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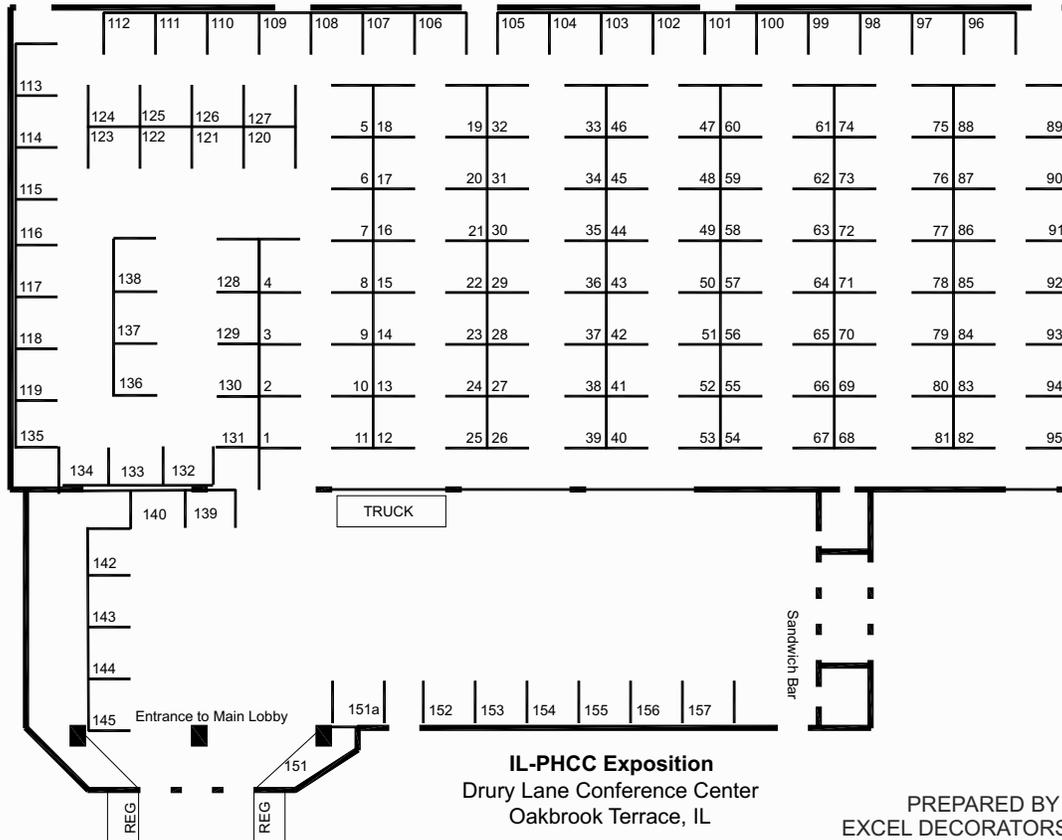
Volume 108, No. 3

March 2022



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2022 Illinois PHCC Expo Exhibitors



IL-PHCC Exposition
Drury Lane Conference Center
Oakbrook Terrace, IL

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* Denotes Illinois PHCC Associate Member



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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

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PRESIDENT'S THOUGHTS

by Brian Rich
Illinois PHCC President

WELCOME, WELCOME, WELCOME BACK to the IL PHCC EXPO!!!

I would like to personally welcome each and every one of you to this year's event on Friday March 18th. A great big applause accompanied with a standing ovation goes out to Illinois PHCC Executive Director Bev Potts and Associate Director Shelly Lott for all of their hard work, countless hours and dedication they put in making our trade show one of the best in the United States.

Let me not forget the exhibitors. Without manufacturer's reps, wholesale houses and more, what would the trade show be? **Thank you, exhibitors,** for taking the time to bring all of your wares to one location for all of the plumbers, technicians, business owners, engineers, public works officials and more to see. Your support of the Illinois PHCC and this great industry is awesome, and I thank you for that. I'm personally anxious to look around and see what new things are out there that our company can benefit from.

Thank you also goes out to all of the volunteers from the local associations, the auxiliary, and the inspectors for helping 400+ plumbers get signed in and out of their continuing ed class. What a feat that is! Along with that, I would like to thank Brian Yelton from Inland Sales Group, Michelle Harden from the Office of the Illinois Attorney General, Disability Rights Bureau, and SEDAC on the Illinois Energy Conservation Code for making the continuing ed class educational and well worth the time.

Don't forget to stop by the Illinois PHCC Auxiliary table and purchase one of the ever popular "License Law" t-shirts that comes in two different colors in both short and long sleeve. The Auxiliary does a fabulous job supporting and promoting the IL PHCC Association and the Industry! **Thanks Auxiliary for all you do!!**

On March 22nd IMSCA will be holding their annual board & membership meeting followed by a Legislative Reception in Springfield. Did you know thousands

of pieces of legislation get introduced each spring session and the IL PHCC has over 100 of them on their watch list? 15 pieces of legislation are directly related to the plumbing, piping & mechanical industry and are actively being worked on daily. Please see the **Legislative Update** in this month's issue!

Have you checked the mail lately? You should have received your 2022 Plumbing License Renewal letter. Please follow the directions in the letter and renew your license today! Still need CEU hours? Please see the list in this month's magazine for remaining classes available.

Do you have interest in seeing how PHCC works with and has affect on our federal government and its laws/regulations impacting the plumbing, heating, cooling industry and your small business? If so, the PHCC Legislative Conference is for you. Mark your calendars for May 24th – 25th. You will have a **VIRTUAL** opportunity to meet with members of Congress and their staff right from the comfort of your office. Advocate for issues affecting you here at home and hear from guest speaker Charlie Cook of The Cook Political Report. Hope you'll take the time to check it out!

Over the last 2 years I hope you've learned one thing about me. I strive to be a motivated person. I am that person who is eager to accomplish a goal. Whether it's a weight loss challenge with friends or pushing out 4 bids in one day. I want to achieve. Prior to social media people read books or listened to speakers to get motivated. According to famous author and motivational speaker Zig Ziglar, "People often say that motivation doesn't last. Well, neither does bathing — that's why we recommend it daily." In this day and age, we are fortunate to have social media which offers support for personal growth. You may think TikTok is only meant for kids. Not so! I get motivational support from TikTok, daily. I encourage you to follow some of my favorites, @SuccessfulMindsets, @Brad Lea, @candyvalentino or discover your own motivational vibe. Just do it! You won't regret it!

Brian



IN MEMORY

Joseph “Joe” J. Davinroy, Sr. died January 21, 2022 at Freeburg Care Center, Freeburg, IL. He served as president of the Illinois PHCC in 1981, and had been a very active member of the Great Southwestern Illinois Association. Joe was the owner of A.S. Davinroy Plumbing & Heating, Inc., and a member of Plumbers and Gasfitters Local 360.

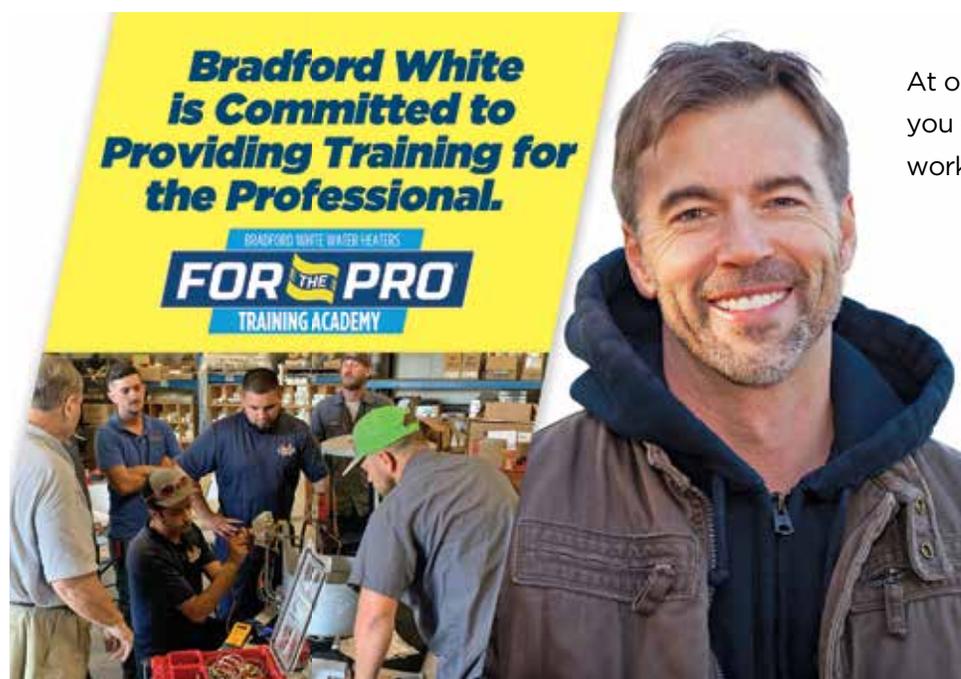
Surviving are his children, Elaine Davinroy of AZ, Ann (Christopher) Lintzenich of Baldwin, IL, Joe Davinroy, Jr. of Evergreen, CO, and John (Debbie) Davinroy of Smithton, IL; seven grandchildren, and long-time companion, Jenene Biggerstaff.

Visitation was held on January 27th at George Renner & Sons Funeral Home, Belleville, IL with

a Mass of Christian Burial held January 28th at St. Stanislaus Catholic Church in St. Louis, MO. Burial will be at Green Mount Catholic Cemetery, Belleville, IL, at a later date.

For those who have been to the Illinois PHCC office, the stained-glass window depicting the “Plumber Protects the Health of the Nation” was crafted and donated to the Illinois PHCC by Joe. Originally, he built a walnut cabinet with built in lighting to house the window. Eventually it was transferred from the cabinet to a more permanent place in the west office window overlooking the board table. This month’s cover photo is of that stained glass window.

The Illinois PHCC extends its sympathy to the Davinroy family. 



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CALENDAR OF EVENTS

MARCH 18, 2022

Illinois PHCC Expo &
Educational Day
Drury Lane Conference Center
Oakbrook Terrace, IL

MARCH 22, 2022

IMSCA Legislative Reception
Springfield, IL

MARCH 29, 2022

Illinois PHCC Board Meeting
Via Zoom

APRIL 22, 2022

Illinois PHCC Online CEU Class

MAY 24-25, 2022

PHCC National Legislative Conference
Washington, D.C.

JUNE TBD, 2022

PHCC Officer Installation Event;
Annual & Board Meetings
Location TBD

OCTOBER 5-7, 2022

PHCC Connect '22
Charlotte, NC



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Illinois PHCC Expo & Educational Day

Friday, March 18, 2022
Drury Lane Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181

9:00 A.M. to 1:00 P.M. – Continuing Education Class
Noon – 5 P.M. EXPO Trade Show

Friday, March 18th, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun. If you have not yet gotten your required **4 hours of continuing education credit for your 2022 license renewal**, now is the time. Multiple speakers will be presenting on a variety of industry topics. All of the day's activities are free of charge, with the exception of a \$35.00 fee for the 4 hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2022 Expo is free of charge.** After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored "After Expo" Reception.**

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$125.00 single or \$135.00 double occupancy plus tax. Remember that all rooms are 2 room suites that include a full breakfast buffet: upon check-in please inform the front desk of how many people are staying in your room. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

Illinois PHCC
821 South Grand Ave., West
Springfield, IL 62704

www.ilphcc.com



Questions ??? Call (217)522-7219

GET YOUR BACKFLOW TEST KIT CALIBRATED AT THE EXPO

Test Gauge, Inc. will be offering on-site calibrations of your backflow test kit during the Illinois PHCC Expo on March 18th at the Drury Lane Conference Center in Oakbrook Terrace.

Test kits can be dropped off at the main entrance

of Drury Lane before the CEU that morning, beginning at 7:00AM. If you would like to drop your test kit off during the Expo, simply bring it to Test Gauge at booths 3 and 4. All test kits can be picked up at that location prior to 4:00PM. 

2022 ILLINOIS PHCC CEU SCHEDULE

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.

Below is our current schedule of continuing education classes for Illinois licensed plumbers. **Please visit our website at www.ilphcc.com for the latest information and to register for a class.** Registration links will be live at least 6 weeks prior to the class date.

2022 Continuing Education Dates

Friday, March 18, 2022 – 9:00 am – 1:00 pm -
Drury Lane Conference Center,
Oakbrook Terrace, IL
(Must be registered in advance - No Walk-ins)

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



ILLINOIS PHCC LEGISLATIVE UPDATE

By Bev Potts

The Spring Session of the Illinois General Assembly is quickly nearing the deadline for adjournment. Committees have been meeting virtually and House and Senate sessions are being held in-person, with mitigation requirements. With the primary election moved from March until June, the scheduled adjournment date for the General Assembly is April 8th rather than the traditional May 31st. Following are some of the bills we are watching and their current status.

Plumbing/Piping/Trade Related Bills:

- HB 2538 (D. Stoneback)** Creates the General Contractors Licensing Act; provides for the licensure of general contractors (including plumbing contractors and all other trades) by the Department of Financial and Professional Regulation. On 3rd Reading in the House.
- HB 4245 (J. Hoffman)** Amends the Regulatory Sunset Act to extend the repeal date of provisions of the Illinois Plumbing License Law concerning irrigation contractors from January 1, 2024 to January 1, 2029. On 2nd Reading in the House.
- HB 4295 (D. Stoneback)** In provisions regarding lead service line replacement, provides that as LSLs are replaced an owner or operator of a community water supply shall comply with specified provisions of the Illinois Plumbing Code regarding sewer crossings. Provides that when doing so will create an undue hardship due to excessive structural or mechanical difficulty, or impracticability, the owner or operator of the community water supply shall automatically be granted a variance by IDPH and be exempt from the separation requirements of the specified provisions. Assigned to the House Labor & Commerce Committee and later Re-referred to Rules.
- HB 4482 (D. Conroy)** Creates the Water Heater Safety Valve Act. Provides that a manufacturer or supplier of a hot water heater for use in a residential home or facility must supply or attach a temperature mixing valve or other safety valve to the hot water heater or tank that prevents water temps above 120 degrees Fahrenheit from coming

out of an outlet. Amends the Illinois Plumbing License Law to apply the same requirements to plumbers. Assigned to House Labor & Commerce Committee; Re-referred to Rules.

- HB 4810 (K. Wheeler)** Amends the Fire Sprinkler Contractor Licensing Act to remove requirements for persons performing inspection or testing of any fire sprinkler system to possess proof of an appropriate level in level II & III NICET certification in Inspection and Testing. Assigned to House Labor & Commerce Committee; Re-referred to Rules.
- HB 5566 (L. Robinson, Jr.)** Provides that the EPA shall provide grants to municipalities to provide filters for areas with lead service lines whose areas do not have a plan to replace the LSLs. Includes restrictions and specifications. On 2nd Reading in the House.
- HB 5576 (C. Ammons)** Provides that the State shall not regulate a profession, occupation, industry, business or trade in a manner that will unreasonably and adversely affect either the competitive market or equitable access to quality jobs and economic opportunities. Adds a requirement that the OMB's study on the performance of regulatory agencies shall include in its report whether the agency or program restricts a profession, occupation, business, industry or trade any more than is necessary to protect the public health, safety or welfare from significant and discernible harm or damage. Provides that the OMB's study can examine the termination, modification, or continuation of a regulatory agency or program. Passed the House and is in Senate Assignments.
- SB 3014 (R. Villivalam)** Amends the Swimming Facility Act to provide that seasonal events of religious institutions are exempt from rules adopted by IDPH requiring the installation of permanent structures. Referred to Senate Assignments.
- SB 3741 (R. Villivalam)** Provides that every municipality shall inspect all single-family residences and multi-family buildings in the

municipality built before 1978 for the presence of lead paint and lead piping by June 1, 2024. Referred to Senate Assignments.

Other Construction/Business Related Bills:

HB 4268 (J. Mason) Provides that a duty of the regional superintendent of schools is to inspect the energy conservation measures of schools. Various issues regarding school energy conservation, guaranteed energy savings contract proposals, performance reviews, the award of a contract, and cost savings. On 2nd Reading in the House.

HB 4384 (E. Dina Delgato) Provides that within 30 days after the date that a written request for a change order is submitted by a contractor to a State agency, if the State agency fails to either issue the change order with an agreement on price or give specified written notice to the contractor, then the contractor may stop work. Provisions apply only to contracts for construction and

construction-related services entered into by IDOT, the Capital Development Board, and public institutions of higher education. On 2nd Reading in the House.

HB 5088 (W. Davis) Creates the Wage Theft Act. Re-referred to House Rules.

HB 5412 (M. Evans) Amends the Illinois Wage Payment and Collection Act in relation to primary contractor responsibility for wage claims in the construction industry. Also applies to subcontractors of subcontractors. On 2nd Reading in the House.

SB 178 (L. Holmes) This is an initiative of IMSCA which continues their work on retainage reform. Re-referred to Senate Assignments.

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

LICENSE RENEWAL TIME – DON'T DELAY!!

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 were 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.

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 class schedule is posted on our website at www.ilphcc.com. 📞

PLUMBING BUSINESS, BUILDING, AND TOOLS FOR SALE

Profitable, successful, well-established business in central Illinois is ready to pass the baton to the next generation. This area is desperately deprived of plumbing, heating, and well contractors. Our sales and customer base has increased as more families have moved to rural locations from nearby cities; sales topped \$500,000.00 last fiscal year. Newly created website. Three stall extra high garage with a separate large room for the warehouse. Extra income from a move in ready apartment recently updated with separate entrance and utilities. Current office could easily be rented as living space. Service van, well truck with hydraulic lift, many tools, and equipment ready for sale. We are motivated to be with our grandchildren and ready to sell. Please contact Loni at Jeckel Plumbing & Heating, LLC, 117 E Third St, PO Box 21, Delavan IL 61734. Phone 309-369-2214 or email jeckelph@gmail.com 📞

March 22, 2022

Sangamo Club

227 E. Adams Street, Springfield, IL 62701

2022 LEGISLATIVE RECEPTION

2:00 PM TO 4:00 PM

IMSCA BOARD AND MEMBERSHIP MEETING

5:00 PM TO 7:00 PM

JOINT IMSCA/ICIC LEGISLATIVE RECEPTION

PLEASE MAKE YOUR VOICE HEARD
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*Please fill out the below information and
email to sarah@ccepil.com*

Name: _____

Company: _____ Phone/Email: _____

Association: _____

Deadline to Register is Friday, March 11, 2022

PCA INSTALLS NEW BOARD

The *PCA of Greater Chicago* held its Board installation for both the PCA and Plumbing Council during the “Winter Social” on January 28, 2022 at Jen’s Guesthouse in Willow Springs. The biennial gala function welcomed nearly 100 attendees from contractor and associate members, invited guests, retired PCA leaders and Local 130 officials – including Plumbers’ Local 130 Business Manager James F. Coyne who offered remarks after administering the oath to the incoming PCA Board led by Association President Brian Kennedy (Gehrett Plumbing).

The event also featured the traditional “passing of the gavel” with inspiring parting words and best wishes by immediate past President Matt Erickson of CJ Erickson Plumbing Co. (transitioning to the appointed position of Plumbing Council Chairman), and a heartfelt acceptance speech by Kennedy – our 80th President since the PCA’s founding in 1882 – as his two-year term commenced. Kennedy in his speech emphasized the desire of most contractors he knows of restoring a unified Chicagoland plumbing industry. He noted that the resumption of the “Hall of Fame” initiated by the PCA for 2022 is a symbolic and important step aimed at including all components of the management side of the trade in cooperation with the union. 



PCA of Greater Chicago President Brian Kennedy (left) with Plumbers’ Local 130 Business Manager James F. Coyne.



EMPLOYERS MUST POST OSHA FORM 300A

OSHA reminds employers that they must post a copy of OSHA’s Form 300A, which summarizes job-related injuries and illnesses logged during 2021. Each year, between February 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA’s Recordkeeping Rule webpage at <https://www.osha.gov/injuryreporting/> for more information on recordkeeping requirements. 

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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

- Crisis Management and Pandemic Action Plan Template
- Marketing & Advertising Resources
- Find a Contractor Online Directory
- Personalized Online Member Dashboard
- Access to Subject Matter Experts
- Safety & Risk Management Tools
- PHCC Water Supply Calculator App

● 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

● 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

● EXPERT & AFFORDABLE TRAINING

- Fast Track to Service Plumbing
- Project Management & Foreman Training
- Plumbing & Mechanical Codes Training
- Business Management Programs
- Webinars & Other Training Opportunities

● SAVINGS & DISCOUNTS

- PHCC Industry Partners
- PHCC Labor Unit Database Subscription
- Online Buyers' Guide
- Discounts on Programs & Services
- Member Discounts on Conferences

● NETWORKING OPPORTUNITIES

- 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

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Free Resources for Members



Plumbing and HVACR Pre-Apprentice Course: Online program gives prospective apprentices an opportunity to learn about the p-h-c trade before beginning a longer-term apprentice program.



TechLine: Expert advice on code questions and clarifications.



Safety Program Builder: Available from Federated Insurance, allows contractors to customize efforts that illustrate your commitment to ensuring safety in your workplace.



Overhead and Profit Calculator: This simple software tool helps business owners calculate their real costs and find the right selling price for their company.



Labor Unit Database: Simplify your estimating process, prepare accurate bids, and increase efficiency and profitability using this tool, available through the PHCC Online Store.



PHCC Water Supply Calculator App: Offers a single resource to determine water supply fixture units and minimum fixture branch sizes for common plumbing fixtures, typical pressure drops in water meters, equivalent lengths of fittings, and more.



Multi-Employer 401(k) Retirement Program: PHCC members can choose among several 401(k) retirement program options offered by Lincoln Financial Group through Certified Financial Services.



Publications: Members receive Solutions Magazine, PHCC Online and the PHCC Advocate newsletter, chock full of valuable news and information to help run your business and stay current on industry legislation and regulations.

Member Savings and Discounts

- **Exxon/Mobil: 5 cent savings per gallon** of gas using Fleet National Card
- **Aramark: 25% discount** on uniforms
- **Market Hardware: Free consultation and discount** on web sites and marketing services
- **Time Communications: Discounted monthly rate** on call management systems
- **ConsensusDocs: 20% discount** on subscriptions to standard construction contracts
- **Labor Unit Database: 30-day free trial** and **\$100 discount** off subscription renewal
- **Monthly Webinars: \$360** (\$30/ea. for non-members)
- **CONNECT Conference & Trade Show: \$100 discount** off each member registration
- **Who's Who Directory: \$75**
- **Solutions Magazine Subscription: \$30**
- **Plumbing and HVACR Apprentice eLearning Programs: Discounts vary by chapter**
- **Plumbing and HVACR Textbooks: Up to 25% discount** through your chapter
- **Code Books: Discounts vary by chapter**

Display Pride and Support Your Association

Purchase reflective decals and embroidered uniform patches with the PHCC logo from the PHCC Online Store. Members may put the PHCC logo on trucks, business cards, letterhead and marketing materials. Available "Hire a Professional" graphics can be printed on T-shirts and other items to showcase your commitment to using qualified workers.

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**PLEASE FILL OUT FORM COMPLETELY.
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Name: _____

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City/State/Zip: _____

Email: _____

Phone: _____

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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 or shelly@ilphcc.com

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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

IT'S YOUR LIFE

An Employee Retention Strategy

The U.S. continues to experience a labor shortage across many industries and roles. Since April 2021, the number of people quitting their jobs each month has hit record levels — over 38 million people voluntarily left their jobs in 2021¹. Employees may quit for a variety of reasons, including a lack of recognition, or unsatisfactory salary or pay. Recognition can come in many forms: job titles, years of service awards, or public announcements of a job well done. You can also raise an employee's salary over time — but those ideas have a short shelf-life. An employee won't stay long-term if they feel they can get more somewhere else.

Federated recognizes employee retention as a business risk that may be managed. To reward good performance while encouraging long-term employment, Federated has a plan to help you recognize your best employees: the Triple Protection PlanSM.

This plan can help address your employee retention concerns, and help protect against the financial impact of an employee death. It can also provide a benefit for an employee's family. There are three components:

1. **A Private Bonus Plan.** This helps retain employees — it's a program you design that would pay selected employees set bonuses in specific years. The plan can be informally funded with a cash value life insurance policy, and can help protect against the employee's voluntary departure by providing a strong incentive to stay. The business applies for, owns, and pays the premiums on a life insurance policy on the key employee to informally fund the private bonus plan. The business can then withdraw policy cash values as needed, and in accordance with policy terms to pay the scheduled bonuses.
2. **Key Person Coverage.** This can help protect against financial losses associated with a key employee's death. The proceeds from the same life insurance policy can be used to recruit, hire, and train a replacement. It can also be used for business continuation or overhead expenses.
3. **Family Protection.** This allows the business the opportunity to share life insurance protection with the employee's family. With the right documentation, the death benefit on the policy used for the bonuses is split between the business and a personal beneficiary. The company remains in control of the policy while offering some financial resources for the key employee's family with a portion of the death benefit.

Employee retention of a key person is a concern for business owners. To help the employee feel they are a valued part of the business, the Triple Protection Plan offers employers an opportunity to prove their appreciation with a unique bonus plan and financial resources for their family.

Consider using a Triple Protection Plan to help enhance your efforts to incentivize talented employees to stay. It's one plan to help address three problems.

1. Bureau of Labor Statistics

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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Illinois Association of Plumbing-Heating-Cooling Contractors

Associate Membership Application

Please print or type

Contact Name _____

Business Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Please Check As Many As Apply

- Manufacturer
- Manufacturer's Rep
- Wholesalers
- Supply House
- Business Needs (i.e., insurance, business supplies, etc.)
- Other (please indicate)

My check for \$175.00 is enclosed

As an Illinois PHCC Associate Member, we agree that our firm and its staff will abide by the PHCC Bylaws, Code of Conduct, and will conduct business in a legal and ethical manner.

Signed _____ Date _____

Please send completed form to:
Illinois PHCC • 821 South Grand Avenue, West • Springfield, IL 62704.
Fax: (217) 522-4315

QUESTIONS?....1-800-795-7422



Illinois Plumbing Inspectors Association

27th Annual Continuing Education Program

Friday May 20th, 2022

Medinah Shriners Banquet Hall
550 Shriners Drive, Addison IL 60101

6 Hours State Credit

Registration 7:00am, Class from 8:00am – 3:30pm (*including breaks and lunch*)

**** DON'T FORGET TO BRING YOUR CODE BOOK! ****

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Last Middle First

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Street

City State Zip

Phone Number: _____

Email address: _____

Employer: _____
Municipality County State Private

Position/Title: _____

Business Address: _____
Street

City State Zip

Business Phone: _____

SIGNATURE: _____

FEE: \$125.00

PLEASE MAKE CHECKS PAYABLE TO: I.P.I.A.

J_hauserman@ipiassoc.org

PLEASE REMIT COMPLETED APPLICATION
AND FEE April 30, 2022 TO:

Illinois Plumbing Inspectors Assoc.
c/o John Hauserman
P.O. BOX 6293
Bloomington, IL. 60108

For more information: www.IPIASSOC.org



Illinois Association of Plumbing-Heating-Cooling Contractors

Inspector Application for Membership

Please print or type

Name _____

Company Name _____

Address _____

City _____ County _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Illinois Plumber's License Number _____
(If applicable)

Please answer the following questions:

Are you also a contractor? _____ (if yes, you do not qualify for this membership category)

Would you be willing to serve on a committee? _____

Are you a member of the IPIA? _____ If yes, which chapter: _____

Are you a member of the IPEA? _____ If yes, which chapter: _____

Enclosed is my check for \$40.00

Signed _____ Date _____

The Investment period is January 1 through December 31. Please send completed form and check payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

QUESTIONS....1.800.795.7422



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A Company Vehicle Crash Could Impact Everyone

A devastating company vehicle crash can leave a lasting impact at your business in more ways than you may realize. Businesses may need to consider the negative repercussions stemming from “social inflation,” or, negative public sentiment and mistrust towards businesses among jury members. They may also need to contend with “nuclear verdicts;” an award that is significantly higher than would be expected given the facts of the case.

In litigation, jurors are sending a clear message that businesses can be held accountable for the actions of their employee drivers; but have you considered the long-term effects that the crash itself could have on your employees — or your business?

Employee Impact. As your most valuable asset, your employees need to understand the real dangers of operating company vehicles in order to avoid potential life-altering, or life-ending crashes.

A crash could be a traumatic experience, not only for the driver or passengers, but for their fellow employees. Knowing that one of your employees may have sustained severe injuries, or perhaps did not survive, could have a lasting impact on everyone at your business. Any injuries or long-term disabilities sustained might lead to costly workers compensation claims and settlements. On top of that, your employee may be out of work for an extended period of time.

Business Impact. With the costs of nuclear verdicts continuing to rise, your business may be on the line as well. For example, if a jury awards a claimant a nuclear verdict, insurance may only cover a portion of that payment. The rest of the cost could go to you as the business owner, which may lead to bankruptcy if you cannot pay — and the loss of your business and your employees’ jobs. The harsh realities of these crashes occur all too often. Using proper training and creating a strong company driving policy could help avoid crashes and help to keep your employees — and your business — safe.

Create a Strong Driving Policy. A strong policy could:

- Prohibit company drivers from using mobile devices and other distractions behind the wheel
- Where appropriate, incorporate driver standards and screening for company drivers
- Outline expectations for safe vehicle usage
- Clarify consequences for failure to follow the company policy
- Go beyond the minimum local, state, and federal laws applicable to your business

Communicate, Demonstrate, and Enforce Your Policy. Every employee should be trained, and regularly retrained, on your driving policy. Be sure to keep records of any trainings that are completed by employees. Lead by example, and present information in a fresh and memorable way to increase retention. Follow through on the consequences of consistently failing to comply with your company driving policy.

Knowing that all employees have access to life-saving knowledge can benefit their health and safety, and your company’s bottom line. A strong commitment to workplacesafety, and a solid driving policy, could help prevent vehicle crashes from occurring in the first place. Evaluate your company policies, look for opportunities to reduce distractions, reinforce your safety culture, and help make the roads a safer place for everyone.

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. 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.



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ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
 - a. Applicant must be a member of the senior class or graduate of a secondary school.
 - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2022.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

Application must be received in the Illinois PHCC office no later than June 1, 2022.

SCHOLARSHIP APPLICATION

IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

Name in Full _____ Age _____

Address _____

City and Zip _____

Parent's Name _____

Address _____

City and Zip _____

Applicant's Phone No. - Home _____ Business _____

Employed by _____

Name of Owner _____

Address _____

Address _____

City and Zip _____

Name of Sponsoring Member of the Past President's Club _____

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

What school do you plan to attend? _____

Complete Address _____

When do you plan to enroll? _____

Scholastic Data

High School attended _____

Complete Address _____ Zip _____

Year Graduated _____ Rank In Class _____

Principal's Name _____

In what activities have you participated: Attach list.

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

Applicant's Signature

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

Parent or Guardian's Signature

PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2022~

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 27, 2022

PHCC ILLINOIS AUXILIARY SCHOLARSHIP RULES

1. Scholarships are awarded in the amount of \$500.00 or more but not to exceed \$2,000.00 and shall be given by the Illinois Auxiliary each year in June, as funds are available, to those who desire to further their education.
2. The applicant must be at least a freshman in college having completed one full semester with at least 8 credit hours of study. Seniors in high school may NOT apply.
3. No person may receive more than one award from Illinois Auxiliary during his or her academic career, and there cannot be more than two awards per family per year. A permanent list of recipients will be kept in the scholarship files.
4. In addition to the completed application form, the applicant must submit the following:
 - A handwritten letter including personal data, family size, explanation of need for scholarship monies, and career plans. Include information about participation in high school, college, and community activities as well as work experience. Knowledge of and/or working experiences with plumbing industry may be included, but not necessary.
 - Three letters of recommendation.
 - One letter must be from a sponsor, who is a member in good standing of Illinois PHCC Auxiliary.
 - The other two letters must be from people who are not relatives, but know the applicant personally and can attest to the applicant's character and provide other pertinent information. Knowledge of parents would not necessarily qualify them for having knowledge of applicant.
 - Photo of the applicant.
 - Official transcripts—see details on application form.
5. **The deadline for submitting application is May 27, 2022.**
 - Application must be postmarked no later than this date and include all the information required. If it is incomplete, application materials will be discarded and applicant will not be considered for a scholarship. Applicants may resubmit the following year.
 - The scholarship committee will have the final decision in awarding these scholarships. If you have any further questions, please feel free to contact me using the information listed below:

Please Send Completed Applications To:

Gail McWilliams
2707 Holcomb Dr.
Urbana, IL 61802
217-384-5121 e-mail: jgmcw@comcast.net

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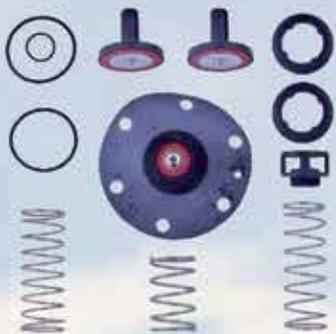
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