

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 108, No. 8

August 2022



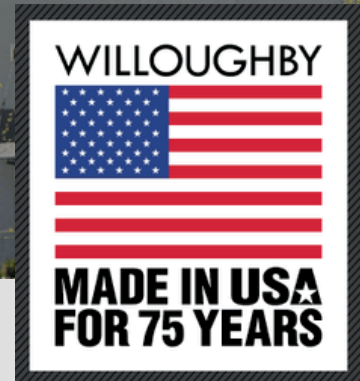
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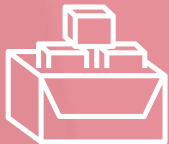
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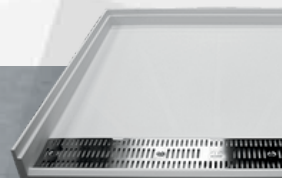
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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

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# PRESIDENT'S THOUGHTS

by Brian Wilk  
Illinois PHCC President

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I hope everyone is keeping their employees and themselves safe from the dog-days of August heat.

CONNECT2022, the PHCC National convention, will be here before you know it. There are lots of good educational and networking opportunities planned for the October 5-7th event in Charlotte, North Carolina. Keynote speakers, the annual PHCC meeting, product show, awards luncheon, and workforce development breakfast are just some of the events planned. There is also an optional tour of the Charlotte Pipe Foundry where you can experience how cast iron pipe and fittings are made. This year's closing event will be held at the NASCAR Hall of Fame and promises to be a great evening.

Register NOW for PHCC CONNECT2022 at [www.phccweb.org](http://www.phccweb.org). The early bird discount ends on August

29th. You can also make your hotel reservation using the same website. This is an event you don't want to miss. And how about bringing some younger people from your company to let them experience this great industry event?

I would like to give a shout out to the Illinois PHCC Auxiliary. At their June meeting in East Peoria, they voted to donate \$4,000 to the Illinois PHCC for technology updates and needs. We thank them for all of their support and everything they do for the PHCC and the industry.

Until next month, stay cool – and remember to register for CONNECT!

**Brian**






## PLUMBING CONTRACTOR REGISTRATION RENEWAL TIME

All plumbing contractors registered with the Illinois Department of Public Health should receive a renewal form mid-August. 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 30<sup>th</sup> to avoid late penalty.**

Questions on renewals may be directed to the IDPH Plumbing & Water Quality Program at dph.plumbing@illinois.gov. 

## CALENDAR OF EVENTS

**SEPTEMBER 9, 2022**

Illinois PHCC Online CEU Class

**SEPTEMBER 14-16, 2022**

CCA of PHCC Fall Meeting  
Austin, Texas

**OCTOBER 5-7, 2022**

PHCC Connect '22  
Charlotte, NC

**OCTOBER 14, 2022**

Illinois PHCC Online CEU Class

**NOVEMBER 12, 2022**

Illinois PHCC Online CEU Class

**----- 2023 -----**

**MARCH 17, 2023**

Illinois PHCC EXPO  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 29-31, 2023**

QSC of PHCC Power Meeting  
Lexington, KY





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# 2022/23 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC has announced its schedule for online and in-person classes for the 2023 renewal year. 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 plumbing portions of the Illinois Energy Conservation Code, 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](http://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.

## 2022-2023 Continuing Education Dates

**Friday, September 9, 2022** – 12:00 pm – 4:00 pm  
(Online)

**Friday, October 14, 2022** – 12:00 pm – 4:00 pm  
(Online)

**Saturday, November 12, 2022** – 8:00 am – 12:00 pm  
(Online)

**Saturday, January 14, 2023** – 8:00 am – 12:00 pm  
(Online)

**Friday, February 17, 2023** – 12:00 pm – 4:00 pm  
(Online)

**Friday, March 17, 2023** – 9:00 am – 1:00 pm –  
**Drury Lane Conference Center,  
Oakbrook Terrace, IL**

**Friday, April 21, 2023** – 12:00 pm – 4:00 pm  
(Online)



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IMSCA-PAC is selling raffle tickets to win your choice of a great prize package! This raffle is for sports, travel, and outdoor enthusiasts!

- >> **Four tickets to watch the Chicago Bears** vs. Washington Commanders on October 14, 2022 at 7:20 p.m. This prize also includes parking passes (Value: \$1,100.00). Donated by Tom Morton, LLD Electric. 
- >> **Four tickets to watch the Chicago Blackhawks** play at the United Center (Date TBA). These are 200 Club Level seats at the United Center with parking passes (Value: \$750.00). Donated by Jim McGlynn, McWilliams Electric Company. 
- >> **\$1,000 Travel Package** (\$500 American Airlines and \$500 Hotels.com gift cards). Donated by the Bloomington/Normal PHCC.
- >> **\$750 Bass Pro gift card**  
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- >> **\$500 Amazon gift card**  
Donated by the Illinois PHCC. 
- >> **\$500 Best Buy gift card**  
Donated by PCA of Greater Chicago. 
- >> **\$500 Cabela's gift card**  
Donated by the Electrical Contractors Association of Chicago. 
- >> **\$500 Top Golf gift card**  
Donated by SMACNA Greater Chicago. 
- >> **\$500 Cooper's Hawk gift card**  
Donated by the Associated Steel Erectors and Bold New Strategies, LLC. 

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**The winning tickets will be drawn on September 16, 2022** You do not need to be present to win. Please make check payable to IMSCA-PAC and return, along with this form to: IMSCA, 201 E. Adams St., Suite 1A, Springfield, IL 62701. Under State Law, IMSCA-PAC can accept both corporate and personal checks. **Your support is appreciated.**

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

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

If you have additional questions regarding IMSCA-PAC, please contact Jessica Newbold Hoselton at 217-523-4361 or [jnewbold@boldnewstrat.com](mailto:jnewbold@boldnewstrat.com). A copy of our report filed with the State Board of Elections is available on the Board's official website [www.elections.il.gov](http://www.elections.il.gov) or for purchase from the State Board of Elections, Springfield, IL. Contributions are not tax deductible.



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# NEW OSHA ENFORCEMENT AND OVERSIGHT MEASURES AIM TO REVERSE THE RISE OF TRENCH-RELATED FATALITIES

by Doug Parker, the assistant secretary of labor for the Occupational Safety and Health Administration

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In the first six months of this year, 22 workers fell victim to the deadly hazards present in trenching and excavation work – surpassing 15 in all of 2021.

Every one of these tragedies could have been prevented had employers complied with Occupational Safety and Health Administration standards. There simply is no excuse for ignoring safety requirements to prevent trench collapses and cave-ins, and leaving families, friends and co-workers to grieve when the solutions are so well-understood.

In a matter of seconds, workers can be crushed and buried under thousands of pounds of soil and rocks in an unsafe trench. The alarming increase in the number of workers needlessly dying and suffering serious injuries in trenching incidents must be stopped.

A recent incident in central Texas highlights the dangers of trenching and an impetus for OSHA's action. On June 28, 2022, two workers, aged 20 and 39, suffered fatal injuries in Jarrell, Texas, when the unprotected trench of more than 20 feet deep collapsed on them as they worked. Trench shields, which could have saved their lives, sat unused beside the excavation.

These actions will place additional emphasis on how agency officials evaluate penalties for trenching and excavation related incidents, including criminal referrals for federal or state prosecution to hold employers and others accountable when their actions or inactions kill workers or put their lives at risk.



In keeping with our National Emphasis Program for excavations, OSHA compliance officers will perform more than 1,000 trench inspections nationwide where they may stop by, and inspect, any excavation site during their daily duties.

Our agency is calling on all employers engaged in trenching and excavation activities to act immediately to ensure required protections are fully in place every single time their employees step down into or work near a trench.

States that operate their own Occupational Safety and Health plan have similar emphasis programs in place, and we encourage those states to consider additional measures, including criminal referrals for federal or state prosecution for trenching-related incidents.

OSHA stands ready to assist any employer who needs help to comply with our trenching and excavation requirements. We will conduct outreach programs, including safety summits, in all our 10 regions to help ensure any employer who wants assistance gets it. The stakes are too important.

We also urge workers to contact their local OSHA or state plan office, or call 800-321-OSHA, if their employer requires working in or beside trenches that are not sloped, shored, or shielded and are five or more feet in depth.

**For more information go to [www.osha.gov](http://www.osha.gov)**



# FOREMEN LEARN THE VALUE OF PRE-PLANNING AT PHCC FOREMEN WORKSHOP

“It is incredibly expensive to show up on a jobsite with no plan and try to figure it out as you go. Yet, many of your companies will put you in that situation – if you allow it.” That was a message from instructor Kirk Alter to the 26 attendees of the **Plumbing-Heating-Cooling Contractors—National Association (PHCC) Educational Foundation’s Super Foremen Workshop**, conducted June 23 & 24th at the Viega Training Facility in Nashua, New Hampshire.

Alter made it clear that the title of foremen comes with a duty to contribute to the success of the company. “It is your responsibility to get involved in the pre-planning process and to never step foot on a jobsite if your team doesn’t have a solid project plan in place.” Alter further cautioned that “Subcontractor business owners get concerned when they see a bunch of their high-dollar employees talking in a meeting room all day. It’s your job to remind your boss that every dollar spent on planning can result in \$4 to \$6 of savings on the project.”

The class was sponsored and hosted by Viega, LLC. “Viega generously provides the training space, meals and more for the class attendees,” reported John Zink, VP of Development and Communications for



the PHCC Educational Foundation. “Their support lowers registration costs and allows employees of smaller companies to attend our program. It allows larger companies to send multiple foremen, which gets the field management team operating from the same playbook.

The PHCC Educational Foundation typically runs one **Super Foremen Workshop** and one **Essentials of Project Management** class per year.

Visit  
[phccfoundation.org/essentials](https://phccfoundation.org/essentials)  
for more information  
and to get on the  
notification list for  
future classes.



# PHCC CONNECT 2022

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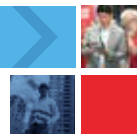


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# PHCC EDUCATIONAL FOUNDATION CONDUCTS PLUMBING CONTEST AT SKILLSUSA CHAMPIONSHIPS

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The members of the **Plumbing-Heating-Cooling Contractors—National Association (PHCC) Educational Foundation’s** Plumbing Apprentice and Journeyman Training (AJT) Committee are known for their problem-solving abilities. Their most recent feat? Successfully conducting the first in-person national SkillsUSA plumbing competition since 2019 at a new facility in a new host city. AJT Committee members serve on the SkillsUSA Plumbing Technical Committee and are responsible for setting up and running the contest and for assisting with judging.

The competition took place during the annual SkillsUSA National Leadership and Skills Conference, held June 22nd and 23rd in Atlanta, Ga. This was the first year for the event in Atlanta – having outgrown its previous home in Louisville, Kentucky. The SkillsUSA Championships is the nation’s largest hands-on workforce development event for middle school, high school, and college/post-secondary students enrolled in career and technical education programs. More than 5,200 students competed in 108 contests. The PHCC Educational Foundation partners with SkillsUSA to sponsor the plumbing contest each year. The Foundation also supports the HVACR Contest.

Six plumbing students received top

honors in the plumbing competition. Plumbing Contest winners were:

- 1st Place Secondary – Tyler James, Four County Career Center, Archbold, Ohio
- 1st Place Post-Secondary – Christopher Hayes, Pinellas Technical College, St. Petersburg, Fla.
- 2nd Place Secondary – Nicholas Jordan Jacob, Smith Vocational & Agricultural High School, Northhampton, Mass.
- 2nd Place Post-Secondary – Brady Kroll, North Dakota State College of Science, Wahpeton, N.D.
- 3rd Place Secondary – Tyler Cyr, Smithville High School, Smithville, Texas
- 3rd Place Post-Secondary –Chris Martinez, Texas State Tech College, Waco, Texas

“The PHCC Educational Foundation is dedicated to improving the industry by helping students in the plumbing, heating and cooling fields reach their full potential. The SkillsUSA Championships are an outstanding example of the professionalism that results when industry is joined with education,” said PHCC Educational Foundation COO, Cindy Sheridan.

Technical committee members for this



## PHCC EDUCATIONAL FOUNDATION CONDUCTS PLUMBING CONTEST AT SKILLSUSA CHAMPIONSHIPS

CONTINUED

year's event included:

- Robert Hahn, Chair, Eastwick College, HoHoKus School of Trades in Union, N.J. (plumbing)
- Dale Powell, Project Manager, PHCC Educational Foundation, Gettysburg, Pa. (plumbing)
- Bob Carpenter, Viega, Broomfield, Colo. (plumbing)
- Danny Crigler, III, L & D Coates Inc., Aroda, Va. (plumbing)
- Laurie Crigler, Aroda, Va. (plumbing)
- Roman Grier, Viega, Broomfield, Colo. (plumbing)
- Victor Hatcher, Tyler Pipe and Coupling, Tyler, Texas (plumbing)
- Warren Lupson, Lupson Assoc., Silver Spring, Md. (HVACR)
- Harold Moret, Copper Development Association, McLean, Va. (plumbing)
- Larry Shoemaker, Deluxe Plumbing & Heating, Bethlehem, Pa. (plumbing)
- Jeff Voss, Jeff's Plumbing and Repair, Boone, N.C. (plumbing)
- Jamie Simpson, Schaal Heating & Cooling, Des Moines, Iowa (HVACR)
- James Walls, Cast Iron Soil Pipe Institute, Garland, Texas (plumbing)

The plumbing competition was made possible by the following generous industry sponsors: AB&I Foundry; Bradford White; Copper Development Association, Inc.; Tyler Pipe and Coupling; Rheem; and Zoeller Pump Company.

Additional prizes, materials and on-site support provided by: AB&I Foundry; BrassCraft Manufacturing Co.; Cast Iron Soil Pipe Institute; Charlotte Pipe & Foundry; Copper Development Association; Milwaukee Tool Co.; Miller Mechanical, LLC; Oatey; PHCC Educational Foundation; Sioux Chief Manufacturing; Toto, Tyler Pipe & Coupling; and UA Local 72 in Atlanta.

### About PHCC Educational Foundation

**The PHCC Educational Foundation was founded in 1987 and for 35 years has served the industry by providing innovative educational programming to enhance the growth and success of the plumbing and HVACR industry workforce. Information on the Foundation's training and educational programs can be found at <https://phccfoundation.org>.**



# ILLINOIS PHCC AUXILIARY 2022 SERVICE PROJECT

As this year's service project, the Illinois PHCC Auxiliary recently made a donation to the Midwest Food Bank, whose mission is to alleviate hunger and malnutrition locally and throughout the world and to provide disaster relief. The Auxiliary donated \$3,000 towards one of their important projects – sending aid to Ukraine.

As a result of the Russian invasion of Ukraine that began in late February, millions of people have left Ukraine in the largest refugee crisis since World War II. Most refugees have gone to the countries directly west of Ukraine, including Hungary, Moldova, Poland, Romania, and Slovakia. Midwest Food Bank is



Auxiliary Treasurer Becky Davis (L) presents Lisa Martin of MFB with a check for \$3,000 in front of a pallet of Tender Mercies ready to ship to Ukraine.

partnering with Convoy of Hope to get nearly 240,000 servings of Tender Mercies to Romania to support Ukrainian relief efforts. Convoy of Hope has a 35,000 sq. ft. warehouse with staff in Poland near the Ukrainian border. They are making regular shipments of food and supplies to the location. Tender Mercies, Midwest Food Bank's nutritious rice and beans meal, is produced and packaged at the Morton, IL, location.

The Illinois Auxiliary was able to fund these donations with revenue generated from t-shirt sales, silent auctions, Expo Program Book projects, and other fundraisers.



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# AUXILIARY PRESENTS CHECK TO ILLINOIS PHCC

The Illinois PHCC Auxiliary has generously donated \$4,000 to the Illinois PHCC towards technology upgrades that will enhance the PHCC's online presence and their virtual continuing education classes. The Auxiliary raises funds for industry promotion/support, and scholarships through their Expo Program Book, Silent Auction, T-shirt sales, and other fundraisers.

The Association sincerely thanks the Auxiliary for their generous donation and continued support!



Auxiliary President Gail McWilliams presents a check to IL PHCC Executive Director Bev Potts.



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# IT'S YOUR LIFE

## Planning for the Family Business Transition: “What’s Next?”

As a business owner, you understand that ultimately you may face the challenge that your role as a leader at your company will one day end. This can be difficult, especially if your business is family owned and operated. Or, you may have already experienced this kind of transition through an illness, death, sale, or the business being passed down through generations. If you are planning to pass your business to family, it is important to discuss it with them openly and honestly. Planning for the next generation can be challenging, but the cost of not facing this question may be substantial, both financially and personally. Investing the time now to ensure a successful transition can be impactful for the new owner, and it will show your employees that there is a bright future for the next generation of the business.

### Understand the Barriers

Some of the common barriers that can contribute to a lack of succession planning may include:

- Not having enough time to properly plan.
- Fear of giving up control of the company.
- Avoiding the issue due to its complexity.
- Holding on to fear of the unknown.
- Lacking clarity as to what the succession plan should look like.

Acknowledging these possible barriers can help move the business toward starting the important process of business succession planning.

### Make Your Transition a Success

Ask yourself what you want the business to look like once you are no longer the leader. The right option for your business — whether it’s a sale, a gift, or a combination of the two — will depend on a variety of considerations and your individual circumstances. Success involves being proactive and preparing for the next generation of leaders for your company. Communicating your wishes, determining a plan, and implementing those wishes will provide you with the answer to the question, “what’s next?”

A qualified attorney can help you sort through your options and can help design a business succession plan that will be in sync with what you want. Talk to your local [marketing representative](#) for a referral to a member of Federated’s network of independent attorneys.

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# HR Question OF THE MONTH

## REMOTE EMPLOYEES?

### Question

We just hired our first remote employee. The employee will be completely remote and will be living and working in a different state than where our company is located. Which state laws apply to this employee—the laws of our company's state or the laws of the employee's state? What are some additional considerations we should be aware of?

### ANSWER

While remote work may provide employees with a great degree of flexibility, employers should be aware of the potential legal implications of such work arrangements. In general, the state and local employment laws that will govern an employment relationship are based on where **the employee is physically working and earning wages**. There is a common rule of "boots on the ground" implying that the applicable laws are those of the location where the employee is physically working. Federal law, by contrast, is the "law of the land" and applies no matter where in the United States an employee is working. Aside from wage and hour laws, other items that employers may need to consider include (but may not be limited to) workers' compensation insurance,

unemployment insurance and tax obligations.

Additionally, in any remote work arrangement, an employer should set clear expectations regarding working hours, availability and time off, and the employer should address how equipment and expenses will be handled. Note that some states require reimbursement of employee business expenses, so it is important to check applicable state and local laws for any requirements. Employers should develop clear policies on remote work with the assistance of an experienced attorney.

Furthermore, remember that an employee who works remotely should still be held to his or her position's performance and productivity standards to ensure fairness and consistency. The employee should ensure that he or she has reliable internet and phone service (if needed for the role), as well as a quiet and private place to work (again, if needed for the role). As with any employee, remote or onsite, the employer should properly monitor the employee's performance and hold the employee accountable.





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(includes tabs, Plumbing License Law, Plumbers Licensing Code,  
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Lawn Irrigation Contractor & Lawn Sprinkler Code)

# \_\_\_\_\_ of code book(s) X \$60.95

**Total amount enclosed \$ \_\_\_\_\_**

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821 South Grand Avenue, West  
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**Make checks payable to the Illinois PHCC.**

**There will be a \$40.00 service charge for any checks returned due to insufficient funds.**

**Questions? Contact the Illinois PHCC at [bev@ilphcc.com](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**

## Avoid Workplace Hazards with Slip, Trip, and Fall Controls

Each year, thousands of workers are injured or disabled as a result of slips, trips, and falls, which may occur anytime, anywhere, or to anyone. These injuries could create long-lasting complications for workers who sustain them, and unfortunately, they are not uncommon occurrences in the workplace — about 20 to 25 percent of all occupational-injury accidents involve slips, trips, and falls.<sup>1</sup> Causes often include:

- Failure to properly use equipment
- Haste
- Inappropriate footwear
- Lack of Personal Protective Equipment (PPE)
- Inattention
- Obstacles in walkways
- Poor lighting and vision
- Slippery surfaces
- Unsafe ladder usage

Fortunately, many of these injuries can be avoided by using controls designed to help you recognize slip, trip, and fall hazards at your workplace and determine what preventative safety measures should be taken.

**Engineering controls** involve evaluating your physical environment and rectifying the hazards that may cause employees to slip, trip, or fall.<sup>2</sup> These controls also include changing processes to ensure that safety is a top priority and verifying that the physical environment at your facility is up to code.

**Administrative controls** involve critically assessing work procedures and policies, and implementing effective rules, schedules, and training with the goal of reducing employee interaction with potentially hazardous situations over long periods of time.<sup>2</sup> These controls can help change the way people do their jobs through the use of education, training, proper signage, maintenance, correcting poor work practices, regular inspections, and good housekeeping, to name a few.<sup>3</sup>

**Safe work practices** take what the administrative controls propose and turn them into actions that employees and employers should follow. The U.S. Department of Labor estimates that at least one third of the nation's workforce is exposed to hazards that could cause slips, trips, or falls.<sup>4</sup> It is up to both supervisors and employees alike to follow safe work practices and regularly ensure that rules are being followed. Document any problematic areas and the remedial actions taken to address those areas, and ensure documentation includes descriptions of any accidents as complete as possible.

**Personal Protective Equipment (PPE)** can help to reduce risks of injury or death in circumstances where there may be an increased risk of slips, trips, or falls. Although there may not be a way to eliminate a hazard in a workplace, PPE can help to control the hazard rather than eliminating it.<sup>3</sup>

Utilizing workplace controls to create and maintain a safe work environment is imperative in helping to avoid unnecessary slips, trips, and falls. And remember to respond quickly and appropriately if a slip, trip, or fall does occur.

<sup>1</sup>U.S. Bureau of Labor Statistics, *SOII Data (2017), Table R4*. Accessed August 2019.

<sup>2</sup> Advanced Consulting and Training LTD. <https://advancedct.com/the-measures-for-controlling-slip-trip-and-fall-hazards-at-work/#:~:text=Administrative%20controls%20include%20the%20following,sight%20obstruction%20and%20over%2Dreaching>

<sup>3</sup> Occupational Safety and Health Administration, National Safety Council – 46E0-HT10. <https://www.osha.gov/harwoodgrants/grantmaterials/fy2006/46e0-h10>

<sup>4</sup>U.S. Bureau of Labor Statistics. May 6, 2021. <https://www.bls.gov/opub/ted/2021/fatal-and-nonfatal-falls-slips-and-trips-in-the-construction-industry.htm>

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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.

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is limited

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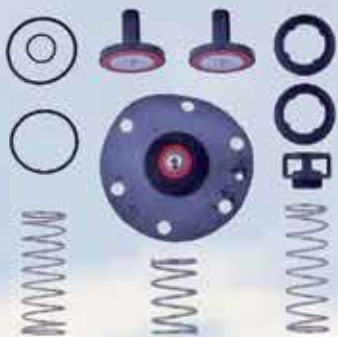


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