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ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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February 2021

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821 South Grand Avenue West  
Springfield, Illinois 62704  
Telephone (217) 522-7219  
[BEV @ ILPHCC.COM](mailto:BEV@ILPHCC.COM)  
[WWW.ILPHCC.COM](http://WWW.ILPHCC.COM)

### EDITORIAL AND EXECUTIVE OFFICES

821 South Grand Avenue West  
Springfield, Illinois 62704  
Telephone: (217) 522-7219  
FAX: (217) 522-4315  
1(800) 795-PHCC

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# PRESIDENT'S THOUGHTS

by Brian Rich  
Illinois PHCC President

The first month of 2021 is in the books and boy did it fly by. Our oldest son Jacob turned 24 years old and his 2-year-old daughter sang a beautiful rendition of "Happy Birthday Daddy". Garrett went back to the U of I and Amanda went back to Mizzou. We also enjoyed a nice family dinner to celebrate my mom's January birthday. Speaking of flying by, the past 25 years have also flown by. Angi and I will be celebrating our 25th Wedding Anniversary this month. Some highlights from 1996 are: Bill Clinton was our President, Tiger Woods was Sportsman of the Year, Tupac Shakur dies, the first flip phone – the Motorola Startac goes on sale eventually selling 60 million devices, it was a leap year, Lisa Marie Presley filed for divorce from Michael Jackson, and Angela Bauman marries Brian Rich. Angi and I were very blessed on our wedding day. It was 15 below zero the weekend before, 62 and sunny the day of our wedding and we woke up to 5" of snow on Sunday morning. What a wonderful 25 years it has been!

All is well at G.A. Rich. Even with all the shutdowns we have been able to maintain enough work for all our employees and are looking forward to a good 2021. With all the uncertainty in our lives, G.A. Rich has chosen to focus on Courtesy & Professionalism this year. It is the responsibility of all our employees to maintain good relations and act in a professional and courteous manner. Talking points include no offensive language, don't litter, clean up your work areas and job site daily, perform your work in a businesslike manner, which includes no horseplay or goofing around and remember, You are the Face of G.A. Rich.

Everyday PHCC helps shape our company in one way or another. Recently a business opportunity arose utilizing our vac truck. Because of our PHCC connection, I was able to pick up the phone and call Dave Frame from Indiana for some advice. More recently I talked to a

Wisconsin PHCC member about the volatility in material prices. It is one thing to have paid professionals to lean on, i.e., lawyers & accountants, but it's another thing to work with someone that is facing the same adversities as yourself.

One issue I'd like to shed more light on is the widespread Unemployment Insurance Fraud that is sweeping our nation. Many of our employees including myself have received fraudulent claims of unemployment in our names. It is important that the employer denies the claim and that you report the fraud/identity theft to the Illinois Department Employment Security (IDES) 800-814-0513. And whatever you do, Don't Use the Debit Card.

Let's not forget the topic on everyone's minds for the last 10 months, COVID. Construction workers fall in Phase 1C for the COVID vaccine rollout. Be on the lookout for information from your local health department when 1C becomes eligible.

To end, I'd like to encourage everyone to continue to self-educate. I continue to read books and always buy 2 books. I give one to my father and this has yielded a half hour daily book report. You could never plan a meeting or write an agenda to cover all the things we have discussed. It has proven to be an amazing way to be on the same page and has given us the opportunity to listen to each other and hear where the other one is coming from. It doesn't have to be your father, it may be a business partner or a highly valued employee but reading and always striving to improve yourself is a powerful leadership tool.

Great leaders don't set out to be a leader. They set out to make a difference. It's never about the role, it's about the goal.

Brian





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# IN MEMORY

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**Reginald “Reggie” Coutant**, 75, of Custer Park, IL passed away Sunday, January 24, 2021 at Shirley Ryan Ability Lab in Chicago, IL. He was a founding member and a plumbing tutor with the Illinois Plumbing Inspectors Association (IPIA). Reggie was a longtime Inspector member of the Illinois PHCC and volunteered every year at the Illinois PHCC Expo & Educational Day. He worked for several municipalities and for the state of Illinois as a plumbing inspector. Reggie was a mentor to many in the plumbing trade and took great pride in

teaching the trade to apprentices. He is survived by his wife, Marsha; children, Reginald R. Coutant, Jr. and Brandy (Shawn) Hoger; step-daughter, Karen (Tom) Kapsch; and six grandchildren. Memorial services were held at the R.W. Patterson Funeral Home & Crematory on February 5, 2021, with inurnment in Abraham Lincoln National Cemetery, Elwood, IL.

The Illinois PHCC expresses its sincere sympathy to the family and many friends of Reggie. He will be greatly missed. 🕯️

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## CEU CLASSES TO GO ONLINE

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The Illinois PHCC will soon be offering continuing education for licensed plumbers virtually. With the ongoing pandemic, IDPH is temporarily allowing classes to be held online. There are specific requirements that must be met in order to conduct classes in that manner and we are currently working on compliance. All the Illinois PHCC online classes will also be State approved hours for Certified Plumbing Inspectors.

**Once these classes are scheduled and available**, we will be announcing it on our website at [ilphcc.com](http://ilphcc.com), the Illinois PHCC Facebook page, and sending out emails. Please watch these for the latest information.



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## RENEWAL TIME – DON'T DELAY!!

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It is now the time of year for all Illinois licensed plumbers and apprentices to renew their licenses. Renewal forms containing your PIN to make your online payment are scheduled to be mailed in late February. Please use the following email address for IDPH for all questions, renewal inquiries, to obtain PIN #s, to update your information, etc. [DPH.Plumbing@illinois.gov](mailto: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, our upcoming class schedule will soon be posted on our website at [www.ilphcc.com](http://www.ilphcc.com), announced on the Illinois PHCC Facebook page, and via email. 📧





## 2021 ILLINOIS PHCC EXPO AND EDUCATION DAY

After consultation with Drury Lane Conference Center, it has been determined that due to the ongoing pandemic we will be **UNABLE** to hold the Illinois PHCC EXPO and Education Day on March 19, 2021 as scheduled.

We plan to return to our regular event on **March 18, 2022.**

Please save the date for the return of the Illinois PHCC EXPO and Education Day at Drury Lane Conference Center.



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# IT'S YOUR LIFE

## Resolutions for the New Year

In normal times, the beginning of a new year brings excitement and anticipation about all the things you want to accomplish over the next twelve months. But 2020 was anything but a normal year. Businesses everywhere faced challenges that no one could have anticipated, and for many business owners, excitement and anticipation have been replaced by a sense of relief that they managed to make it through the year. A fresh start, with goals for the upcoming year, may be just what you need to reset your outlook and help get your business off on the right foot in 2021. Here are a few ideas to consider to help protect and strengthen your business in the coming year.

- **Protect Against the Loss of a Key Employee.** Have you considered what might happen to your business operations if one of your most valuable, key employees passed away unexpectedly? The death of a key employee could be catastrophic to a business – the loss of expertise, as well as the cost to hire and train a replacement, could be significant. Life insurance coverage on a key employee can help by providing funds to help cover unforeseen costs and keep the business running.
- **Determine the Value of Your Business.** Do you know what your business is worth? For many business owners, their business is the largest asset they own, and knowing its value is critical to any planning they may do. Methods for determining a value can range from relatively simple calculations based on the company's past financial statements, to an in-depth appraisal. Your advisors should be able to recommend which method is most appropriate for your business based on the purpose and estimated cost.
- **Evaluate Succession Plans.** Do you have a written business succession plan in place? If so, are the documents up to date? Buy-sell agreements and funding should be reviewed periodically to make sure they still reflect the wishes of the owners. If you don't have a succession plan in place yet, why not set a goal to get that done this year. Who will take over the business if something should happen to you or if you decide it's time to retire? Better to think about your options now, when you have time to identify your successor and plan for a smooth transition.

Ask your Federated marketing representative about resources available to help accomplish some of these business goals this year.

This article is for general information and risk prevention only and should not be considered an offer of insurance or legal, financial, tax or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all losses. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. This information is current as of its publication date and is subject to change. Some of the services referenced herein are provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states. Qualified counsel should be sought with questions specific to your circumstances. All rights reserved.



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# PHCC SCORES IN COVID RELIEF; LEGISLATIVE CHALLENGES STILL TO COME

By Mark Valentini, PHCC National Director of Legislative Affairs

On Sunday evening, December 27, outgoing President Donald Trump signed the last piece of legislation to cross the Resolute Desk before the end of his term. The FY2021 omnibus spending package to keep the Federal government funded through September 30 included more than \$900 billion in COVID relief that has been haggled over by congressional leaders and White House staff for nearly nine months. After vigorous advocacy, PHCC got most of our policy priorities in the bill. Unfortunately, we could not secure liability protections for businesses against frivolous COVID litigation. While it was a priority for Republican Leader Sen. Mitch McConnell (R-KY) the proposal was excluded along with funding for state and local governments for COVID response so that an agreement could be made on the rest of the package.

Nonetheless, PHCC scored a slew of policy victories, including:

- Extension of the Paycheck Protection Program through March 2021;
- Full tax deductibility for qualified expenses paid with PPP funds;
- More eligible expenses, such as personal protective equipment, workplace and IT modifications, and damages from civil unrest;
- Eligibility for participation by 501(c)6 organizations;
- Inclusion of the American Innovation in Manufacturing (AIM) Act, establishing a framework and timeline for transition to the next generation of refrigerants;
- Funding for HVAC maintenance, repair, and upgrades for schools;
- Extension of the Section 25C tax credit for residential energy efficiency modifications through tax year 2021; and
- Permanent extension of the Section 179D tax credit for commercial energy efficiency modifications.

With a slim Democratic majority in Congress, the Biden administration is focused on another COVID package, the American Rescue Plan, that is expected to

include an additional \$1,200 in stimulus payments to qualified individuals, an increase to \$400 per week in federal pandemic unemployment through September 2021, a \$15 billion grant program for qualified small businesses separate from the PPP, considerable funding to state and local governments for emergency response and vaccine distribution, and, most concerning to PHCC, an extension of paid employee sick leave through September 2021.

PHCC Legislative Affairs staff will keep you posted on the latest developments once bill language is drafted for the next round of COVID relief. 📺

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# HR Question OF THE MONTH

## MASKS IN THE WORKPLACE - WHAT IS ACCEPTABLE?

### Question

When wearing masks in the workplace, what is deemed “inappropriate?” Some employees are using their masks to show their affiliation for or against political or social causes (i.e. #BLM, Back to Blue, or “Make America Great Again,” etc.). How can the employer differentiate how to determine what is acceptable and what is not acceptable?

### ANSWER

Outside of any messages on masks that are harassing, threatening, or unlawfully discriminatory (i.e., based upon any protected characteristics such as race, sex, color, religion, age, etc.), what is appropriate or inappropriate for the workplace is largely determined by the employer. For example, if the employer wishes to prohibit employees from wearing “#BLM, Back to Blue, or ‘Make America Great Again’” masks (note that an employer is not required to do this), it must then uniformly and consistently apply a clear rule on what types of masks are permitted in the workplace, to all employees, and which would likely include prohibiting employees from wearing any masks (you may wish to also include attire generally) that conveys messages on matters employees care about, or perhaps prohibiting any attire that conveys a message whether it contain text, a picture, or a symbol. Admittedly this can get a bit tricky given that certain categorizations can be broad and general, which in turn can create discrimination risk. Of course, as noted above, the employer need not permit any attire that contains harassing, profane, discriminatory, or threatening messages. However, if the employer were to restrict employees from wearing an article of clothing that includes certain political statements, social messages or

other beliefs, opinions, etc., this can be a slippery slope. As an example, would a shirt or mask displaying a peace symbol constitute a social or political belief and thus be banned?

Typically to effectively meet its objective of prohibiting certain “controversial” messaging on attire, including face masks, the employer may find that only an “all or none” approach will ensure that all employees are treated fairly and in a non-discriminatory manner. Indeed employees may come to the workplace possessing any number of views, opinions, beliefs or practices related to politics, religion or other sensitive or controversial topics, some or all of which may be different from those of their coworkers. The employer would do well to take steps to ensure that employees do not use company premises or work hours to espouse ANY such opinions and viewpoints (even if through their attire), particularly if offensive or disruptive, and to instead focus only on their work and objective work-related discussion when they are there.

To this end, as noted, the employer is within its rights to revise its dress code policy to specifically reference face masks and other articles of clothing that may include direct or indirect messaging. We recommend having local counsel review or draft any revised policy on this topic to ensure it meets your objectives while remaining compliant with applicable law (within our format we are unable to draft or review documents). Should the employer seek to restrict employees from wearing any articles of clothing, masks included, that espouse a message or endorse a political candidate, social movement, religious group, etc., but allow messaging in other cases, this can be potentially problematic given the variability. Indeed if one employee



shows up with a different cause or interest represented on a face mask or other attire, and some number of employees have been allowed to wear attire supporting other messages, then generally this needs to be tolerated (though certainly not if there were to be a profane, discriminatory, or threatening message worn).

Employers need to have very clear boundaries in their written policies to this effect as to what is and is not prohibited. As noted, typically the employer will find that it becomes an “all or nothing” proposition in order to ensure all employees are treated fairly and in a non-discriminatory manner. As a best practice, any new or revised policy should make clear that only neutral attire (including masks), void of any messaging or symbolism, etc. (including as to messages on matters employees care about), is permitted. While a policy prohibiting the espousing of views may engender considerable resentment from employees, particularly those who may wish to communicate their opinions, beliefs, affiliations, etc. on their apparel, as noted, an “all or none” approach mitigates against potential discrimination workplace concerns and ultimately may result in fewer morale issues (even if initially some employees resent it). The employer should ensure that any new policy language is clearly communicated to all personnel, and then uniformly applied and enforced as to all employees. The policy should stipulate the consequences for noncompliance, which should be meted out consistently when infractions occur.

Further, if employees come to work and behave unprofessionally or argue with each other, including about non-work matters, then the employer may and should still proceed with enforcing its normal disciplinary policies, ensuring that employees continue to behave in a professional manner during work hours and are productive, as they can be subject to a disciplinary consequence if they fail to do so.

The employer additionally has an obligation to ensure that the workplace is free from discrimination and harassment based on protected class status, including race, color, religion, gender, national origin, and disability, to name a few. If the employer becomes aware of workplace misconduct, then it absolutely should take prompt, remedial action to correct whatever impropriety it knows or discovers to be occurring.




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Ultimately, the employer is arguably within its right to establish a neutral dress code policy that is fair and consistently applied to all employees. That said, given that such policies may be met with employee resentment, as noted the employer may wish to have local counsel assist with reviewing or drafting such a policy on this topic, to ensure it meets the employer’s objectives while remaining legally compliant. 



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# COVID BACKWARDS, 2021 FORWARD

By Mark Breslin

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## COVID spelled backward is DIVOC.

So, how DIVOC is 2021 going to be different?

Well, the answer, among many, is leadership. If there is ever a test of our country, our industry, our companies, our families, and ourselves – it is our test of leadership. The question is, what do we use as the foundation for this leadership, and what can we take with us, beyond dumpster-fire memories, into this new year of 2021 and beyond. And there are three reasons why:

1. Our people are worn out, stressed and uncertain.
2. Asking them to “do more” is not a great option.
3. They need something but would not know how to ask for it.

What they want to see most of all is that you care about them. That you are putting people first. A lot of times, this is an organizational throw-away line that substitutes for authentic action. In our industry, it looks more like this: Pay people good money. Say nice things to them from time to time (or not so much) and give them more shit to shovel. It is safe to say that many people wore out their shovels in 2020. A level of fatigue has set in that is easily recognizable. Alcohol sales being up 32% might be some indicator here, but I guess coping comes in a lot of forms.

The truth is that what really jumped out at me is the power of authentic caring by leaders. Maybe that was because of our national state of mind, which is a cross between agitated and anxious. That said, it is the leaders who are exhibiting care, calmness and compassion that seem to stand out.

I will admit, during 2020, I personally found

these attributes in short supply more than once. As the pressure stayed on all year, I found myself lacking empathy at times. Lacking patience. Lacking understanding. Worn thin. Not thinking about the feelings of others, challenges, and fears. I imagined myself in other people’s shoes, but I did a poor job of it. I guess I failed in my leadership when I acted as though everyone were like me. What I learned was that the moment that I showed human concern, I got the best results. Where my commitment and empathy faded and I ended up empowering others to lead, they did so better than me. I will not forget these lessons. And these are not temporary lessons – they are vital ones even for someone who has held the CEO label for a long, long time.

How do we do it? By stopping long enough to display enough care so they can feel it too. By shifting priorities and perspective. By moving beyond driving for results. By recognizing that the grind does have limits. To instead lend the kind words and actions that compensate for the uncertainty and stresses our people continue to endure. To lead with empathy and care.

The key for all of us leaders as we go forward into 2021 is never to lose focus on what is most important in our leadership role: it is the people first, and they need and deserve the sincere care and empathy that comes with us being the best version of ourselves.



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# NEW PHCC MEMBER BENEFIT – 401K PLAN

Our mission at the association is to do everything we can to help members succeed by providing valuable services, promotional efforts, and member benefit programming. To that end, we're excited to announce a powerful new retirement planning solution that is now available exclusively for members of the Plumbing-Heating-Cooling Contractors Association. We've partnered with Lincoln Financial, a nationally recognized leader in retirement planning services, along with trusted experts from Certified Financial Services, to develop this unique program that leverages the strengths of group participation to provide a cost effective and easy way for you to implement a turnkey 401K employee program.

Our Multiple Employer Aggregation Program is a retirement plan solution that lets you offer your employees a competitive 401K benefit that can help reduce your fiduciary and administrative responsibilities in the process.

this Group 401K Plan can save you time and money, give you greater peace of mind, and provide added flexibility for your employees potentially.

- If you don't currently have a retirement plan option for your employees but are interested in adding this important benefit, please reach out to learn more and receive a proposal / quote. An employee Retirement Plan option can be a significant driver of employee retention as well as a recruiting benefit.

For next steps, please feel free to contact us for more information or reach out directly to our program's financial advisory partner: Sunny Springer – Certified Financial Services [Sunny.springer@cfsllc.com](mailto:Sunny.springer@cfsllc.com) (201) 843-7700.

- If you currently have a retirement plan for your company, it's worth asking for a free proposal to see if switching to



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# MEMBER BENEFITS

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## Everything You Need to Strengthen Your Business — Now and in the Future

As a member of the PHCC community, you plug into a powerful network of valuable resources and contractors at the local, state and national level — plus our own PHCC Educational Foundation — offering the knowledge, tools, programs and services you need to succeed. PHCC means business, from protecting your interests with lawmakers and preventing over-regulation to providing huge savings when you take advantage of member discounts on products and services.

### ● BEST PRACTICES

- Marketing & Advertising Resources
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- PHCC Water Supply Calculator App

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- Access to Online Communities
- Join PHCC Enhanced Services Groups
- Online Business Interest Groups
- CONNECT Conference & Tradeshow
- Online & Print Member Directory
- State & Local Chapter Events and Online Resources

### ● WORKFORCE DEVELOPMENT

- Plumbing & HVACR Apprentice & Journeyman Training
- Pre-Apprentice Courses
- Workforce Development Center and Resources
- Scholarships
- Assessment Tests
- Career & Job Fair Materials
- PHCC Career Center & Job Board

### ● ADVOCACY

- Legislative & Regulatory Participation
- Representation on All Code Body & Industry Coalitions
- State Legislative & Regulatory Tracking Tool
- Fight Against Over-Regulation
- Reinforcement of Industry Standards that Protect Public Health & Safety
- Regular Alerts on Laws, Regulations & Code Changes
- Annual Legislative Conference in Washington, D.C.
- Grassroots Network to Engage Members When Needed to Take Action

**WE MEAN  
BUSINESS**

180 S. Washington Street, Suite 100  
Falls Church, VA 22046

Phone: 703-237-8100 | 800-533-7694

Fax: 703-237-7442

Email: [membership@naphcc.org](mailto:membership@naphcc.org)  
[phccweb.org](http://phccweb.org)



# WE MEAN BUSINESS



## Member/Non-Member Tangible Benefits Comparison

		BENEFITS COMPARISON	
Apprentice/Journeyman Training	Member Price	Non-Member Price	SAVINGS
Pre-Apprentice Course	\$79	\$99	\$20
Plumbing and HVACR Textbooks			Up to 25%
Plumbing & HVACR Apprentice eLearning (Online - Available for 1st, 2nd, 3rd, and 4th year students)			Varies by state
Service Technician Training			
Frontline Service Training	\$749	\$849	\$100
Business Management Education			
Webinars - monthly online offerings on a broad range of topics covering business management, technical and emerging technologies	Member Benefit		
CONNECT Conference/Product & Technology Showcase	\$635	\$735	\$100
The True Cost of Running a Business	\$399	\$480	\$81
Service Manager/Supervisor - for service and repair contractors	\$749	\$849	\$100
UAC Conferences - for signatory contractors	\$600	\$650	\$50
CCA Conferences - for construction contractors	\$0	\$750	\$750
QSC Power Meetings - for service and repair contractors	\$680	\$710	\$30
Essentials of Project Management Course - Early Bird Registration	Members get early access to registrations		
Technical			
PHCC Water Supply Calculator App	Member Benefit	Member Benefit	Member Benefit
Techline - Expert Advice on Code Questions and Clarifications	Member Benefit	Member Benefit	Member Benefit
Code Book Discounts	Varies by chapter	Varies by chapter	Varies by chapter
Discount Programs/Programs			
ConsensusDocs - Unlimited Package	\$949	\$1,199	\$250
ConsensusDocs - Subcontracting Only	\$549	\$749	\$200
NATE Manuals	\$30	\$45	\$15
PHCC Who's Who Directory	Member Benefit	\$75	\$75
Fuel Discounts	Universal card, save \$.05 per gallon with ExxonMobil, enroll for free and more		Member Benefit
Aramark - work apparel	Save 25% on work clothes that promote your business		Member Benefit
TradeWraps Truck Wraps and Promotional Materials	5% discount on full or partial vehicle wraps and promotional items		Member Benefit
Enterprise Fleet Management	Discounts on vehicle leasing		Member Benefit
Market Hardware - Web site design and management	Discounts on website design, hosting and search optimization		Member Benefit
Hudson Ink - Marketing Services	Discounts on marketing services, free newsletter		Member Benefit
Time Communications	Discounts on 24/7 call answering services		Member Benefit
Green Sky	Discount on consumer loans		Member Benefit

Additional benefits and savings available through PHCC's state and local chapters.  
800-533-7694 | phccweb.org



# SAVE YOURSELF EFFORT. SAVE YOUR CUSTOMERS MONEY.

## Introducing the Rheem® ProTerra™ Hybrid Electric Water Heater

- **Easy Installation**  
0" Clearance Requirement
- **Easy Service**  
All service components  
on the front of the unit
- **Most Efficient**  
Up to 4.0 UEF
- **Unmatched Savings**  
Up to \$480/yr<sup>1</sup>
- **Quick Payback**  
Less than 2 years

[Rheem.com/HybridSolutions](http://Rheem.com/HybridSolutions)



Easy-to-use Controls

Condensate Connection

Easy-service Design

LeakGuard™ Auto  
Water Shut-off Valve<sup>2</sup>

Long-lasting  
Brass Drain Valve

Built-in 360° Leak  
Detection Cable<sup>2</sup>



The new degree of comfort.®

<sup>1</sup>Based on comparison of the 50-gallon Hybrid Electric model against the estimated annual operating cost of a standard electric water heater of like capacity manufactured prior to 2015 under NAECA II which is likely being replaced. Savings varies per gallon capacity.  
<sup>2</sup>Leak detection and leak protection built in for ProTerra Hybrid with LeakGuard only.

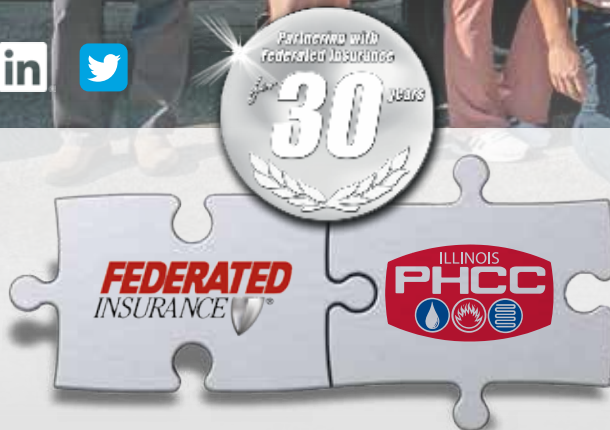


# Committed to Client Success

Our value is measured by your success. It's our business to protect yours.®

"We, at Plumb Works, are proud to work with Federated Insurance Company. They are a very highly respected company in our industry that believes in professionalism and continual education for their clients. This, in turn, helps create a safer work environment and enhances the culture of our company."

**Jerome Sabol**, Owner and President  
Plumb Works Inc.



**PHCC's 2020  
"Safety First!"  
Contractor of the  
Year Award Winner!**



Scan to learn  
more about  
what we can  
offer members.

**Commercial Insurance** Property & Casualty | Life & Disability Income | Workers Compensation | Business Succession and Estate Planning | Bonding  
**Federated Mutual Insurance Company and its subsidiaries\*** | federatedinsurance.com | Ward's 50® Top Performer | A.M. Best® A+ (Superior) Rating

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## 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)

- |   |  |
|---|--|
| <input type="checkbox"/> Plumbing               | <input type="checkbox"/> Backflow Inspection...EPA Backflow                          |
| <input type="checkbox"/> HVAC                   | Cert. # _____  |
| <input type="checkbox"/> Hydronics              | <input type="checkbox"/> Refrigeration   |
| <input type="checkbox"/> Process Piping         | <input type="checkbox"/> Commercial  |
| <input type="checkbox"/> Fire Sprinkler Systems | <input type="checkbox"/> Industrial  |
| <input type="checkbox"/> Underground Utilities  | <input type="checkbox"/> Residential   |
|   | <input type="checkbox"/> Service/Repair..... <input type="checkbox"/> 24 hr. service |

Signed \_\_\_\_\_ Date \_\_\_\_\_

The State Investment is \$245.00. The National Membership Investment is \$538.00. State and National are presented as a package for \$783.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

**QUESTIONS....1.800.795.7422**





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

**(217) 522-7219**



## Help Protect Your Business Against Social Inflation

In recent years, insurance claim amounts have risen sharply, fueled by an increasing tendency for juries to award plaintiffs massive sums when a business is the defendant. This phenomenon is known as “social inflation.” Social inflation is spurred by growing public distrust and negative sentiment toward businesses. These emotions, combined with a jury’s desire to secure perceived justice and compensation for plaintiffs it feels are wrongly injured, is resulting in higher punitive damages being the norm. This is particularly true when the litigation centers on a company driver involved in a vehicle crash.

So what does this mean for business owners? More uncertainty. Potentially higher insurance premiums brought on by more expensive losses industry-wide. A riskier business landscape. While there is no way to predict the outcome of a trial with certainty, you can help reduce the chances that your business will experience a catastrophic verdict.

- **Strengthen your policies** — especially your company driving policy. Prohibit mobile device use and other distractions, and remind employees to check their speed, avoid driving fatigued, and focus on the road while operating company vehicles or driving for business purposes.
- **Enforce your policies.** Without enforcement, you could appear more negligent to a jury, potentially leading to higher damages.
- **Train — and retrain — your employees.** Introduce company policies and best practices to employees upon hire and regularly review them with your staff. Present the information in fresh, memorable ways to increase retention.
- **Go beyond the minimum.** Create policies that follow federal, state, and local regulations, but don’t stop there. Consider prohibiting additional risky behaviors, where allowed by law. Going above and beyond what’s mandated could help prove your business is committed to helping keep your drivers safe on the road.
- **Don’t rest on your insurance policy.** Rising claims amounts aren’t just a problem for insurance companies. The amount a jury decides a business owes a plaintiff might exceed that business’s policy limits — and even its umbrella if it has one. If that happens to you, could you cover the excess amount and still keep your business afloat?
- **Make safety a cultural value.** If you can show that safety is among your foremost concerns, this could help support your defense against a claim of negligence, possibly reducing any potential settlement amount or jury award.

It’s easy to emphasize the dollar amounts — after all, seven- or eight-figure sums are huge and, in most cases, unprecedented. But what’s really important is preventing injuries and deaths. Our current environment is an opportunity to help protect your bottom line and employees. Evaluate your policies, look for opportunities to reduce distractions, strengthen your safety culture, and help make the road a safer place.

*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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## PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2021~

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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 22, 2021**



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# PHCC ILLINOIS

## AUXILIARY SCHOLARSHIP RULES

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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 22, 2021.**
  - 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



# Auxiliary



## T-Shirts

by the Illinois PHCC Auxiliary

Proceeds go to Scholarship & Industry Promotion

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

\_\_\_\_\_ Medium Long/short sleeve

\_\_\_\_\_ X-Large Long/short sleeve

\_\_\_\_\_ 3X-Large Long/short sleeve

\_\_\_\_\_ Large Long/short sleeve

\_\_\_\_\_ 2X-Large Long/short sleeve

**PLEASE CIRCLE SLEEVE LENGTH FOR EACH SIZE ORDERED.**

**Shirts are \$20.00 each plus \$5.00 for shipping.**

**Make Checks payable to the Illinois PHCC Auxiliary**

Mail payment and order form to Illinois PHCC Auxiliary Treasurer Becky Davis.

Becky Davis— P.O. Box 21—Deer Creek, IL 61733





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Bradford White  
**DEFENDER**  
Safety System™

**VITRAGLAS®**  
SUPERIOR PROTECTION SINCE 1951

BRADFORD WHITE  
**ICON**  
System™



On your next residential gas water heater installation, remember this - Bradford White Water Heaters are Built to be the Best® with exclusive innovative features like:

- **The Icon System™ Intelligent Gas Control** for better performance.
- **The Defender Safety System®** for peace-of-mind operation.
- **The HydroJet® Total Performance System** to reduce sediment buildup.
- **The Vitraglas® Enamel Tank Lining** for longer life.

**PLUS,** Bradford White Water Heaters are engineered for the pro for easier installation and service.

**Learn more at [bradfordwhite.com/innovations](http://bradfordwhite.com/innovations)**

  
**BRADFORD WHITE®**  
WATER HEATERS  
**Built to be the Best®**

STRATEGIC PARTNER







Find Class Dates or Register online at  
[www.shopbackflow.com/il/training](http://www.shopbackflow.com/il/training)



## CEU Registration Form 2021

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

IL PL# (Starts with 058 or J): \_\_\_\_\_

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

Billing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Credit Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ / \_\_\_\_\_ CCV: \_\_\_\_\_

**\*\*Due to COVID-19 restrictions, classes will be kept to a capacity of 10 attendees per class until the State increases the number of attendees we are allowed to have per gathering.\*\***

### Please CHECK which class you would like to attend:

**\*\*All classes will be held on Thursday Night's from 5pm – 9pm with Dinner included\*\***

☐ **BACKFLOW REPAIR COURSE \$95**

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.

☒ ~~January 7<sup>th</sup>~~ **FULL**

☐ January 21<sup>st</sup>

☐ February 4<sup>th</sup>

☐ February 18<sup>th</sup>

☐ March 4<sup>th</sup>

☐ March 11<sup>th</sup>

☐ March 18<sup>th</sup>

☐ March 25<sup>th</sup>

☐ April 1<sup>st</sup>

☐ April 8<sup>th</sup>

☐ April 15<sup>th</sup>

☐ April 22<sup>nd</sup>

☐ April 29<sup>th</sup>

**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](mailto:salesgroup@testgauge.net)