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#### ILLINOIS ASSOCIATION OF PLUMBING-HEATING-COOLING CONTRACTORS



Volume 106, No. 11

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November 2020

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## President's

## **THOUGHTS**

by Brian Rich
Illinois PHCC President

Hello once again. Well another month has flown by and by the time you receive your November magazine we will know who the president of the United States will be for the next 4 years. Well, we sure hope to know!! No matter who was elected, if you're like me, you'll just be glad the ads are over. My hope is that whoever leads us will lead us down a road towards prosperity for all and unity amongst the diverse. It feels like this year keeps picking up speed. Holidays are right around the corner and we didn't slow down enough this year to stop and smell the roses. Fortunately for us, whether this was a normal year, a pandemic year or a crazy election year with a pandemic everyone still wakes up in the morning and expects to turn on the faucet to clean water and a toilet that flushes.

October has been another crazy busy month, but all is well in the Rich households. Our granddaughter Rachel turned 2 and Halloween was especially fun. We walked for 2 hours, covered 22 blocks, and collected 2 bags of candy as we safely trick or treated with our sweet little Miss Piggy in Deer Creek. She was so cute! My parents, Jerry & Susan, also celebrated 58 years of marriage. On top of the celebrations we decided to do a whole house remodel. Anyone that knows the Richs know we don't always build off of plans. We have ideas and just jump in headfirst. I'll let you know how that goes.

November is one of those months that kind of gets over shadowed. Even before Halloween is over the Christmas decorations are out and Christmas sales and open houses start earlier and earlier each year. This year is poised to be especially difficult for the small retailers. I encourage you to shop local! November also reminds us to take time out of our busy schedules to say thank you. As you read through this month's magazine, take note of the suppliers, manufacturers, associate members and others that support our industry. Be sure to thank them the next time you make your purchase or call them for assistance. On November 11th please take time out of your day to thank a Veteran. And finally make that extra effort to be patient, kind and grateful to all

who make your life easier; the postman, the grocery store cashier, your co-workers and especially your family. Happy Thanksgiving to all!

2020 has been quite the unique year to say the least. One unique characteristic about 2020 has been the massive amount of election coverage comparing 2020 to 2016. I thought hey, why not take a look back as well. To my surprise, my brother in-law Steve Stimson was the IL PHCC president. Steve's November 2016 article talked about a successful PHCC National Convention in San Antonio. Quite the contrast to the VIRTUAL convention that was held this year. Even though the convention was virtual, there were still a lot of networking and educational opportunities. This month's magazine has a full recap. The highlight of Steve's trip in 2016 was witnessing Bev Potts be recognized and awarded with 2 huge honors. I thought this year we could all use a pick me up and what better way than to reminisce about the awards our very own Executive Director received back in 2016. The first award Bev received was the 3-D Award. This award is for Desire, Determination and Dedication. That pretty much sums up Bev Potts and her commitment to this industry. The second award Bev received was the Larry Dore Member of the Year Award. This award goes to an auxiliary member for their outstanding contribution and service to the plumbing-heating-cooling industry and local community. If anyone has ever spent time with Bev, you know she is truly committed to PHCC and her hometown. Congratulations once again Bev! I too am honored to call you my friend! This year at the 2020 virtual convention the Illinois Master Plumber Magazine received 2 awards, one for best magazine and one for best membership directory. The Illinois Auxiliary also received 1st place and 2nd place awards in the Auxiliary's Robert M. Cox Awards. Details about these awards can be found in the convention recap.

Unfortunately, we have not had the opportunity to meet around the state this year, so I want to take a moment to wish you and your family health, happiness, and a blessed ending to this most unusual year.



## THANK YOU VETERANS!

Observed on November 11th each year, Veterans Day is an official United States holiday that honors military veterans. It coincides with other holidays, including Armistice Day and Remembrance Day, celebrated in other countries that mark the anniversary of the end of World War I. Major hostilities of World War I formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect. The United States previously observed Armistice Day, but the holiday was renamed Veterans Day in 1954.

We owe our veterans for so much, especially our freedom. Many of those working in our industry are veterans. If you have employees or co-workers who

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are veterans, please thank them for their service and dedication to our country.

(This month's cover photo is of the Illinois Vietnam Veterans Memorial in Oak Ridge Cemetery in Springfield.



## VISIT THE ILLINOIS PHCC VIRTUAL EXPO!

he 2020 Illinois PHCC Expo continues to be held in a virtual format.

The show uses the AgendaPop app and works **best on a smart phone or tablet**. While you can access it with a laptop or PC, there will not be as much information and usability.

You will be able to access exhibitors' company profiles, websites, contact information, and downloadable materials/brochures, and much more. This great source of product information will be available at your fingertips **24/7**. You can also network with exhibitors, inspectors, designers, and other industry colleagues.

This is not be a one day event, but will be available for the remainder of 2020. You should visit the "show" often as materials will be **updated** as product lines are added or new information becomes available. There will be **giveaways** at various times and dates. Check back often to keep updated and to possibly win some **great prizes**.

The show platform will offer other valuable information. You can view the Auxiliary's Expo Program Book, get order forms for the Illinois Plumbing Code Book and the Auxiliary's plumbing t-shirts, and much more.

Visit the Illinois PHCC Facebook page or our website at <a href="https://www.ilphcc.com">www.ilphcc.com</a>, for links and information on how to attend, or follow the instructions in this issue of the magazine.

#### Illinois PHCC Expo Mobile App Guide

The Illinois PHCC Expo
Mobile App from AgendaPop
is an easy and convenient way
to navigate the virtual Expo on
your Apple (iOS) and Android
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contains all of the event
information that you'll need to
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We encourage you to download and install the app prior to the event!

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For iOS and Android devices, search the stores for "AgendaPop" — then download and install. Tap the AgendaPop icon on your device to open and type ILPHCC as the Organizer Code.





**For an HTML5 web version** (to use on a laptop, Windows phone, or Blackberry), direct your browser to:

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Optional: Use a QR Reader to scan the code to download on iOS or Android.



#### 3. Key Features

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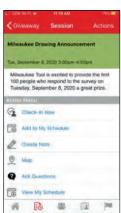
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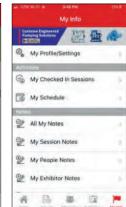
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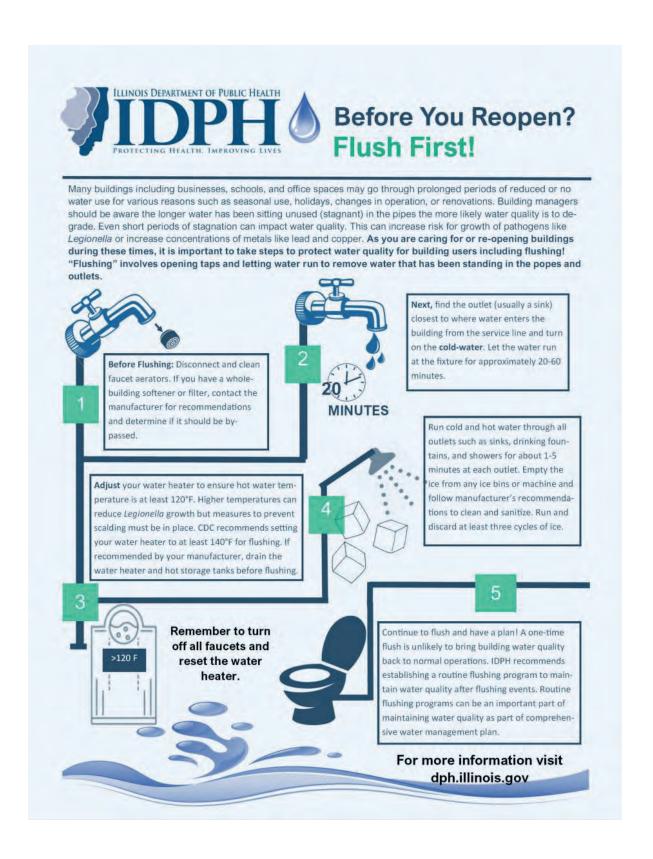
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In this webinar, we will identify seven types of challenges and recurring problems that employers face today, and we will discuss cost-effective solutions your organization can implement to reduce risk while preparing for year-end and for 2021. We'll offer practical tips and resources, and will answer questions at the end of this webinar.

This webinar is approved for one HR (General) recertification credit hour toward aPHR $^{\infty}$ , PHR $^{\circ}$ , PHRca $^{\circ}$ , SPHR $^{\circ}$ , GPHR $^{\circ}$ , PHRi $^{\infty}$  and SPHRi $^{\infty}$  recertification through HR Certification Institute $^{\circ}$  (HRCI $^{\circ}$ ).

#### **Recommended Participants:**

HR Professionals, Risk Managers, Managers, and Supervisors

#### Register Now!

You may access this and other webinars on federatedinsurance.com.

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## ILLINOIS PHCC CONTRACTOR Appointed to the UA Intl. Pipe Trades Joint Training Committee

The Illinois PHCC congratulates one of our own plumbing contractors, Brian Rich from G.A. Rich & Sons, Inc. for being appointed by the UAC (Union Affiliated Contractors) of the PHCC to serve on the UA International Pipe Trades Joint Training Committee, also known as the "UA Bookstore." This Committee is tasked with the development of manuals and resources to be used by the International Training Fund (ITF). It is also responsible for the approval of projects, revisions of manuals, pursues new technology initiatives, reviews comments and feedback from the instructors. Brian is also the current President of the Illinois PHCC, among other industry posts.



Article Credit: PCA of Greater Chicago



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## Illinois Master Plumber MAGAZINE WINS National Awards

During Connect2020 the PHCC Association Executives Council (AEC) announced the following Chapter Awards for Excellence in Communications:

#### **Outstanding Achievement in Production of Communications:**

Apprenticeship - PHCC of New Jersey Convention/Event – PHCC of New York

**Magazine - PHCC of Illinois** 

**Membership Directory - PHCC of Illinois** 

Newsletter - PHCC of Tennessee

Social Media - Gulf Coast PHCC

Website- Gulf Coast PHCC



## Illinois PHCC **AUXILIARY WINS AWARDS** AT CONNECT 2020

During Connect 2020 the PHCC National Auxiliary presented the following awards.

Larry Dore Member of the Year *sponsored by* InSinkErator - Marilyn Doughty from Levittown, New York

3D Award sponsored by the Copper Development Association - Nancy Eberhardt from Adell, Wisconsin

Robert M. Cox Awards sponsored by InSinkErator -1st place Image - PHCC Auxiliary of Delaware 2nd place Image - Illinois PHCC Auxiliary 1st place Recruitment - Illinois PHCC Auxiliary 2nd place Recruitment - PHCC Auxiliary of Delaware









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## TERRY McCarthy Completes Term as Zone Director

**Terry McCarthy**, Terry Plumbing Company, a Matrix Holdings LLC Co. of Countryside, Illinois recently completed a 3 year term as Zone 3 Director on the PHCC National Board of Directors. He represented the Zone 3 states of Illinois, Indiana, and Michigan. During his term he participated in meetings and events at the local, state, and national levels working to increase membership and the awareness of the benefits of belonging.

Mr. McCarthy will be replaced on the National Board by **Laura Ciriello-Benedict**, William J. Ciriello Plbg. Co., Inc. in Beech Grove, Indiana.

The Illinois PHCC would like to thank Terry for his dedication to the PHCC and for representing our interests on the national level.



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## Mandatory Sexual Harassment Prevention Training

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

Under this law, 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 business in complying with this new law, the Illinois Department of Human Rights has posted the following information on its website:

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

Employers must either develop their own sexual harassment prevention training program that equals or exceeds the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act, or they may use the model training provided by the IDHR. The IDHR has released the model sexual harassment prevention training that can be used by Illinois employers.

The model training program can be downloaded by visiting https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx

For more information please visit IDHR's website at www.illinois.gov/dhr/training.





## M of the Month

V FFCRA LEAVE?

## uestion

Does an employee, who has opted to stay home with her school aged child, who chose to virtually learn, when the school is open, and the other 2 children are in school, still qualify for extended leave under the Emergency Families First Coronavirus Response Act?

NSWER

The Department of Labor recently addressed this very issue in an update of its Frequently Asked Questions (FAQ) online resource. Prior to this time there had been no direct guidance and employers were left with ambiguity. It is now quite clear, as follows:

"FAO 99: My child's school is giving me a choice between having my child attend in person or participate in a remote learning program for the fall. I signed up for the remote learning alternative because, for example, I worry that my child might contract COVID-19 and bring it home to the family. Since my child will be at home, may I take paid leave under the FFCRA in these circumstances?" (added 08/27/2020)

No, you are not eligible to take paid leave under the FFCRA because your child's school is not 'closed' due to COVID-19 related reasons; it is open for your child to attend. FFCRA leave is not available to take care of a child whose school is open for in-person attendance. If your child is home not because his or her school is closed, but because

you have chosen for the child to remain home, you are not entitled to FFCRA paid leave. However, if, because of COVID-19, your child is under a quarantine order or has been advised by a health care provider to self isolate or self-quarantine, you may be eligible to take paid leave to care for him or her. See FAQ 63.

Also, as explained more fully in FAQ 98, if your child's school is operating on an alternate day (or other hybrid attendance) basis, you may be eligible to take paid leave under the FFCRA on each of your child's remote-learning days because the school is effectively 'closed' to your child on those days." Please see Families First Coronavirus Response Act: Questions and Answers for the full FAQ resource, which contains the FAOs referenced above.

Unless one of the stated exceptions exists as referenced above, an employee who elects a remote learning option for his/her child(ren) when the school is otherwise open is not eligible for the statutory protection under the federal Families First Coronavirus Response Act (FFCRA). Time off requests associated with this type of childcare can and should be addressed in a manner consistent with employer policy and past practice, barring any contractual provisions that otherwise govern the issue. Additional guidance on the FFCRA can be found on our website or at COVID-19 and the American Workplace which also includes a link to the requisite poster. Please note that this law is scheduled to sunset on 12/31/2020.



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### **OSHA** News

U.S. Department of Labor's OSHA Announces \$1,222,156 in Coronavirus Violations

Since the start of the coronavirus pandemic through Oct. 8, 2020, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has cited 85 establishments for violations relating to coronavirus, resulting in proposed penalties totaling \$1,222,156.

OSHA inspections have resulted in the agency citing employers for violations, including failures to:

- Implement a written respiratory protection program;
- Provide a medical evaluation, respirator fit test, training on the proper use of a respirator and personal protective equipment;
- Report an injury, illness or fatality;
- Record an injury or illness on OSHA recordkeeping forms; and
- Comply with the General Duty Clause of the Occupational Safety and Health Act of 1970

Resources are available on the agency's COVID-19 webpage to help employers comply with these standards.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to help ensure these conditions for America's working men and women by setting and enforcing standards and providing training, education and assistance. For more information, visit www.osha.gov.

#### **COVID-19 Guidance for In-Home Repair Services**

OSHA is committed to protecting the health and safety of America's workers and workplaces during these unprecedented times. The agency will be issuing a series of alerts designed to keep workers safe. The following tips can help reduce the risk of exposure to

the coronavirus for workers who perform in-home repair services:

- Stay home if you are sick.
- Prior to arrival, ask if anyone in the house is experiencing COVID symptoms.
- Consider delaying non-emergency work if there is a symptomatic individual in the house. Follow all appropriate infection control measures if the work cannot be delayed.
- Encourage workers to wear face coverings for all in-home visits
- Wear gloves and use disinfectants and sanitizers to wipe surfaces or equipment.
- Avoid shaking hands with customers or other occupants of homes being serviced.
- Maintain at least six feet of distance from coworkers and customers whenever possible.
- Use walls and closed doors to separate workers from occupants or install plastic sheeting to close off areas of the home.
- Regularly clean and disinfect tools and equipment with cleaning chemicals approved by the EPA from List N or that have label claims against the coronavirus. Avoid sharing tools and equipment whenever possible.
- Report any safety and health concerns to a supervisor.

For more information, visit www.osha.gov/coronavirus or call 1-800-321-0SHA (6742).



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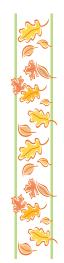
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## 2020 Scholarships Awarded by the PHCC National Auxiliary

During Connect2020, it was announced that sixteen outstanding students received scholarships from the National Auxiliary. Two of those recipients were from Illinois.

Alexis Graybeal from LeRoy, IL is studying chemistry at Illinois State University. She was sponsored by Illinois Auxiliary President Gail McWilliams. Her parents are Erik and Janice Graybeal, of Pipeworks, Inc. in Bloomington. The scholarship was provided by the Fran Williams Memorial Donors.

Olivia Stewart from Cary, IL is studying

Mechanical Engineering at Marquette University in Madison, Wisconsin. She is the daughter of Lana Stewart and was sponsored by her grandmother, Illinois Auxiliary past president June Stewart. Her scholarship was sponsored by IAPMO.

The Auxiliary extends special thanks to A.O. Smith, Bradford White Corporation, IAPMO, InSinkErator and the PHCC Educational Foundation for their support. Additional funding for awards was provided by the Family of Roland and Virginia Carlson, the Fran Williams Scholarship Donors and PHCC National Auxiliary members.

## Auxiliary







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## PHCCCONNECT2020:



## Bringing Us All Together Through the Power of Technology

By Staff Writer, PHCC-National Association

Determined to safely proceed with a reimagined annual convention despite challenges presented by a global pandemic, the Plumbing-Heating-Cooling Contractors—National Association (PHCC) tapped into creativity, adaptability and modern technology to host a virtual **PHCCCONNECT2020**, Sept. 30 – Oct. 1.

The comprehensive event – the first annual convention held online in the association's 138-year history – provided a rewarding opportunity for p-h-c contractors, industry partners and PHCC's affiliated groups to reconnect as an industry.

With the theme "Expand Your Vision for Success," the conference offered a value-packed line-up of education and networking opportunities. Maximizing the power of technology supported by a new event platform, attendees tuned in to more than 25 education sessions, connected via Zoom with their peer contractors and with speakers for valuable Q&A sessions, viewed new products and technologies from 39 exhibitors, honored deserving award winners, voted in real time during the Annual Business Meeting, and even won some incredible prizes in an online scavenger hunt and through special giveaways donated by **Milwaukee Tool, Delta Faucet and A. O. Smith**.

"When faced with the inability to host a live event during a national health crisis, I am so proud of how PHCC was able to quickly transition to an easy-to-use alternative format," said 2019-2020 PHCC President Jonathan Moyer. "As a result, our members were able to safely access top-notch education content and networking opportunities to help them move their businesses forward during challenging times."

## Content Too Good to Let It Go! THE ENTIRE CONFERENCE JUST A CLICK AWAY



The content from this year's CONNECT was so valuable and relevant (especially given today's environment!) that we want to make sure everyone has access to it. And, thanks to our incredible technology to pull off this year's virtual event, we can!

At your convenience, you can still tune in to every session, including the live Q&As for many of them. See the faces of our attendees asking the questions of interest to you, as well. Download the slides. Print out the handouts. Check out new products and technologies from our exhibitors. Even add up to 4 of your employees at no extra cost. It's almost too good to be true ... but it's true!

**PHCCCONNECT2020** is still available ... just visit phccweb.org/connect to register. And, if you did register to experience the live two-day event, remember that you can still access the ondemand content for 60 days on the event website! Questions? Email customercare@naphcc.org for assistance.

#### PHCCCONNECT2020



"What's Your **Impossible List?**" Highlights from the **Keynoters** 

#### "WHAT'S YOUR IMPOSSIBLE LIST?"

Why is it important to develop a list of whatif scenarios and identify specific goals? Because, "all of our success is going to be based on those things that we perceive today to be impossible, Lt. General Russel L. Honoré, USA (Ret.) told attendees during PHCCCONNECT2020's opening keynote session,

A decorated 37-year Army veteran who also led relief efforts in New Orleans following Hurricane Katrina, Gen. Honoré took a no-nonsense approach with the PHCC audience. His presentation describing this "impossible" challenge was the perfect way to start the conference, as the rest of the event was full of tools, tactics and practices contractors could use to tackle those impossible lists.

If you missed the General's presentation, which was sponsored by Viega, you can still see it in full – as well as all the other content from PHCCCONNECT2020 - by logging in to the conference website with your access code or by signing up at https://www.phccweb.org/connect/ as a new registrant. Find out how to take on the "impossible," how to get your employees to buy into your mission, 7 things you should be doing to keep from falling behind, and what Gen. Honoré believes your biggest legacy should be (hint: it has nothing to do with business!).

"AMERICANS SHOULD ROOT FOR A DECISIVE ELECTION."

During the Thursday

keynote session, sponsored by Kohler, political analyst Nathan Gonzales offered his insights into the upcoming presidential, House and Senate races. Read about his thoughts on the national polls – as well as his Senate predictions – in this **keynote summary**.

Two additional keynote sessions featuring industry leaders:

- During a thought-provoking session "2020: What Sold, What Didn't, and How Did the Supply Chain Manage Unprecedented Uncertainty?" - HARDI Chief Executive Officer Talbot H. Gee and American Supply Association CEO Mike Adelizzi shared their insights on major market segment activities and forecasts, as well as discussed ways contractors can work with wholesalers and distributors to mitigate delays in order processing and delivery. Constant communication between contractors and distributors is the key, they said. The presentation was sponsored by **NIBCO**.
- And, at the closing keynote, industry experts expanded on a wide range of topics, including supply chain issues, technology, smart technology, workforce development, and the changes and innovations coming ahead. COVID-19 has played a role in accelerating some existing trends, the panel said. Among the panelists: R. Bruce Carnevale, president and CEO of Bradford White Corporation; Joe Dillon, president of InSinkErator; Randy Roberts, vice president of sales and marketing at Rheem Air **Conditioning**; and Scott Teson, vice president of Skilled Trades for Milwaukee Tool.

#### Now at the Helm 2020-21 LEADERSHIP

Speaking to those he considers "the most intelligent, the most professional, the most educated and the most honorable group" he has ever been affiliated with, Hunter Botto assumed the helm as the new PHCC—National president, installed during the

#### PHCCCONNECT2020

Annual Business Meeting at **PHCCCONNECT2020**. A third-generation plumber who is affiliated with his family business – **Botto Brothers Plumbing & Heating** in Hicksville, New York – Botto implored PHCC members to "get involved."



"It is our responsibility to be the leaders moving forward and teach the next generation ... let's all of us 'get it done' ... I'm ready; we are ready; all of us need to be ready to launch into the new normal."

~ Hunter Botto

In interviews with PHCP **Pros and Plumbing** & Mechanical, Botto detailed his plans to involve younger members in leadership roles and continue PHCC's advocacy efforts, workforce development programs and other initiatives included in the organization's strategic plan.

Also during the meeting, PHCC members elected **Dave Frame of Bob Frame Plumbing Services in South Bend, Indiana**, as PHCC's new vice president. Referencing the famous American Standard poster that reads "The Plumber Protects the Health of the Nation," Frame asked, "Who protects the plumber?"



"I believe that answer lies within this association.
I leaned on all three association levels during this crisis and continue to do so. I found answers with my local chapter, was able to gauge what my peers were doing through my state

chapter, and got the info I needed from PHCC— National's COVID Resource Center."

~ Dave Frame

Like Botto, Frame believes that the way PHCC members can go far in the future is "to leverage the power we have when the locals, states and National

work together."

The full list of 2020-2021 PHCC leaders can be found at https://www.phccweb.org/phcc-board-of-directors/

## **Honoring Our Industry's Finest AWARDS**

Sponsored by **Delta Faucet Company** and **Rheem**, the National Awards Ceremony during **PHCCCONNECT2020** honored the best contractors, students and instructors in the industry.

Congratulations to our 2020 award winners:

- Plumbing Contractor of the Year: **Cory Hoopes**, Focus Plumbing, Las Vegas, NV
- Plumbing Apprentice of the Year: Edward Zalko,
   PHCC of Greater Sacramento Area Plumbing
   Apprentice Program
- HVACR Contractor of the Year: **Howard Arata**, HTA Plumbing & Mechanical, Henderson, NV
- HVACR Apprentice of the Year: **Nolan Pridgen**, PHCC Academy of North Carolina
- Plumbing Instructor: **Eric Sell**, PHCC of Georgia Apprentice Academy
- HVACR Instructor: **Victor Schmidt**, PHCC of Iowa Apprenticeship Program

Go to https://www.eventscribe. com/2020/PHCCCONNECT/aaStatic. asp?SFP=S1BaRUdBWEZANDUyOQ for a complete list of all our award winners, including the Chapter Awards for Excellence in Communications and our 2020 Scholarship Winners.

## Investing in the Future SCHOLARSHIP AND FUNDRAISER RESULTS

Invested in the next generation of industry leaders, the PHCC Educational Foundation and the PHCC

#### PHCCCONNECT2020

National Auxiliary announced scholarship awards totaling \$158,815 this year: the Auxiliary Scholarship Committee awarded \$46,815 to 16 deserving students, and the Foundation and its industry partners awarded \$112,000 to 55 apprentices and college students.

Also during **PHCCCONNECT2020**, the Foundation announced that it raised more than \$200,000 through its Invest in Your Future Campaign. With matching funds from InSinkErator, Bradford White, Ferguson, Kohler, A. O. Smith, Federated **Insurance, NIBCO** and **Viega**, the Foundation surpassed its \$175,000 goal for this year's campaign. These valued partners make what we do possible!

The Foundation extends a special thank you to InSinkErator, which has contributed more than \$826,000 since 1989.

#### Here We Come, Kansas City! PHCCCONNECT2021: OCT. 20-22

Continue expanding your vision for success in a city that's always looking forward! Save the date - Oct. 20-22, 2021 - for PHCCCONNECT2021. We're meeting up at the Kansas City Marriott and Kansas City Convention Center in Missouri.

By next October, we're all going to be longoverdue for some facetime with our friends and professional peers. See you there!

#### Thank You to Our Sponsors!

This year's virtual event would not have been possible without our treasured PHCCCONNECT2020 sponsors. Be sure to keep them in mind for your future business needs!



#### What's In Your Forecast?

It's easy to just jump into a vehicle and head toward a destination on a sunny, calm day. But we're approaching the time of year when severe weather conditions can make the journey more complicated. Snow, ice, rain, fog, wildfire, wind — they all present considerable hazards that can come seemingly out of nowhere. A healthy respect for unpredictable weather, mixed with preparedness, could be the difference between safety and disaster behind the wheel.

Weather conditions can change from minute to minute and location to location. Even the most thorough travel plans may quickly become irrelevant — sometimes while you're on the road. To help your employees stay safe during inclement weather season, monitor your forecast daily, and prepare your vehicles and drivers appropriately.

Keep an eye on the sky. While weather forecasts aren't 100 percent accurate, they offer a good starting point for you and your drivers. Most meteorology services, such as the National Weather Service publish their predictions a week or more in advance and update them as conditions change. Start planning for road conditions early, but be prepared for last minute changes. If you deem the conditions too dangerous, keep your vehicles off the road.

Keep safety top of mind. Remind your drivers that the weather should influence how they drive. Review safe driving practices (such as turning on your lights or allowing for extra braking time) that may be necessary to mitigate the risks involved in severe weather driving.

Communicate and educate. Ensure drivers can reach you if conditions deteriorate, and they have up-to-date contact information for their destination. Educate them on what to do if stranded on the side of the road. They may need to decide if it is safe to leave the vehicle or if they should stay put, attract attention or call for help, and keep themselves safe until the weather calms down.

Equip your vehicles for emergencies. Your company vehicles are often the only things between your employees and the elements. Outfit vehicles with weather-appropriate tires, perform needed maintenance, check windshield wipers and fluid levels, and pack an emergency kit, which could include:

- Spare tire, tools
- Flashlight, batteries
- Matches
- Shovel
- Flares, reflective triangles, bright cloth
- Bottled water
- Jumper cables
- First-aid kit

- Weather-resistant facemasks

- Tow/tire chains
- Windshield deicer
- High-energy foods
- Salt or cat litter
- Ice scraper, snow brush
- Cold-weather clothing

Whatever the conditions outside, the weather should guide if and how your employees drive.



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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Ames: 7010046 – 2 ½"-10" Total Relief

Valve Kit for a C/M 400/C500

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**Ames 7010097** – First Check Assembly 2 ½"-4" for Ames 2000/3000SS

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Ames 7010114 – Relief Valve Kit 2  $\frac{1}{2}$ " -10" for 4000SS RP and 5000SS RPDA

**Kit Includes:** Complete Relief Valve Assembly, Relief Valve O-Ring, Lube





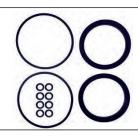
Watts: 0794090 – Complete Total Rubber Kit 4" for 909 RP; \*Lead Free\* (Previously 0887751)

**Kit Includes:** Check Disc, Cover O-Ring, Sleeve O-Ring, Piston O-Ring, RV Disc Assembly, Diaphragm, Piston

#### **RK 4-350**

4" 350AST, 4" 375AST

**Kit Includes:** (2) Check Disc Rubber, (2) Cover O-Ring, (8) Bolt O-Ring, Lube





Apollo-Conbraco: 40-004-A1 – ¾"-1" Major Repair Kit for 40-200 RP

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