9>
- Small Business Administration Loan Resources [https://www.sba.gov/page/guidance-businesses-employers-plan-respond-coronavirus-disease-2019-covid-19?utm\\_medium=email&utm\\_source=govdelivery](https://www.sba.gov/page/guidance-businesses-employers-plan-respond-coronavirus-disease-2019-covid-19?utm_medium=email&utm_source=govdelivery)



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## EMPLOYERS MUST POST OSHA FORM 300A

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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](http://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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# LEGISLATIVE UPDATE

BY BEV POTTS

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*The Spring Session of the Illinois General Assembly has been temporarily suspended due to the Covid-19 pandemic. At this time we do not know when lawmakers will return to Springfield. Legislative deadlines have been extended for committee hearings and passage dates. We will continue to monitor the situation and provide updates as the information is available. Following are some of the bills we are watching and their current status.*

## Plumbing/Piping/Trade Related Bills:

**HB 4345 (T. Bennett)** Amends the Equitable Restrooms Act to require a place of public accommodation with an area of at least 40,000 square feet to have an adult changing table installed in at least one all-gender single-occupancy restroom. *Referred to House Rules.*

**HB 4851 (N. Manley)** Creates the Water Quality Assurance Act. Provides that new and existing health care facilities and buildings containing health care facilities shall develop and implement water management programs with specified elements to control the growth and spread of opportunistic pathogens. *Referred to House Rules.*

**HB 4976 (D. Conroy)** Creates the Water Heater Safety Valve Act. Provides that a manufacturer or supplier of a hot water heater for use in a residential home or facility must supply or attach a temperature mixing valve or other safety valve to the hot water heater or tank that prevents water with a temperature above 120 degrees from coming from any faucet or other source of water into direct contact with a person. Amends the Illinois Plumbing License Law to provide that a person engaged in plumbing who installs a hot water heater for use in a residential home or facility must supply or attach a temperature mixing valve or other safety valve to the hot water heater or tank that prevents water with a temperature above 120 degrees from coming from any bathtub faucet, shower faucet, sink faucet, or any other source of water into direct contact with a person. *Referred to House Rules.*

**HB 5089 (R. Rita)** Make a technical change to the Fire Sprinkler Contractor Licensing Act. *Referred to House Rules.*

**HB 5245 (J. Mason)** Provides that a duty of the regional superintendent of schools is to inspect the energy conservation measures of schools; makes changes concerning the evaluation of guaranteed energy savings contract proposals, performance reviews, the award of a contract, the written guarantee, other. Prohibits guaranteed energy savings contracts from being entered into on or after January 1, 2021. *Referred to House Rules.*

**HB 5257 (L. Robinson Jr.)** Beginning July 1, 2021, requires long-term care facilities and hospitals to prove upon inspection by IDPH that the facility has provided testing for Legionnaires disease and provided the results. *Referred to House Rules.*

**HB 5344 (S. Kifowit)** Creates the Construction Apprenticeship Program Act. Provides that, as a condition of engaging in a construction business, a contractor must document proof of participation in an approved BAT apprenticeship program. *Referred to House Rules.*

**HB 5501 (J. Keicher)** Amends the Environmental Protection Act to require all water main-related appurtenances, including fire hydrants and valves, to be included in the Environmental Protection Agency's written approval of a proposed water main installation project. *Assigned to House Labor & Commerce Committee.*

**HB 5511 (J. Durkin)** Amends the Fire Sprinkler Contractor Licensing Act. Provides that a designated certified person may be trained by the fire pump equipment manufacturer and deemed to be a fire pump manufacturer's authorized representative; an individual who performs inspection and testing duties may be certified by a nationally recognized fire pump manufacturer; makes other changes. *Assigned to House Labor & Commerce.*

**SB 2916 (H. Steans)** Creates the Lead Service Line Replacement and Notification Act. *Referred to Senate Assignments.*

*continued next page*

**SB 3109 (M. Hunter)** Creates the Lead in Schools Reporting Act. Provides for conducting specified lead testing (including water) at public school facilities; notification requirements. *On 2<sup>nd</sup> Reading in the Senate.*

**SB 3164 (D. DeWitte)** Amends the Environmental Protection Act to require all water main-related appurtenances, including fire hydrants and valves, to be included in the Environmental Protection Agency's written approval of a proposed water main installation project. *Referred to Senate Assignments.*

**SB 3311 (R. Peters)** Amends the Illinois Plumbing License Law. Provides that each park authority or its designee shall test each source of potable water in each of its public buildings and parks and notify the public of the results. Provides that schools constructed on or before January 1, 2014 shall conduct testing for lead in water. *Assigned to Senate Local Government Committee.*

**SB 3390 (L. Ellman)** Provides that new and existing health care facilities and buildings shall develop and implement water management programs to control the growth and spread of opportunistic pathogens. Requires registration with the Department all building water systems within 120 days of the Act's effective date. Contains other provisions. *Assigned to Senate Public Health Committee.*

**SB 3778 (B. Cunningham)** Provides the exclusive requirements, standards, and procedures that shall apply to the construction, operation, registration, permitting, or approval of on site Legionella control systems within premise plumbing systems in commercial, industrial, institutional, and residential buildings that receive finished water from a permitted public water supply. Requires the Environmental Protection Agency to propose to the Pollution Control Board a permit for the installation and operation of on site Legionella control systems. Provides that, until the Board adopts rules for the permit, an owner of a premise plumbing system who seeks to construct or operate an on site Legionella control system shall register the system by filing a notice with specified information with the Agency. *Referred to Senate Assignments.*

**SB 3880 (S. Rezin)** Amends the Equitable Restrooms Act. Requires every public building with restrooms open and accessible to the public to have an adult changing station for persons with disabilities. *Referred to Senate Assignments.*

## Other Construction/Business Related Bills:

**SB 3185 (A. Munoz) HB 5345 (S. Kifowit)** Modifies the term "single prime" to mean the design-bid-build procurement delivery method for a building construction project in which the CDB or a public institution of higher education (currently, only the Capital Development Board) is the construction agency procuring 2 or more specified subdivisions of work. Provides that for building construction contracts in excess of \$250,000, separate specifications must (rather than may) be prepared for all equipment, labor, and materials in connection with the 5 subdivisions of the work to be performed. Modifies requirements concerning specifications to be drawn so as to permit separate and independent bidding. Provides requirements for single prime projects in which the Capital Development Board or an institution of higher education is the construction agency procuring for building construction contracts in excess of \$250,000. *Assigned to Senate Subcommittee on Procurement and Referred to House Rules.*

**SB 3427 (R. Crowe) (An IMSCA Initiative)** Amends the Mechanics Lien Act to provide that no contractor or subcontractor (rather than just a contractor) shall be allowed to enforce a lien unless within 4 months after completion of all work, including extra or additional work under the contractor's contract with the owner he or she shall either bring an action to enforce his or her lien or shall file a claim for lien, verified by an affidavit. *Assigned to Senate Judiciary Committee.*

**SB 3496 (R. Villivalam) (An IMSCA Initiative)** Amends the Mechanics Lien Act to provide that the changes made by PA 97-966, to provisions governing the circumstances in which it is not necessary to fix by contract a time for the completion or a time for payment in order to obtain a lien under the Act, are operative from January 1, 2013 through December 31, 2025 (rather than December 31, 2020). *Assigned to Senate Judiciary Committee.*

**Contact the Illinois PHCC office with questions/ comments on any legislation or regulatory activity.**



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

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

# UNDERSTANDING CORONAVIRUS EXPOSURE FOR PLUMBING PROFESSIONALS



By PETER DeMARCO, EXECUTIVE VICE PRESIDENT  
OF ADVOCACY AND RESEARCH — THE IAPMO GROUP

INTERNATIONAL ASSOCIATION OF  
PLUMBING AND MECHANICAL OFFICIALS

In 2019, the World Health Organization (WHO) started monitoring the outbreak of a new coronavirus which ultimately was named COVID-19. The virus was first identified in Wuhan, China. This paper is intended to provide practical guidance for plumbing professionals who work on sanitary waste and sewer systems on how to protect themselves, their loved ones and their coworkers during the current pandemic.

Coronaviruses are so named because, when viewed under a microscope, they have protrusions that resemble a crown. They belong to a family of viruses common in both humans and many animal species. In rare occurrences, animal coronaviruses can mutate to the point where they are able to also infect humans, which is likely what occurred in China late last year. The potential for viruses that cross over from animals to humans to develop into an epidemic, happens when the virus can then be transmitted between humans. The COVID-19 virus is highly transmissible between humans and can cause respiratory illness and even death.

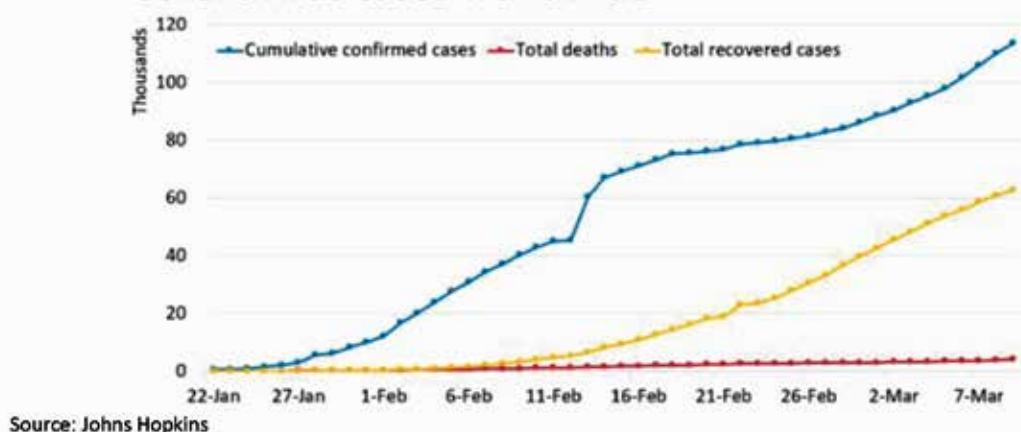
As of this writing on March 11, World Plumbing Day, the WHO has announced the outbreak qualifies as a pandemic, having spread on all inhabited continents. The worldwide number of humans diagnosed with COVID-19 has surpassed 120,000, with more than 4,300 deaths (see chart below). These numbers are predicted to grow.

Unfortunately, there's much we still don't know about the virus, including important details about its transmissibility, how long it can survive on various surfaces or in water, and the range of illness severity amongst various population groups. It is known that the elderly and those who are immuno-compromised with pre-existing medical conditions are the most vulnerable for poor medical outcomes, which is consistent with other pathogen-based diseases, including influenza. However, contrary to some misinformation that's currently available, the coronavirus is in fact considerably more dangerous than the current annual influenza virus.

So, what are the implications for those who work in the plumbing industry and what steps can plumbers take to stay safe? It is likely that the COVID-19 coronavirus can indeed be spread through building sanitary drainage systems. This became apparent when the Chinese government identified an outbreak in a Hong Kong high-rise building a few weeks ago (see the IAPMO [white paper](#)).

**Therefore, for as long as the pandemic is still active, it should be assumed by anyone working on a sanitary drainage system that the virus is present.** Considering the potential to come into contact with water and aerosols that contain the coronavirus when working on sanitary systems or sewers, it is highly recommended

**Coronavirus cases worldwide**



# UNDERSTANDING CORONAVIRUS EXPOSURE FOR PLUMBING PROFESSIONALS

Continued

that plumbers wear proper personal protective equipment (PPE), including a full face shield that is worn over safety glasses, and gloves.

Of course, plumbers work on sanitary drainage systems that contain fecal matter and a host of dangerous pathogens every day. Taking careful precautions to prevent contact with wastewater and proper hand and arm hygiene is a matter of good practice for plumbers. In the United States, the Occupational Safety and Health Administration (OSHA) provides standards for worker protection. OSHA Standard 29 CFR 1926, Safety and Health Regulations for Construction provides the requirements for construction worker safety, including plumbers who work on sanitary drains, vent systems and sewers. The standards are available free at <https://www.osha.gov/laws-regs/regulations/standardnumber/1926>.

The most important subsections for plumbers to review are: **1926.20** - *General safety and health provisions*; **1926.21** - *Safety training and education*; **1926.22** - *Recording and reporting of injuries*; **1926.23** - *First aid and medical attention*; **1926.28** - *Personal protective equipment*; **1926.50** - *Medical services and first aid*; **1926.95** - *Criteria for personal protective equipment*; **1926.102** - *Eye and face protection* and **1926.103** - *Respiratory protection*.

Additionally, ASSE International's Series 12000 Standard, Professional Qualifications Standard for Infection Control Risk Assessment for All Building Systems, is a standard that sets minimum criteria for the training and certification of pipe trades craftspeople, and other construction and maintenance personnel, on how to safely work in an environment with the potentially deadly diseases that may be present within worksites. While the pandemic remains ongoing, ASSE International is making the ASSE Series 12000 Standard available for free at <https://asse-plumbing.org/12000-2018>. The ASSE 12000 certification training addresses viruses, including the Severe Acute Respiratory Syndrome (SARS) virus, but does not specifically reference COVID-19. We welcome plumbers from across the globe to consider professional qualification for infection control risk assessment especially when working on sanitary systems that have a high probability of being contaminated with COVID-19, such as healthcare facilities and hospitals.

Finally, common sense still reigns supreme. Plumbers

are advised to increase the frequency of hand washing and wash for at least 20 seconds with soap and water (even longer hand washing time is good practice after contact with wastewater); avoid touching of the face; cover any open cuts or wounds and wear proper PPE. If you personally come into close proximity, or into direct contact with an infected person, immediately report the incident to your supervisor and to your doctor or healthcare provider.

Good workplace and tool cleaning practices are also extremely important. Avoid sharing of tools with coworkers to the greatest extent possible. When choosing cleaning chemicals, look for cleaning agents with claims against viral pathogens. If such cleaning agents are not available, use soap and water and dry tools thoroughly after use. Keep your PPE clean as well by following manufacturer instructions carefully.

With no vaccine or treatment regimen currently available, it is important for all workers to be able to recognize the symptoms associated with contracting the coronavirus, which include fever, shortness of breath, and persistent cough. Symptoms can take between 2 to 14 days to become apparent after exposure to the virus. If you start to feel ill, **stop work immediately** so as to protect your coworkers and others around you, go home, contact your doctor and follow your doctor's orders! This is critically important when working in a facility that houses immuno-compromised people.

The IAPMO Group sends its best wishes to plumbing professionals around the world. We hope that the information above is helpful. As usual, plumbers are on the front lines fighting the battles that keep people safe. By working carefully and thoughtfully, we can also keep ourselves and our loved ones safe as we deal with and defeat COVID-19!

Additional sources of useful information can be found at the links below:

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

<https://www.wef.org/resources/online-education/webcasts/ArchivedWebcasts/CoronavirusWebcastArchive/>





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## **CLEANING OF TOOLS TO HELP PREVENT SPREAD OF COVID-19**

Should a tool need to be cleaned that does not have blood or visible bodily fluids on it, Milwaukee® recommends the following protocol. This protocol is subject to the recommendations of the Centers for Disease Control (“CDC”), OSHA, and those of State and Local health departments. Please follow applicable guidelines of these agencies.

- People handling tools should wash their hands or use a proper hand sanitizer before and after use to help prevent contamination.
- People handling tools should be properly trained and protected using necessary Personal Protective Equipment (PPE).
- Clean tools with mild soap, a clean damp cloth, and, as needed, an approved diluted bleach solution only. Certain cleaning agents and solvents are harmful to plastics and other insulated parts and shouldn’t be used.
- Milwaukee® does not recommend cleaners that have conductive or corrosive materials, especially those with ammonia. Some of these include gasoline, turpentine, lacquer thinner, paint thinner, chlorinated cleaning solvents, ammonia and household detergents containing ammonia.
- Never use flammable or combustible solvents around tools.

### **CLEANING OPTIONS:**

#### **1. MILD SOAP & REST**

- If no blood was present on the product, it can be **cleaned with mild soap and a damp cloth to remove the fluids and then left to rest for 3 days**. This is based on CDC advisement that the virus may live on plastic surfaces for up to 72 hours, which suggest that the virus would no longer be harmful after the resting period. After this, the tool can be cleaned again.

\*Recommended for batteries

#### **2. MILD SOAP & DILUTED BLEACH SOLUTION**

- If no blood was present on the product, it can be **cleaned with a mild soap and damp cloth to remove dirt and grease and then decontaminated with a diluted bleach solution**, which is consistent with CDC advise. The full diluted bleach cleaning procedure can be found below.

\*Not recommended for batteries

#### **PROCEDURE**

1. Clean the product surface with mild soap and water to remove dirt and grease.
2. Dip a clean cloth into the dilute bleach solution.
3. Wring out the cloth so it is not dripping wet.
4. Gently wipe each handle, grasping surfaces, or outer surfaces with the cloth, using care to ensure liquids do not flow into tool.
5. No other cleaning material should be used as the diluted bleach solution should never be mixed with ammonia or any other cleanser.
6. Allow the surface to dry naturally.
7. The cleaner should avoid touching their face with unwashed hands and should immediately wash their hands after this process.

A properly diluted bleach solution can be made by mixing:

- 5 tablespoons (1/3<sup>rd</sup> cup) bleach per gallon of water; or
- 4 teaspoons bleach per quart of water

**NOTE:** If blood was on the product, advance cleaning is needed. Follow established Bloodborne Pathogen protocols for your business. Under OSHA requirements, anyone required to perform this type cleaning should be trained in Bloodborne Pathogens and the use of the necessary PPE for this work.



# ADVERSITY SHARPENS THE EDGE

By MARK BRESLIN

At the time of this writing our country and industry are confronting major adversity. The words “uncharted territory” have been overused but convey the uncertainty of profound change and challenge. But adversity always has a purpose – and I am sure you can even see that in your personal lives as well. On the back end of any major problem, issue, setback or challenge – upon thoughtful or strategic reflection we can see how it becomes a platform for perspective and progress.

I have been witness to a lot of turmoil in this industry; starting when I was a kid. My Union Carpenter turned contractor Dad had 150 guys in the field, an El Camino, a summer house in Twain Harte, and my sisters and I lacked for nothing. Then came the 1975-76 economic crisis. Interest rates went to 16%. No one paid. Lines of credit were non-existent – and very quickly our family’s economic world crashed down taking with it my Dad’s company. Our family endured some hard times. But we all came back stronger, wiser and more successful than ever.


In the eighties I was looking for a job in a recession. None of my friends could find one. The promise of college = opportunity seemed like BS. Then I got a job interview at United Contractors. They got 110 resumes. Had 7 finalists. Hunger breeds desire. And they saw that edge and hired me. I guess now as CEO, it kinda worked out.

In several more down cycles I saw the industry struggle, but the edge created by adversity really showed in the 2008 financial crisis. Remarkably few contractors I know went under compared to what I had seen in other less brutal circumstances. Why? Because the adversity lessons that they had in hand had helped them to see what needed to be done. And wiser, shrewder and more pro-actively, they again thrived.

Now again, we face adversity and uncertainty. The key for leaders is not to be reactive. To stop and remember that this is a moment to bring empathy, understanding and wisdom to our leadership. The business world is built on the care of the people within it. And for them to withstand adversity, they have to see and feel that you really care. Those that make this their priority will not only sharpen their edge, but obtain a competitive one in the aftermath of these challenges.

They say the Chinese symbol for chaos and opportunity are the same. I’ll have to take their word for it. But there is some irony in that and practical application for us. Perhaps the issue at hand will resolve sooner than later – but the inevitability of a recession seems apparent. Perhaps there will be a significant industry contraction – or conversely the next step to recovery may be massive infusions into

infrastructure. What I do know is this. No one would be in our business if they were not equipped to deal with adversity. No one who accepts the level of risk that our business has lacks the ability to strategically address profound change.

As leaders at the center of the storm, counted upon for navigation by those that depend upon us we have the greatest opportunity to sharpen our edge. I tell my staff that how we respond at this moment is our legacy opportunity. Watching my Dad sell that El Camino gave me a sobering look at the limits of our control in this life. But what we all have within our grasp is how we respond to it. And I encourage us all to embrace adversity as a whetstone to our edge and our capabilities, not only for ourselves, but for everyone we lead and care about. 



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\*May vary by region.

## Create an Enduring Risk Management Culture

If you aren't committed to incorporating risk management into the culture of your business, a seemingly small change can make it all crumble, leaving you without a solid foundation to help you prioritize the safety of your workers. If you intend to make risk management a core value of your business, your risk management culture needs to be strong enough to withstand any obstacle.

### Personnel Changes

A management change, while significant in many ways, shouldn't decrease your workplace-safety results. Consider this story from a real business:

The safety manager of a manufacturing operation retired, taking with him nearly all knowledge of the company's safety program. When the new safety manager joined months later, he found elements of the company's risk management program missing or lacking. Records, which were all kept on paper, were nowhere to be found. The new safety manager had the unenviable task of rebuilding the program, while making sure the business's day-to-day needs were fulfilled.

To combat the effects of personnel changes, a business must deliver a consistent and deliberate safety message to its employees. Documents, including processes and records, should be kept — and backed up — where any member of management can access them to ensure a smooth transition upon the departure of a safety manager.

### New Circumstances

What happens when the rules change? Maybe regulators have added or modified workplace safety requirements. Or maybe your business begins using new equipment or offering new products or services to respond to market demands. A relaxed attitude toward safety won't help you keep your workforce informed. Members of a culture that focuses on risk management readily adopt and act on new safety measures — sometimes before management even requires them, because that's just the way things are done.

### Embraced All the Way Up

When it comes to prioritizing safety, business leaders and risk management professionals agree: It has to start at the top. Business owners must believe in the importance of safety and model the behaviors that will help keep employees — and by extension, the business — safe. A positive example from leadership will likely be reflected throughout the next levels of management and frontline employees. The influence a well-respected manager has on employee behavior cannot be overstated.

If preventing workplace injuries or accidents isn't a primary and permanent focus, the possibility of letting things slip is very real — and the consequences could be severe.

*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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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)**

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# ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
  - a. Applicant must be a member of the senior class or graduate of a secondary school.
  - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2020
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

Application must be received in the Illinois PHCC office no later than **May 29, 2020**.

# SCHOLARSHIP APPLICATION

## IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

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

Address \_\_\_\_\_

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

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

Address \_\_\_\_\_

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

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

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

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

Address \_\_\_\_\_

Address \_\_\_\_\_

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

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

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

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

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

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

### Scholastic Data

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

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

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

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

In what activities have you participated: Attach list.

\_\_\_\_\_

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

\_\_\_\_\_  
Applicant's Signature

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

\_\_\_\_\_  
Parent or Guardian's Signature



# 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



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# PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2020~

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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**



## 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.

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