

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 107, No. 9

September 2021

## ILLINOIS PLUMBING CODE



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### CONTENTS

President's Thoughts . . . . .	4
15 For 12 Membership Campaign Returns! . . . . .	4
Time for Education! . . . . .	5
Plumbing Contractor Registration Renewal Time . . . . .	5
Illinois PHCC Expo South in Collinsville . . . . .	5
2021-22 Illinois PHCC CEU Schedule . . . . .	6
Mandatory Sexual Harassment Prevention Training . . . . .	7
Invest in your Future 2021 . . . . .	8
OSHA News . . . . .	9
Legislative Update . . . . .	10
Federated Risk Management Academy Info and Reply Form . . . . .	12-13
HR Question of the Month-Require Proof of Vaccination? . . . . .	14-15
Plumbing Codebook Order Form . . . . .	17
Risk Management Corner . . . . .	19
PHCC—National Association Announces Mark Ingrao as New CEO . . . . .	20
PHCC CONNECT 2021 . . . . .	21
Auxiliary T-Shirt Order Form . . . . .	22

### ADVERTISERS

Bradford White . . . . .	2
Connor Company . . . . .	23
Federated Insurance . . . . .	18
Hodes . . . . .	15
H.R. Stewart . . . . .	20
Metropolitan . . . . .	16
Rheem . . . . .	11
Test Gauge . . . . .	Back Cover
Torvac . . . . .	7
TS Brass . . . . .	9



# PRESIDENT'S THOUGHTS

by Brian Rich  
Illinois PHCC President

Last September I wrote a paragraph reminding everyone how Labor Day came about. This year I'd like to add to that with some fun facts. Labor Day is considered the "unofficial end of summer and the end to hot dog season", from Memorial Day to Labor Day 818 hot dogs are eaten every second in the United States and we still don't know what's in them; it's the "unofficial kickoff to the NFL season", Go Pack Go; the start of school for many, please be careful when driving through school zones; and the big reason why we celebrate Labor Day, to applaud the contributions and achievements of the 162 million men and women who are in the U.S. workforce. Hopefully you had a chance to relax with friends and family and maybe even caught a Labor Day Parade!

Speaking of workforce, we have added quite a few young men to our field crews. While this is very exciting for our future, it is a challenge at the same time. It shows us there are talented, hard-working people out there, but educating them in our line of work in a timely fashion can be quite the task.

Another challenge for our workforce has been the weather. Spring around here was cool and wet, late summer really heated up with temps in the mid 90's with heat indexes over 100. Keeping our employees healthy and well hydrated while working in miserable conditions is top priority.

COVID continues to have an impact on business. The latest uptick in cases is affecting the industry as we are seeing events starting to cancel. We are still experiencing material delays which are impacting the schedule and completion dates of many projects.

One event that has not cancelled is PHCC


CONNECT 2021. I encourage you to make plans to attend this 3-day conference October 20th – 22nd in Kansas City, MO. While in Kansas City you'll hear about the latest workforce trends and best business practices, get to see firsthand new products and technology on the market today, receive top notch education, and best of all - connect with others. I for one am excited to re-connect in person!

Times like this call for PERSEVERANCE – steadfastness in doing something despite difficulty or delay in achieving success.

Wishing you all best,

**Brian** 

## 15 FOR 12 MEMBERSHIP CAMPAIGN RETURNS!

If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between September and December of 2021, will have their National dues paid through December 31, 2022. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com. 



# TIME FOR EDUCATION!

As fall starts and students return to school, it is time for **Illinois Licensed Plumbers and Certified Plumbing Inspectors** to start getting their required continuing education hours.

The Illinois PHCC is offering online and in-person classes now through April of 2022. These classes offer a minimum of 3 different speakers and topics in each class. The topics include, but are not limited to, Emergency Showers & Eye Wash Stations, Diagnosing Today's Water Heaters, Excavation Safety, Cast Iron DWV Systems, Proper Methods for Installing Copper, Tool Safety, the Illinois Accessibility Code as it Relates to Plumbing, Water Quality & Waterborne Pathogens, Regulatory Updates, and more.


**All Illinois PHCC classes will provide State hours for Certified Inspectors and Licensed Plumbers.**

Go to [www.ilphcc.com](http://www.ilphcc.com) for more information and to register for a class.

## PLUMBING CONTRACTOR REGISTRATION RENEWAL TIME

All plumbing contractors registered with the Illinois Department of Public Health should have received a renewal form. Even though you may be renewing online, you must still fax **or** email the insurance and bonds. Only send those documents by ONE of these methods. Do **NOT** email and then follow up with a fax. This only causes confusion and delays the process. IDPH highly **recommends emailing**, rather than faxing.

Please make sure you look at all the materials carefully and submit your renewal as soon as possible - **DON'T DELAY**. Your registration is **NOT** considered renewed until full payment and your renewal documents (i.e. Surety Bond, Certificate of Insurance) are received. **All of these items MUST be received on or before September 30th to avoid late penalty.**

Questions on renewals may be directed to the IDPH Plumbing & Water Quality Program at 217-524-0791 or to [dph.plumbing@illinois.gov](mailto:dph.plumbing@illinois.gov). 

## ILLINOIS PHCC EXPO SOUTH IN COLLINSVILLE

Due to the continuing uncertainties of the COVID-19 pandemic, the Illinois PHCC will not be holding its tradeshow and continuing education class on October 29th at the Gateway Center in Collinsville, Illinois. We feel it is in the best interest of the health and safety of our attendees, exhibitors, and members to cancel this event.

The Illinois PHCC continues to provide online CEU classes for licensed plumbers and Certified Plumbing Inspectors. Please go to our website at [www.ilphcc.com](http://www.ilphcc.com) to register for one of our Fall classes. Class sizes are limited, so register soon.

We are still on track to hold our **Illinois PHCC Expo at Drury Lane, Oakbrook Terrace, on March 18, 2022**. Save the date to attend the biggest and best p-h-c tradeshow in the Midwest, along with our 800 seat CEU class!



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# 2021-22 ILLINOIS PHCC CEU SCHEDULE

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Below is our current schedule of continuing education classes for Illinois licensed plumbers. As classes are added, they will be posted on our website at [www.ilphcc.com](http://www.ilphcc.com). Please visit the website often for the latest information and to register for a class. **Registration links will be live at least 6 weeks prior to the class date.** All Illinois PHCC classes also provide State hours for Certified Plumbing Inspectors.

## 2021-2022 Continuing Education Dates

**September 24, 2021** - 12:00 pm - 4:00 pm (Online)

**October 8, 2021** - 12:00 pm - 4:00 pm (Online)

**November 13, 2021**- 8:00 am - 12:00 pm (Online)

**January 7, 2022** - 12:00 pm - 4:00 pm (Online)

**February 19, 2022** - 8:00 am - 12:00 pm (Online)

**March 18, 2022** – 9:00 am – 1:00 pm -

Drury Lane Conference Center, Oakbrook Terrace, IL

**April 22, 2022** - 12:00 pm-4:00 pm (Online)

**Registration information is at [www.ilphcc.com](http://www.ilphcc.com).**

Click the link for the class you would like to attend.

Registration links will be live at least 6 weeks prior to the class date.



# 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 31st each year 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 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](http://www.illinois.gov/dhr/training).



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*The PHCC Educational Foundation has been designated as a 501(c)(3) organization by the Internal Revenue Service, and your gift is fully deductible as allowed by law. If you have any questions, please contact John Zink at [zink@naphcc.org](mailto:zink@naphcc.org).*

**THANK YOU!**

# OSHA NEWS

Did you know that OSHA has a handbook that provides self-inspection checklists to identify workplace hazards and resources for small businesses? Download it at [www.osha.gov/sites/default/files/publications/small-business.pdf](http://www.osha.gov/sites/default/files/publications/small-business.pdf).

## U.S. Department of Labor Issues Updated Guidance

The U.S. Department of Labor's Occupational Safety and Health Administration has issued updated guidance to help employers protect workers from the coronavirus. The updated guidance reflects developments in science and data, including the Centers for Disease Control and Prevention's updated COVID-19 guidance.

OSHA continues to emphasize that vaccination is the optimal step to protect workers and encourages employers to engage with workers and their representatives to implement multi-layered approaches

to protect unvaccinated or otherwise at-risk workers from the coronavirus.

As part of the agency's ongoing commitment to review the COVID-19 Healthcare Emergency Temporary Standard every 30-days, OSHA also said that the safeguards set forth by the standard remain more important than ever. After reviewing the latest guidance, science and data, and consulting with the CDC and partners, OSHA has determined the requirements of the healthcare ETS remain necessary to address the grave danger of the coronavirus in healthcare. OSHA will continue to monitor and assess the need for changes in the healthcare ETS each month.

Our priority is the safety and health of workers, and we will continue to enforce the law to ensure workers are protected from the virus while they are on the job, including through OSHA's National Emphasis Program on COVID. 🇺🇸



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# LEGISLATIVE UPDATE

By BEV POTTS

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The following industry related bills were passed by the Illinois General Assembly in its Spring Session and have recently been signed into law by Governor Pritzker.

## Plumbing/Piping/Trade Related Bills:

**HB 158 (C. Lilly)** Amends the Nursing Home Care and Hospital Licensing Acts to require that a facility develop a policy for testing of its water supply for Legionella bacteria. Passed both chambers, signed by the Governor and is now Public Act 102-0004.

**HB 713 (N. Hammond)** Amends the Radon Industry Licensing Act. Provides that all electronic radon detection devices sold in this State to individuals licensed in accordance with the Act must be calibrated to ensure the accuracy and precision. Passed the House and Senate. Signed by the Governor on August 6<sup>th</sup> to become PA 102-0274.

**HB 2543 (D. Ugaste)** Extends the repeal date of the Water Well and Pump Installation Contractor's License Act from January 1, 2022 to January 1, 2027. Passed the House and the Senate. Signed by the Governor on August 20<sup>th</sup> and is PA 102-0437.

**HB 2776 (L. Greenwood)** Provides that military service members and their spouses may engage in the practice of their occupation or profession by reciprocity from other jurisdictions without being licensed by the State of Illinois. Amended to address our concerns and passed both chambers. Signed by the Governor and is PA 102-0384.

**HB 3739 (L. Robinson, Jr.)** Creates the Lead Service Line Replacement and Notification Act. Requires a water supply to perform specified activities. Various amendments. Passed in the House and the Senate and signed into law on August 27<sup>th</sup>. Updates will be provided as the rules are developed to implement PA 102-0613.

## Other Construction/Business Related Bills:

**HB 653 (D. Avelar)** Provides that groundwater monitoring shall be required for all clean construction or demolition debris fill operations and all uncontaminated soil fill operations. Amended and passed in the House and Senate, signed by the Governor on August 6<sup>th</sup> to become PA 102-0271.

**SB 2494 (R. Villilavam)** (An IMSCA Initiative) Amends the Mechanics Lien Act to provide that the changes made by Public Act 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, 2026 (rather than December 31, 2021). Amended and passed in the House and the Senate, signed by the Governor on August 20<sup>th</sup> and is PA 102-0563.

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





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- Selection Risks and Pitfalls
- Underwriting Your Business
- Family and Business Succession Planning
- Claims Management
- Employment Practices Risk Management
- Managing Your Workers Compensation
- Risk Managing Your Drivers

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[Register Here](#) for this session. [Click Video](#) to learn about the seminar. If you have questions regarding the event or the registration process, please feel free to contact Royetta Spurgeon at Federated at 507.455.5604 or email [DRM@fedins.com](mailto:DRM@fedins.com).

Registration deadline: Monday, October 4, 2021.

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## Reply Form

### Risk Management Academy

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Please Print:

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# HR Question OF THE MONTH

## REQUIRE PROOF OF VACCINATION?

### Question

Can a business require employees to show proof they are vaccinated against Covid-19? If the employee is not vaccinated or refuses to show proof of vaccination can the business legally require those employees who are not vaccinated or refuses to show proof of vaccination to wear a mask inside the business?

### ANSWER

Within the guidelines set forth by the federal Equal Employment Opportunity Commission (EEOC), employers are not prohibited from asking applicants and employees whether they have received the COVID-19 vaccine and if they have, can also request receipts of such vaccinations. We recommend reviewing this guidance which can be found at section K (<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19>), particularly at question K.9. which provides:

“K.9. Under the ADA, is it a ‘disability-related inquiry’ for an employer to inquire about or request documentation or other confirmation that an employee obtained the COVID-19 vaccine from a third party in the community, such as a pharmacy, personal health care provider, or public clinic? (12/16/20, updated 5/28/21)

No. When an employer asks employees whether they obtained a COVID-19 vaccine from a third party in the community, such as a pharmacy, personal health care provider, or public clinic, the employer is not asking a question that is likely to disclose the existence of a disability; there are many reasons an employee may not show documentation or other confirmation of vaccination in the community besides having a disability. Therefore, requesting documentation or other confirmation of vaccination by a third party in the community is not a disability-related inquiry under the ADA, and the ADA’s rules about such inquiries do not apply.

However, documentation or other confirmation of vaccination provided by the employee to the employer is medical information about the employee and must be kept confidential.”

Thus, an employer can ask about COVID-19 vaccination statuses and for proof of the same if employees or applicants indicate they are so vaccinated. To the extent the employer will seek to make inquiry about COVID-19 vaccination

status, it should do so individually and not in a group setting, and make such inquiry of all employees and/or applicants and not just some without others. The employer should determine the appropriate representative/agent to make such inquiries of employees if it does so. Individual managers or supervisors can be tasked with securing this information, or perhaps HR personnel may do so. Regardless, the employer has an obligation to ensure that those asking the questions and receiving the answers do so in a manner that maintains confidentiality as required by law. Indeed, question K.4. at the link above provides:

“Is information about an employee’s COVID-19 vaccination confidential medical information under the ADA?” (5/28/21)

Yes. The ADA requires an employer to maintain the confidentiality of employee medical information, such as documentation or other confirmation of COVID-19 vaccination. This ADA confidentiality requirement applies regardless of where the employee gets the vaccination. Although the EEO laws themselves do not prevent employers from requiring employees to bring in documentation or other confirmation of vaccination, this information, like all medical information, must be kept confidential and stored separately from the employee’s personnel files under the ADA.”

For more information, please go to <https://www.eeoc.gov/laws/guidance/ada-primer>.

The EEOC also supports employers that seek to require employees to be vaccinated as a condition of employment, so long as employers provide reasonable accommodations under Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act (ADA) based on any one or more employees’ sincerely held religious beliefs or disability, respectively. In this regard, the EEOC guidance first linked above at question K.1. provides in part:

“Under the ADA, Title VII, and other federal employment nondiscrimination laws, may an employer require all employees physically entering the workplace to be vaccinated for COVID-19? (5/28/21)

The federal EEO laws do not prevent an employer from requiring all employees physically entering the workplace to be vaccinated for COVID-19, subject to the reasonable accommodation provisions of Title VII and the ADA and other EEO considerations discussed below. These principles

apply if an employee gets the vaccine in the community or from the employer. ... In some circumstances, Title VII and the ADA require an employer to provide reasonable accommodations for employees who, because of a disability or a sincerely held religious belief, practice, or observance, do not get vaccinated for COVID-19, unless providing an accommodation would pose an undue hardship on the operation of the employer's business. The analysis for undue hardship depends on whether the accommodation is for a disability (including pregnancy-related conditions that constitute a disability) (see K.6) or for religion (see K.12)..."

As to masks and facial coverings, note as well that the Center for Disease Prevention and Control (CDC) issued guidance relaxing mask requirements for individuals who have been "fully vaccinated" against COVID-19 (see <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>). Bear in mind also that employers have long had an obligation under occupational safety and health laws to

provide and preserve a safe and healthy workplace. Accordingly, employers should consult counsel before making determinations about the propriety of abandoning mask usage for personnel when at work indoors and/or on company property, and particularly as to employees who are not vaccinated or refuse to disclose their vaccination status. The federal Occupational Safety and Health Administration (OSHA) has updated its guidance following the recent adjustments by the CDC. You may want to visit [www.osha.gov](http://www.osha.gov) to review for more information.

Some states and locales have also passed legislation and/or issued guidance regarding mask usage and/or mask abandonment in the workplace. You will want to confer with local counsel in your jurisdiction for specific legal advice and to ensure compliance within your organization.

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## PHCC FREEZES NATIONAL MEMBERSHIP DUES

For the second year in a row, the PHCC Board of Directors has voted to keep the National membership dues at current levels instead of reflecting an annual adjustment increase. This Board action represents an effort to offer some relief to our contractor members as we all continue to manage ongoing COVID challenges. PHCC—National appreciates the continued loyalty and support of all our members. We're pleased to report consistent member retention rates, reinforcing the heightened value contractors realized this year, as evidenced in our recent Contractor Sentiment Survey. With your support – and feedback – PHCC is well positioned to continue strengthening your company through challenging times and beyond!



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## Don't Take the Bait from Phishing Scammers

In our modern world, the use of emails as a primary form of communication has become the norm. But with this comes the risk of cyberattacks that prey upon you and your employees who use email in increasingly clever ways.

Phishing emails are sent by scammers to try to gain access to basic information from users. Once they have this, they may be able to infiltrate your email, I.T. network, bank account, or other accounts. Even the use of spam filters may not be enough to catch every phishing email that tries to sneak into your inbox. So what can be done to keep your business's information and accounts safe?

**Know what to look for.** Phishing emails can be very convincing. They might seem to come from friends, family members, coworkers, authorities, or even use familiar logos to appear similar to companies you trust. But if you look closely, there are generally ways to tell if they are legitimate. A few things to keep an eye out for may be:

- Typos and grammar errors
- Incorrect or mismatched email addresses
- Generic signatures
- "Too good to be true" claims or offers of large rewards
- False invoices
- Fear tactics, such as urgent calls to action, suspicious activity, or failed log-in attempts
- Asking you to confirm or fill in personal information

It's important to note that legitimate companies generally have domain emails, won't ask for sensitive information, and don't send unsolicited attachments. Their links will match legitimate URLs, and they won't try to trick you into clicking on anything.<sup>1</sup>

**Add extra layers of protection.** Make sure to look into the use of anti-virus software and ensure it is up to date. Also, consider the use of multifactor authentication, which requires two or more credentials to log in. If a scammer were to convince an employee to fall for a phishing scam, multifactor authentication can help make it more difficult to successfully get into that employee's accounts.

Back up important data on a regular basis in case the worst were to occur. This is a good practice in general, but can be especially helpful to keep your records and documents in safe standing should the originals be compromised.

**Report phishing attempts.** If you or your employees have successfully identified a potential phishing email, report the message and delete it from the inbox right away. Most email hosts have an option to report spam and block specific email addresses. If you are questioning the validity of an email, take a moment to read it carefully and look up any keywords or identifying notes that could lead you to make an informed decision. And, if you suspect you clicked on a bad link, take action right away by contacting your information security department.

Phishing emails could put you and your business in danger. When in doubt, be wary of suspicious emails and don't take the bait.

<sup>1</sup> Federal Trade Commission Consumer Information. <https://www.consumer.ftc.gov/articles/how-recognize-and-avoid-phishing-scams#recognize>

*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.*





## PHCC—NATIONAL ASSOCIATION ANNOUNCES MARK INGRAO AS NEW CEO

The Plumbing-Heating-Cooling Contractors—National Association (PHCC) is pleased to announce that Mark S. Ingrao, CCP, CAE, has been selected as its new chief executive officer (CEO). **PHCC CEO Michael Copp** will retire from PHCC in December 2021, and Ingrao officially assumes duties as CEO on Oct. 22 during PHCC's Annual Business Meeting at PHCCCONNECT2021 in Kansas City, Missouri.

Ingrao brings more than 18 years of executive-level association management experience, most recently serving as CEO of the Northern Virginia Building Industry Association. Prior to that, he was president and CEO of the Greater Reston Chamber of Commerce. He also has served as principal of Aspen Strategies, LCC and vice president of government affairs for the National Apartment Association. He began his association career with the Apartment and Office Building Association.


“Mark has a solid record in association management, a keen eye for small business having served as a local chamber executive, and experience working with construction industry stakeholders,” says PHCC President Hunter Botto. “We welcome him to our team, confident that he will continue to expand the services we offer our member contractors, strengthen our industry partnerships, and build a better future for PHCC and the industry.”

Ingrao has been exposed to the building trades his entire life; his father was a carpenter and owned a construction company specializing in high-rise multifamily and commercial complexes. Prior to his association positions, he was an associate with the executive recruiting firm of Heidrick & Struggles, manager of recruitment for the National Business Development Practice of Arthur Andersen, LLP, and held various positions at Washington Gas.

Ingrao also is active with several professional and community organizations, having served on boards for the Fairfax County's Economic Advisory Commission, Reston Hospital Center, Northern Virginia Transportation Alliance, and the University of Mary Washington, among others.

He earned a Bachelor of Arts degree in Economics from the University of Mary Washington and is a

Certified Association Executive (CAE) and a Certified Compensation Professional (CCP).

“During my recent interactions with PHCC, I have been impressed with the passion of the members and their vision for the industry,” says Ingrao. “I look forward to working with the member-leadership and staff to develop future strategic plans for this well-respected and long-established organization and building on the terrific achievements of the PHCC federation.” 



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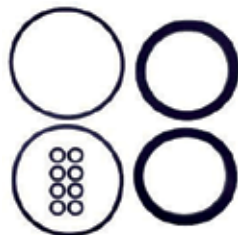


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