

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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# PRESIDENT'S THOUGHTS

by Brian Rich  
Illinois PHCC President

It's been tough the past few months to find things to write about due to lack of events. Not this past month. First, my usual family update. Rachel turned 3 and we celebrated her birthday in Columbia, Missouri. We did all the usual things a 3-year-old likes including multiple trips to the park to play, long walks, swimming and ending every day with ice cream. The day after Rachel's birthday, we got to celebrate Amanda's White Coat Ceremony. She has finished her class work and has now moved onto the clinical portion of her journey to become a veterinarian.

In industry news, I was able to attend a PCA event in Cleveland Ohio. This session focused on the service plumbers. Cleveland provided everything from sessions about large equipment purchases to technical and soft skills. I personally enjoyed large equipment purchases which was right in our wheelhouse. The discussion about having an in-house expert before the purchase of something like a vac truck, was invaluable to a contractor like us.

October 6th – 8th Tammy and 4 project managers attended a Construction Contractors Alliance of PHCC (CCA) event in Dallas. This event focused on educating the project managers on Project Financials including WIP Reports, Contracts, Technology in the Construction Industry, and the Handoff Meeting. What was great about this event is that all 5 of our people brought something different back. Each one made different connections with other PM's and really looked for ways to apply what they learned to their position within our company. I was incredibly pleased with the decision to send all 4 PM's and not just 1.

October 18th – 22nd I attended PHCC Connect in Kansas City. I believe the National Convention was a huge success. Tuesday was the business meeting, (in person, pretty crazy right) and I didn't fall asleep. At this meeting I presented the UAC report. UAC (Union Affiliated Contractors of PHCC) along with all associations, has had its issues with declining membership. It's always that tug of war of whether or not the association provides beneficial services like education, political action, and representation, or if provided, do the member contractors take advantage of what's provided and participate. It's easy to become overwhelmed with the day-to-day work activities, but being

involved with your PHCC association from the local, state, and national level helps to provide that benchmark that most of us need to determine if we are truly headed in the direction we think we are. I would like to give a huge shout out to the IL PHCC Auxiliary. The Auxiliary received both a First Place and an Honorable Mention in the Humanitarian & Recruitment category and a First Place in Image in the Robert Cox Awards. The magazine you are reading won awards in the AEC Communication Awards category. The magazine awards were for Best Convention/Trade Show Issue and Best Membership Directory Issue. The biggest shout out goes to Gail McWilliams. Gail has devoted years to the IL PHCC Auxiliary, as well as, the National PHCC Auxiliary and was recognized as the Larry Dore Member of Year. Well-deserved recognition, congratulations Gail!!

I always have a target, a goal, an initiative that I'm working on. At G.A. Rich our latest initiative has been to improve our in-house meetings. The PM's going to Dallas and coming back motivated has helped to move this along. It's not always about having a meeting scheduled and quantity of them, but about the quality of each meeting, giving the team clear direction to move forward. This will continue to be top of the list in 2022.

I'm going to take this opportunity to reiterate a few thoughts from last November. I encouraged everyone to shop local. This year that sentiment is even stronger. Most of our local restaurants and retailers have been hit hard the past 20 months. Please patronize them. 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 and associate members that support our industry. Be sure to thank them the next time you make your purchases or call them for assistance. On Thursday, 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 delivery driver, the grocery store employee, your co-workers and especially your family.

Happy Thanksgiving to all!

**Brian**



# TIME FOR EDUCATION!

**Now is a good 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.**



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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

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

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

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

**Friday, March 18, 2022** – 9:00 am – 1:00 pm - Drury Lane Conference  
Center, Oakbrook Terrace, IL

**Friday, 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.



# ILLINOIS MASTER PLUMBER MAGAZINE RECEIVES AWARDS

At the recent PHCC National Convention, PHCC Connect '21, the Illinois PHCC monthly publication received two awards. The Association Executives Council (AEC) of PHCC's Awards for Excellence in Communication are judged by a panel of experts against other state and local associations.

The Illinois Master Plumber magazine received an award for "Outstanding Achievement in Production of a Membership Directory" and another award for "Outstanding Achievement in the Production of Events/Convention" for the 2020 Expo issue. 



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# IN MEMORY

We were saddened to learn of the passing of Illinois PHCC Auxiliary member **Deatra "Dea" Hicks** on October 10th, 2021, at her home south of Graymont, IL. She was the wife of Illinois PHCC past president, Chuck Hicks.

She is survived by her devoted husband and best friend, Chuck; son, Todd (Tammy) Hicks of Elmhurst, IL; daughter, Teri (Ray) Thorsen of Waterford, WI; four grandsons, and her mother, Leatrice Mitchell.

Dea had worked for the plant manager of Motorola in Pontiac as the Executive Secretary, the Graymont Co-op, and the State Bank of Graymont before she became Postmaster relief in Graymont in 1978. She then became Postmaster in 1986 until she retired in 2005.

Always kind and giving to others, she served as a Graymont Neighborhood Club member and president; a leader for the Graymont 4-H club; member, secretary, and chaplain for the Illinois Plumbing, Heating, Cooling Contractors Auxiliary; and a Pontiac OSF Auxiliary board member where she helped run two very successful fund-raising events for the OSF Auxiliary.

Her love of Christ led her to be involved on different boards of the church, teaching Sunday School, and being a leader and chaperone for the American Baptist Youth Fellowship. She served on the local America Baptist Women's board and the Illinois State Great Rivers Region board.

Dea's funeral was held on Friday, October 15, 2021, at Duffy-Baier-Snedecor Funeral Home in Pontiac with Reverend James O. Wolfe III officiating. Burial was at the Rooks Creek Cemetery. Memorials may be made in Dea's name, to the Alzheimer's Association of Bloomington/Normal, Illinois, OSF Hospice, OSF Auxiliary at Pontiac, or to a donor's choice.

The Illinois PHCC and Auxiliary offer their sincere sympathy to Chuck and his family. 🕊️

## 15 FOR 12 MEMBERSHIP CAMPAIGN CONTINUES!

If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between now and December of 2021, will have their dues paid through December 31, 2022. That is 2 months of membership benefits for FREE! See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com.



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# THE ILLINOIS PHCC EXPO IS BACK!!

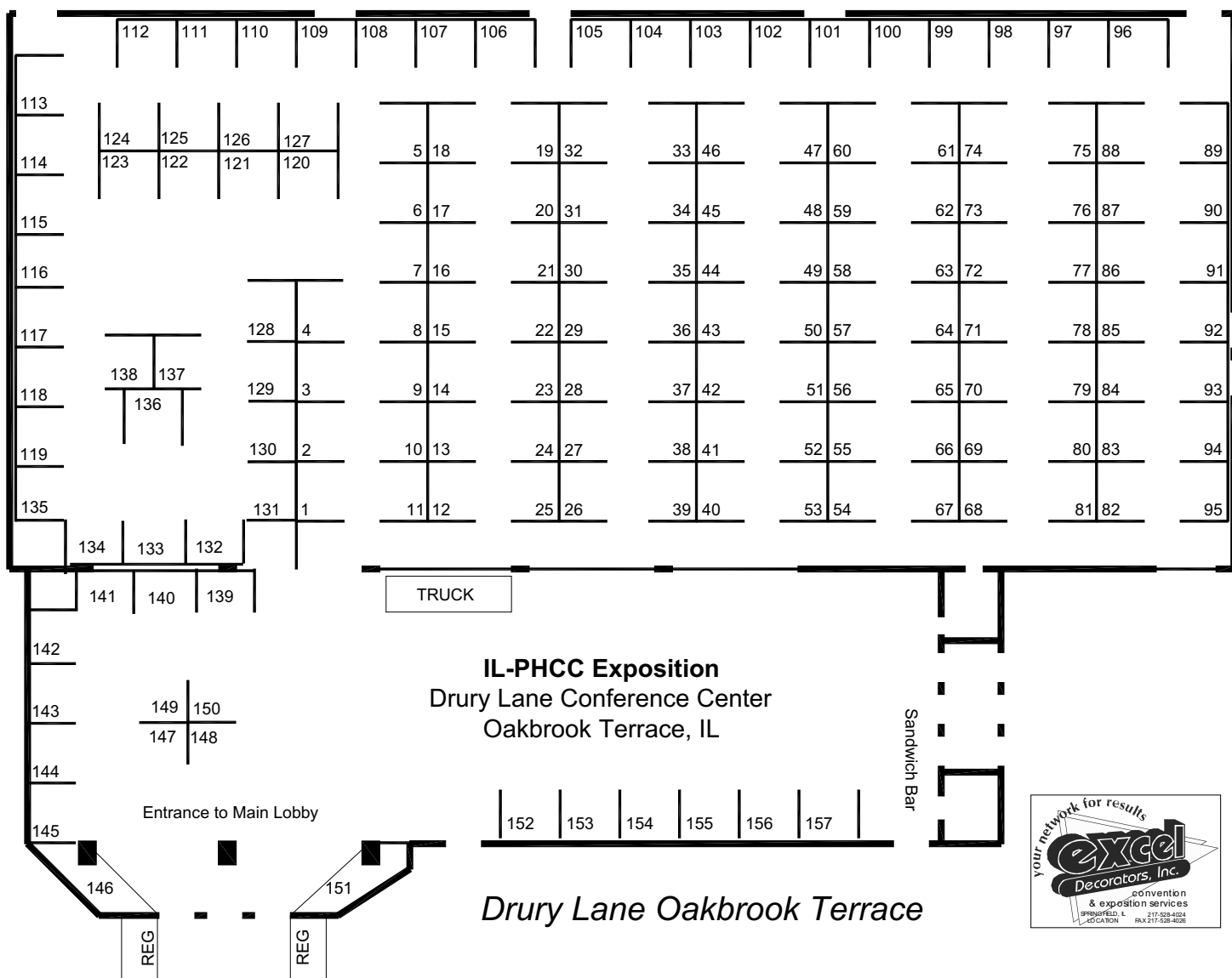
After a 2-year hiatus due to the pandemic, the Illinois PHCC has scheduled **Friday, March 18, 2022** as the date for our annual **Expo & Educational Day**. The Expo will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.

The March 18th date will be a day for educational opportunities and attending the EXPO. A 4-hour continuing education program will be offered on Friday morning. This will be held in the

theatre and will allow us to provide up to 900 people with their CEU credit. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.

Exhibitors may secure their booth space by using the forms in this issue of the magazine, or by going to our website at [www.ilphcc.com](http://www.ilphcc.com).

Plan now to attend the biggest and best p-h-c tradeshow in the Midwest!





## 2022 Exposition Application & Contract

### March 18, 2022

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

Type or Print Company Name as it is to appear on Printed Material

Booth Preference: Indicate Booth Preference as Shown on Floor Plan.

# of 8'x10' Booth spaces \_\_\_\_\_ Choices 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_ 4. \_\_\_\_\_

**All distribution of materials and placement of signs MUST stay within your assigned booth space. No solicitation will be allowed outside of your booth space. No trucks, trailers or displays will be allowed outside the entrance of Drury Lane without the permission of the Illinois PHCC.**

**Booth Costs:** One to three booths - \$795 each. Four or more booths - \$770 each.

**Discount price for Illinois PHCC Associate Members:**

One to three booths - \$695 each. Four or more booths - \$670 each.

**\$150 deposit per booth must accompany application form. 5% discount if full amount of booth cost is paid prior to December 31, 2021. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2022.**

**Make check payable to: Illinois PHCC, 821 South Grand Ave. West, Springfield, IL 62704**

Company \_\_\_\_\_

Street Address or P.O. Box \_\_\_\_\_

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

Contact \_\_\_\_\_

Phone Number \_\_\_\_\_ Cell Number \_\_\_\_\_

E-mail \_\_\_\_\_ Website \_\_\_\_\_

Signature \_\_\_\_\_

The following products or services will be displayed: \_\_\_\_\_

Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to January 1, 2022 a full refund will be made. No refunds after January 2, 2022. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Drury Lane Conference Center. ***In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 800-795-7422 with any special requests.***

Booth Assignment(s) \_\_\_\_\_

Date \_\_\_\_/\_\_\_\_/\_\_\_\_ Signed: \_\_\_\_\_

Illinois PHCC Executive Director/Show Manager

# Illinois PHCC Exhibitor Terms and Conditions

**Management:** This event is sponsored by the Illinois Plumbing, Heating, Cooling Contractors Association (IL PHCC), herein designated as the “Management”. Management has the sole authority to accept or reject an application to exhibit in any Illinois PHCC Expo and to determine which exhibitors are the best fit for attendees. An Exhibitor is an applicant for booth space that has been accepted for participation in the trade show by Management.

**Booth Assignment:** Management reserves the right to make all final decisions for booth assignment, layout, and configuration. Every effort will be made to assign the exhibitor’s requested booth choices. Participation is at the sole discretion of Management and reserves the right to cancel any exhibitor.

**Display Restrictions:** All products, services, or literature displayed must fit within the allotted 8’ x 10’ booth space. Exhibits may not project beyond the space allotted or interfere with traffic, other exhibits, including line of sight. Exhibits may not extend into any aisle. Management reserves the right without recourse to prohibit any portion of any exhibit, which in its opinion is not suitable, or in keeping with the character of the event. This reservation of rights by Management applies to persons, things, conduct, printed matter, catalogs, and any other material relating to or affecting the event. No signs, banners, or flyers may be displayed or distributed outside of assigned booth space. The use of any public area outside of assigned booth space for the display of signage, solicitation, products, services, demonstrations, distribution of circulars, or other material is prohibited. Anyone not assigned a booth space will not be permitted to solicit business or distribute information/samples on the show floor or anywhere inside or outside the tradeshow facility. No trucks, trailers, or displays will be allowed outside the entrance of or in the parking area of the Drury Lane Conference Center without permission of the Management.

**Food and Beverage:** Absolutely **no** alcohol is to be given out or sold in any booth. Alcohol must be purchased from the bars provided and staffed by the trade show facility. Food and beverages must be purchased from the facility and only with prior approval of Management. Snack size or smaller candy or snacks may be given out. There is to be no use of popcorn machines, chocolate fountains, microwaves, etc. without written approval by the Management and the facility.

**Liability and Insurance:** Neither the Management nor the Drury Lane Conference Center will not be responsible for lost, stolen or damaged goods, or damage to the Drury Lane Conference Center. It is the sole responsibility of the exhibitor to obtain such insurance.

Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

**No Conflicts:** There shall be no activities planned in conflict with this event.

**Force Majeure:** If the event venue or any part of the exhibit area is unavailable whether for the entire event, or a portion of the event as a result of wind, fire, flood, natural disaster or any other such cause or as a result of governmental intervention, malicious damage, acts of war, terrorism, strike, lockout, riot or other cause or agency over which Management has no control, or should Management decide that because of any such cause it is necessary to cancel, postpone, or re-site the event or reduce the exhibit time, Management shall not be liable to indemnify or reimburse the Exhibitor in respect of any damage, loss, direct or indirect, arising as a result thereof.

I agree to the above terms and conditions as well as those included on the contract.

Signature \_\_\_\_\_ Company Name \_\_\_\_\_

Date \_\_\_\_\_



# CELEBRATING THE VERY BEST OF 2021

## *PHCC—NATIONAL AWARDS PROGRAM:*

### *2021 WINNERS*

By Staff Writer, PHCC-National Association

2021 Col. George D. Scott Award: **Bill Jones**, Raven Mechanical, Houston, Texas

2021 Plumbing Contractor of the Year (sponsored by Delta Faucet Company): **James Lindsey**, Lindsey Brothers, Inc., Virginia Beach, Virginia, and **Paul Ongaro**, Ongaro & Sons, Santa Rosa, California.

2021 HVAC Contractor of the Year (sponsored by Rheem): **William Mock**, Mock Plumbing & Mechanical, Inc., Savannah, Georgia

Federated Insurance “Safety First! Contractor of the Year”: **Brent and Ruby McDiarmid, Glenn Mechanical Inc.**, El Dorado, Arkansas

2021 Plumbing Instructor of the Year (sponsored by Milwaukee Tool): **Tony Bertolino**, Norfolk Technical Center

2021 HVAC Instructor of the Year (sponsored by Milwaukee Tool): **Jim Fusco**, Granite State Trade School

### **The Association Executives Council (AEC) announces the following Chapter Awards for Excellence in Communications winners:**

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

Convention/Events: **PHCC of Illinois**

Magazine: **PHCC of New York**

Membership Directory: **PHCC of Illinois**

Newsletter/E-Newsletter: **PHCC of Tennessee**

Social Media: **Plumbing Industry Council of St. Louis**

Website: **Gulf Coast PHCC**

### **PHCC Government Affairs Recognizes the Following Chapters for Excellence in Advocacy**

**PHCC of Texas** is the recipient of the 2021 PHCC Legislative Award for their work to ensure the Board of Plumbing Examiners remains intact for the next five years, thereby preserving the state’s plumbing license.


**PHCC of Ohio** is the recipient of the 2021 PHCC Grassroots Award for their work in their innovative advocacy and relentless pursuit of statewide residential contractor licensing requirements, resulting in legislation that may finally become law after ten years of pressuring state lawmakers.

### **Investing in the Future and Scholarships**

Invested in the next generation of industry leaders, the PHCC Educational Foundation and the PHCC National Auxiliary announced scholarship awards totaling \$189,815 this year: the Auxiliary Scholarship Committee awarded just under \$40,000 to 18 deserving students, and the Foundation and its industry partners awarded \$150,000 to 55 apprentices and college students.

Also during **PHCCCONNECT2021**, the Foundation announced that it raised more than \$230,000 through its Invest in Your Future Campaign. With matching funds from InSinkErator, Ferguson, Moen and NIBCO, plus A. O. Smith, Bradford White, Federated Insurance, the International Code

Council, Milwaukee Tool, Rheem, Scorpion Home Services 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 Moen, who provided \$87,000 in new sponsorships and gifts this past year, including a gift to our Endowment. 

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### GAIL McWILLIAMS RECIPIENT OF NATIONAL AUXILIARY AWARD

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During the recent PHCC National Convention in Kansas City, Illinois PHCC Auxiliary President Gail McWilliams of Urbana, Illinois was presented with the Larry Dore Member of the Year Award.

The distinguished **Larry Dore Member of the Year Award** recognizes an Auxiliary member who is active in many areas of life in addition to his or her work with the various levels of the Auxiliary. This prestigious award recognizes a member who has made a substantial contribution to the p-h-c industry and/or their community, and who willingly gives time and talent to better the Auxiliary and the industry. This award is sponsored by InSinkErator and was presented on their behalf by Rob Grim and Joe Dillon.



Pictured (L-R) are Rob Grim, Gail McWilliams, National Auxiliary President Susie Greene, and Joe Dillon. 

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### ILLINOIS AUXILIARY RECEIVES TWO ROBERT M. COX HUMANITARIAN AWARDS

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The prestigious Robert M. Cox Humanitarian Awards, sponsored by InSinkErator, recognize outstanding efforts by a state or local Auxiliary in two categories: Image, and Humanitarian/Recruitment. Judging is based on the impact an auxiliary has made on the p-h-c industry or local community, joint cooperation between Auxiliary and contractor association, and the description of the implementation of the activity and results achieved. First and second prizes each receive a monetary award. The 2021 awards were announced during Connect '21 on October 20th in Kansas City, Missouri.

#### **Auxiliary Robert M. Cox Humanitarian Awards**

- **Image 1st Place** – PHCC Auxiliary of Illinois (Community Service)
- **Image 2nd Place** – PHCC Auxiliary of New Orleans (Convention)
- **Humanitarian/Recruitment 1st Place** – PHCC Auxiliary of Illinois (CEU/Support of PHCC)
- **Humanitarian/Recruitment 2nd Place** – PHCC Auxiliary of New Orleans (Recruiting into the Industry)
- **Humanitarian/Recruitment Honorable Mention** – PHCC Auxiliary of Illinois (Scholarships)

Congratulations to the Illinois Auxiliary on these very deserving awards. 

# PHCC NATIONAL ASSOCIATION

## ELECTS NEW LEADERS

During the Annual Business Meeting at PHCCConnect'21, members elected Joel Long, president of GSM Services in Gastonia, North Carolina as National President; Joe Cornetta, co-owner of Cornetta Bros. Inc. Plumbing & Heating in Elmont, New York, as PHCC—National Vice President. In addition to Long and Cornetta, the 2021-2022 PHCC Executive Committee includes President-elect Dave Frame of Indiana, Secretary Rick Whitaker of North Carolina, and CEO Mark Ingrao.

Also serving on the National Board this year is **Brian Rich**, G.A. Rich & Sons, Inc. in Deer Creek, Illinois. As its chairman, Brian represents the Union Affiliated Contractors of PHCC. 🇺🇸



Leadership Past and Present: (l-r) 2020-2021 PHCC—National President Hunter Botto, new CEO Mark Ingrao, and 2021-2022 President Joel Long.

### THANKS TO OUR ILLINOIS MASTER PLUMBER ADVERTISERS

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*Metropolitan Industries*

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Illinois Plumbing Inspectors Assn.  
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# HR Question OF THE MONTH

## TERMINATION LETTER REQUIRED?

### Question

We had a new hire who worked in our medical office for less than 6 weeks. The doctors decided she was not able to provide the level of care or service needed. She was not prepared to give information about a patient when entering a room, didn't seem to be able to engage and connect with the patients or staff, or understand our processes very well. Based on these factors we decided she was not a good fit for the office. She started on July 24th and we terminated her employment on August 31. She does not have a contract with our office. She sent a text that said: "I would like to request a formal letter of termination which outlines the infractions I committed, as well as any means of remediation that were offered that lead to my termination for my records." Are we required to provide her any type of letter?

### ANSWER

When an employment relationship is at will, then generally either party is free to terminate said relationship at any time, for any reason (the employer's reason of course must be a lawful one), and with or without notice to the other party. There is no federal employment law that requires an employer to provide a "formal letter of termination" of any kind, let alone one that "outlines the infractions ... committed, as well as any means

of remediation that were offered that lead to [the] termination" of employment. While some states do have statutory requirements to provide separating employees with notice of termination or similar, we are not aware that this is the case in your particular state.

If company policy, past practice, or a contract support providing a letter of termination to the effect requested by the former employee (or to any other), the employer would do well not to deviate from such precedent. If, however, the employer's policy and practice do not support providing a termination letter and there is no precedent in this regard, we are not aware that the employer must honor the former employee's request here (if it does so now, this will set a precedent). Still, keep in mind that a request of this nature may signal a forthcoming claim from the separated employee, so the employer may want to put its insurance carrier on notice of this possibility (it may in fact be required to do so – you will want to check your policy or consult with your broker/carrier for specific information as to your obligations in this scenario, if any, to preserve coverage rights).

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<sup>1</sup>Based on review of water heaters available. <sup>2</sup>Based on estimated annual operating cost savings of the 40-, 50-, 65- and 80-gallon models; savings vary by gallon size. <sup>3</sup>Based on the average retail cost difference less Federal tax credit and annual operating cost savings of a 50-gallon Rheem Hybrid Electric model compared to a standard electric water heater of like capacity with minimum efficiency. <sup>4</sup>Leak detection and leak protection built in for ProTerra Hybrid with LeakGuard only.



# 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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## Inclement Weather Awareness While on the Job

The weather can be an unpredictable force, and try as we might, it's impossible to perfectly foresee what Mother Nature will throw at us next, or how severe it may be. One of the main things to keep an eye out for is inclement weather, which is classified as any severe or harsh weather condition that makes it unsafe or impractical to travel, commute, or work outdoors.<sup>1</sup> Any abnormal or harsh climatic conditions, such as severe snow, sleet, frigid temperatures, heavy rain, hurricanes, high winds, tornadoes, drought, and wildfires, all fall into the category of inclement weather.

During these events, normal work of a non-emergency nature should be carefully evaluated, as it may not be reasonable or safe to be exposed to any of these conditions, or possible to continue working in a safe manner during regular working hours.

### Forecast Alerts

Pay attention to the National Weather Service as they issue watches, warnings, and advisories across various media channels. Listen and watch for sirens or alerts that may dictate if you and your employees should avoid travel, seek shelter, or be prepared to weather a storm for a period of time.

### A Dangerous Commute

Wherever you work, severe weather can impact any type of travel. Driving already comes with plenty of risks, but a daily commute can turn even more dangerous as harsh weather sets in. If you live in a climate that often has high chances of inclement weather, preparing well in advance before it strikes is a good idea. Keep emergency kits in your vehicle, let others know your destination, and be sure your cell phone is charged in case you need to call emergency services. Remember, what may not be considered inclement weather in some parts of the country could be devastating in others. For example, consider the impact of snow in southern states, where they lack snowplows and de-icing equipment.

### Weather Procedures

You should prepare emergency preparedness procedures in advance of inclement weather to provide clarity for all employees. Avoid ambiguity, and create clear guidelines to follow so that employees know how to act or react. Consider things such as:

- Conveying communication protocols before a weather event occurs.
- Offering temporary remote work, if possible.
- Sheltering or evacuation procedures.
- Worker safety for those on location or working in the field.

Inclement weather can occur at any time, and has been increasing in severity and frequency in recent years.<sup>2</sup> The impacts of inclement weather can be dangerous, devastating, and long-lasting. Knowing the signs and signals of inclement weather could help to save lives. Pay attention to the weather forecast and plan in advance before you or your workers step outside.

1. <https://www.alertmedia.com/blog/inclement-weather-policy/> February 9, 2021. Accessed on 8/16/2021.
2. <https://www.epa.gov/climate-indicators/weather-climate> Accessed on 8/23/2021.

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#### RK 34-975XLC

Repair Kit for ¾"-1" 975XL

**Kit Includes:** (2) Check Poppet, 1<sup>st</sup> Check Spring, 2<sup>nd</sup> Check Spring, Relief Valve Spring, (2) Check Seat, (2) Check Seat O-Ring, Relieve Valve Seat, Relief Valve Seat O-Ring, Lube

**Ames 7010046** – 2 ½"-10" Total Relief Valve Kit for a C/M 400/C500

**Kit Includes:** Complete RV with 36" Hose, RV O-Ring and Lube



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

**Kit Includes:** 1<sup>st</sup> Check Assembly, O-Ring and Lube

**Ames 7010114** –Relief Valve Kit 2 ½" -10" for 4000SS RP and 5000SS RPDA

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

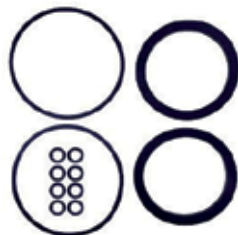


**Watts 0794090** – Complete Total Rubber Kit 4" for 909 RP; \*Lead Free\* (**Previously 0887751**)

**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

**Kit Includes:** RV Bushing, RV Stem, Diaphragm Plate, (2) Poppet, RV Diaphragm, RV Seat Disc, (2) Check Seat Disc, Stem O-Ring, Bushing O-Ring, (2) Check Cap O-Ring, RV Spring, (2) Screw, (2) Retaining washer, (2) Check Seat, (2) O-Rings, RV Seat, RV O-Ring



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