
ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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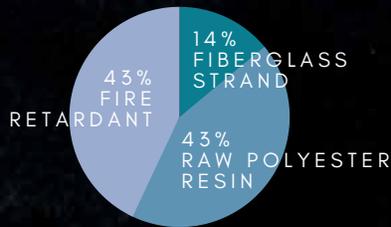


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Editorial and personalized news stories reflect the opinions of the writers, and not necessarily that of the Association. Neither the Association nor this magazine accepts responsibility for statements or claims made by advertisers for their products or services.

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PRESIDENT'S THOUGHTS

by Brian Wilk
Illinois PHCC President

I hope you are all enjoying the nice fall weather that we are having here in Illinois.

Our thoughts and prayers go out to everyone dealing with the aftermath of hurricane Ian. The PHCC National Association has a disaster fund available to help our members in affected areas, and they welcome donations from those wishing to help.

Since my last article, I attended the Chicago Area Plumbing Industry Hall of Fame inductions. It was held at the UA Local 130 Training Center in Chicago and was a great event. An article and pictures on the HOF are included in this issue of the magazine.

I was also able to take some time out this month for an overdue family vacation. Jacqie and I were able to put together a trip that gave us a bit of personal time, time with our daughter Sabrina in Canada, and Jacqie's siblings and mom in New York City where we celebrated Diane's birthday together.

The adventure started with a 3:00am start on a drive to Niagara Falls, Canada. The drive was long but went well with no problems or delays crossing the border. We had a great view of both the American Falls and the Horseshoe Falls from our hotel room. We went on a boat to take us into the mist of the falls and a tour under the falls where they have carved tunnels which let you walk right up to the water that is falling from above. Being in the plumbing industry, it was



amazing to see the power of water that we sometimes take for granted.

After spending two days in Niagara Falls,

we continued our journey up to the City of Kanata, Ottawa, Canada to visit our daughter Sabrina and Wes. They showed us around town, the place where he is the brew master making beer and some of their bee hives. We were



actually able to open up the hives, touch the bees and even eat the raw honey right out of the hive with the bees actively working around our fingers, and nobody got stung! That was an incredible experience.

PRESIDENT'S THOUGHTS . . .

CONTINUED

Sabrina and Wes rented a private cabin on a small lake in Quebec, Canada where we were able to meet Wes' parents for the first time. While there we made homemade pizzas in a wood fire pizza oven, fished and caught Northern Pike on the lake which we ate for dinner, had campfires outside seeing millions of stars and enjoyed time together playing board games.

Leaving Canada, we took Sabrina with us and returned to the United States on our way to New York City to meet up with more of our family for Diane Taghon's birthday. In New York City we all went to Central Park, the play 'From Far Away' which was more than fantastic, took a tour of the Statue of Liberty and Ellis Island and then a tour of the 9-11 memorial.

After eleven days of fun, relaxation, eating too much, touring and having fun together I got the privilege of driving home non-stop, except for gas and drive through food, for fourteen hours straight, but it was definitely worth it!

Until next month,

Brian 

IN MEMORY

Illinois PHCC Past President **Allan Stewart**, passed away on September 2, 2022. He was born on October 31, 1930 in Cary and lived his life there.



Allan was an active participant in the activities of the Illinois Plumbing, Heating, Cooling Contractors Association and the Plumbing, Heating, Cooling Contractors National Association. He served as the president of the Illinois PHCC in 1991, the same year his wife June served as president of the Illinois PHCC Auxiliary. This was the first time a husband and wife team served together.

Allan was also a member of the Masons, Shriners, Rotary and American Legion.

He served our Country as a United States Marine from 1951-1954.

Allan is survived by his wife of 65 years, June Ocenasek Stewart; his children; Lana Stewart, Wendy (Greg) Steiger, and Jim (Nancy) Stewart; grandchildren Charles (Danielle) Steiger, Matthew Steiger, Olivia Stewart and Lexi Stewart.

Private services family were held. Memorials may be sent to a charity of your choice.

The Illinois PHCC and Auxiliary extends their sincere sympathy to the Stewart family. 

15 FOR 12 MEMBERSHIP CAMPAIGN! 3 MONTHS FREE!

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 2022, will have their dues paid through December 31, 2023. That is 3 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. 

2022/23 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2023 renewal year is listed below. 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 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

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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EXHIBITORS - REGISTER NOW FOR THE 2023 IL PHCC EXPO

Registration is now available online or by mail for the Illinois PHCC Expo & Educational Day annual trade show scheduled for **Friday, March 17, 2023**. The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.

The March 17th 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 800 people with their CEU credit. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.

We expect a big and enthusiastic crowd. Attendance was steady throughout the 2022 show and the quality of the attendees was superb. We constantly work to upgrade our mailing lists to include **every facet of the p-h-c industry**. We will be offering our exhibitors **free links** to their web sites from the Illinois PHCC site and a discount on advertising in the show issue of the Illinois Master Plumber magazine.

In this issue you will find the **floor plan and a contract for the 2023 EXPO**. Booths are selling quickly, so act now to reserve your space for the event of the year. **Both pages of the hardcopy contract MUST be signed and returned to the Illinois PHCC either by email or mail in order for the space to be held**. Please visit our website at www.ilphcc.com/expo to pay on-line by credit card or you can mail in a check with your contract. The discounts for four or more booths will calculate automatically after you make your selection on the form plus you will receive a 5% discount if full payment is received by December 31, 2022.

Thank you for your past support of the Illinois PHCC and we look forward to your participation in this great industry event. 

CALENDAR OF EVENTS

NOVEMBER 12, 2022

Illinois PHCC Online CEU Class

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

JANUARY 14, 2023

Illinois PHCC Online CEU Class

FEBRUARY 17, 2023

Illinois PHCC Online CEU Class

MARCH 17, 2023

Illinois PHCC EXPO
Drury Lane Conference Center
Oakbrook Terrace, IL

MARCH 18, 2023

Illinois PHCC Board Meeting
Hilton Suites Hotel
Oakbrook Terrace, IL

MARCH 29-31, 2023

QSC of PHCC Power Meeting
Lexington, KY 



**2023 Exposition Application & Contract
March 17, 2023**

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, 2022. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2023.

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, 2023 a full refund will be made. No refunds after January 2, 2023. 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 (I. 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.

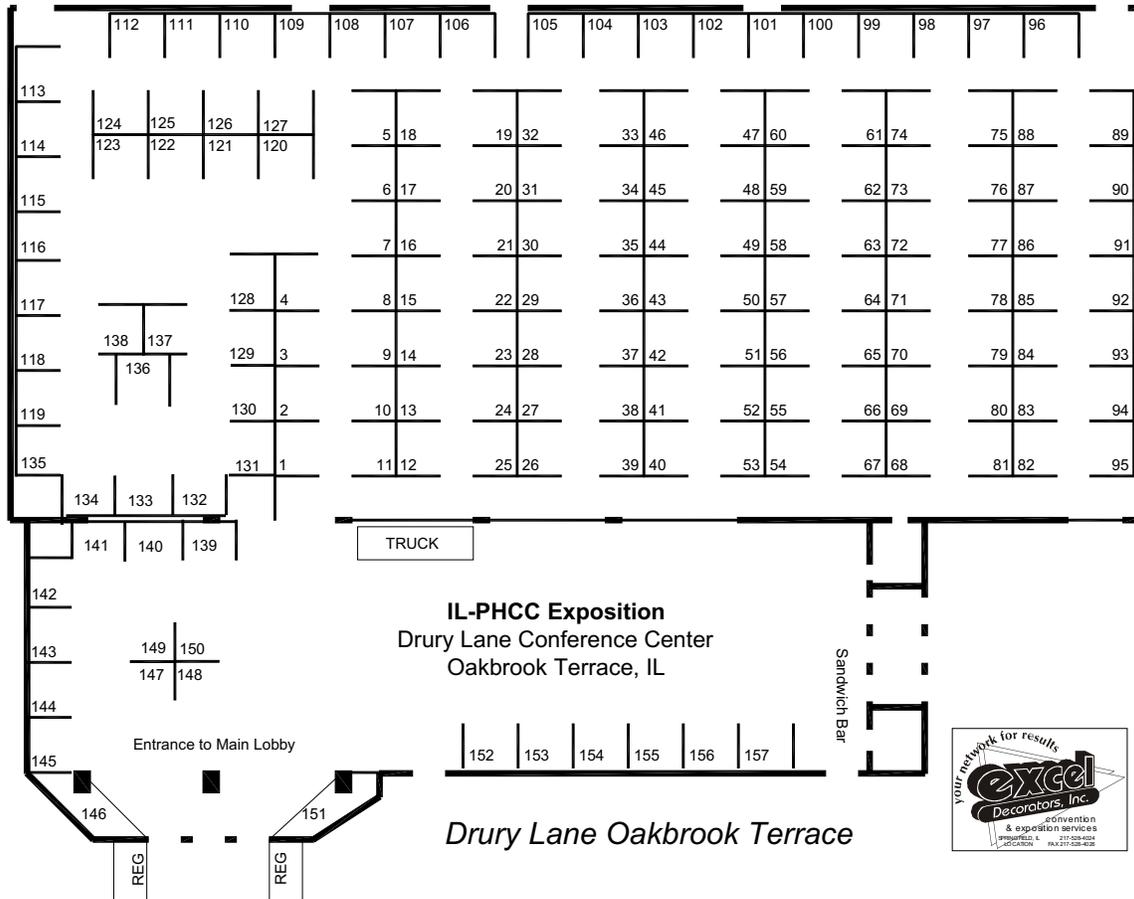
No Conflicts: There shall be no activities planned in conflict with this event.

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 _____

2023 IL PHCC EXPO FLOOR PLAN



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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
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IDHR's website at www.illinois.gov/dhr/training.**



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PCA MEMBERSHIP MEETING EXPLORED LEGISLATIVE TOPICS

A midday meeting featuring a program panel well-versed and experienced in legislative matters affecting the construction (and specifically plumbing) industry welcomed attendees to Shaw's Crab House in Schaumburg on September 14. The event opened with a networking reception, followed by a luncheon that led to the program.

Panelists included Illinois State Senator and Assistant Majority Leader Linda Holmes (District 42); IMSCA Executive Director Jessica Newbold-Hoselton and General Counsel James Rohlfing; and Illinois PHCC Chapter Executive Director Bev Potts. Moderating duties were handled Newbold-Hoselton and PCA Executive Director S.J. Peters.

Senator Holmes is the sponsor of IMSCA-initiated SB 178 pertaining to retainage reduction for public projects, and she was instrumental in the passage of favorable retainage reduction on private projects (SB 1636) in 2019. Newbold-Hoselton led a conversation with Senator Holmes on a variety of key topics including the defunct proposed repeal of the Prompt Pay Act; efforts toward prevailing wage expansion; public-private partnership; unemployment trust fund deficit; the redistricting process; and an overview of only the process on the vote for the proposed Illinois constitutional initiative known as the "Workers' Rights Amendment" which will be on the November 8 election ballot.

Potts next provided an overview and explanation of a half dozen legislative bills that had been proposed in the last session related to plumbing. While Potts showed which were beneficial to the industry, benign, redundant, or potentially harmful, none she covered at the meeting passed. However, the prospect of these bills being re-submitted is always a possibility.

Finally, an in-depth discussion was then led by Rohlfing, explaining HB 5412 (P.A. 101-1076), which makes prime contractors liable for paying subcontractors' workers' unpaid wages and fringe benefits. IMSCA was successful in adding language containing an exemption for union contractors. Rohlfing emphasized that the intent by the lawmakers (on record during the deliberation process before that bill became law) would very likely substantiate the exemption. A question & answer period with further comments and discussion concluded the meeting.



Pictured above: The panelists from left: S.J. Peters (moderator); Bev Potts; Sen. Linda Holmes; Jessica Newbold-Hoselton; and James Rohlfing.

Article and photos provided by the PCA of Greater Chicago.

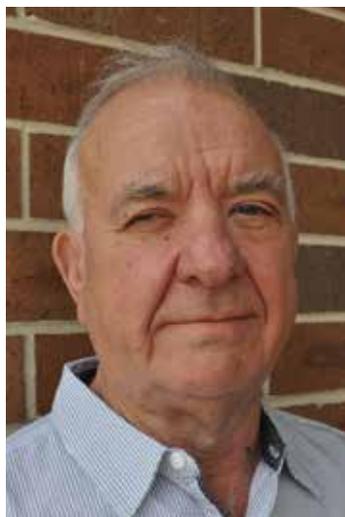
CHICAGO AREA PLUMBING INDUSTRY HONORS NEWEST “HALL OF FAME” INDUCTEES AT AUG. EVENT

By S.J. Peters, PCA of Greater Chicago

The Chicago Training Center of the Plumbers’ Local 130 UA JAC was the ideal setting as over 125 industry well-wishers including member contractors, Association leaders, Union officials, invited guests, family and friends gathered on August 31, 2022 to pay tribute to the two newest inductees into the “Chicago Area Plumbing Industry Hall of Fame”: **Terrance M. McCarthy of Terry Plumbing Co. and George W. Treutelaar of Great Lakes Plumbing & Heating Co.**

Created in 2002 by the Plumbing Contractors Association Board (PCA), the Hall of Fame Committee has consistently selected individuals who have shown an abundance of personal commitment, professional dedication, ingenuity, integrity, and a passion to seek innovation and improvements to our industry. This year, as initiated by the PCA to ensure full participation of the entire Chicagoland jurisdiction, for the first time ever the selection committee was comprised of representatives of the PCA, Plumbers Local 130 UA, the West Suburban Association of Plumbing Contractors (WSA), the Kankakee & Iroquois Counties Plumbing & Piping Contractors Association, and the manufacturing/supply/rep component of our trade.

The addition of Mr. McCarthy and Mr. Treutelaar at this late summer event brought the total number of this exclusive group to 40 individuals. Prior Hall of Fame inductees in attendance included Robert Abbott; Joseph Alberg; John Bojan; Edward Kuhn; Beverly Potts, and James Smith. Past honorees who have since passed on were also warmly remembered with a moment of silence during the opening remarks by PCA President Brian Kennedy (Gehrett Plumbing). WSA President Justin Treutelaar (Great Lakes



Terry McCarthy



Prior HOF inductees: Bev Potts, Ed Kuhn, John Bojan, Bob Abbott, Jim Smith.

Plumbing & Heating) shared an overview of the selection process during the next portion of the program, with an introduction of the Committee members followed by a fond tribute to his father and mentor – inductee George W. Treutelaar.

A descriptive and stirring induction of Terry McCarthy next was provided by Illinois PHCC Executive Director Bev Potts, followed by McCarthy’s own memory-driven, grateful, and gracious acceptance speech which began by recalling his 57-year (so far) plumbing career. “During my career, I have been fortunate to be



George Treutelaar

a part of organizations and committees on a city, state and national level,” McCarthy remarked. “I have learned the value of taking an active role in this industry. It’s taught me that you get what you give. Fifty-seven years of my life have been dedicated to the plumbing industry, and I hope to continue supporting it now and in the future.”

CHICAGO AREA PLUMBING INDUSTRY HONORS NEWEST “HALL OF FAME” INDUCTEES AT AUG. EVENT

CONTINUED

Due to Business Manager James F. Coyne’s unexpected absence to address a critical matter, Local 130 Financial Secretary-Treasurer Ken Turnquist stepped in to deliver Treutelaar’s induction, which was peppered with appreciative remembrances of his numerous accomplishments spanning over five decades as an industry leader.

The program concluded with Treutelaar’s acceptance speech, which offered his recollections and perspectives spanning from his apprenticeship and covering his multi-faceted involvement in the Associations, his company, the JAC, and union-management matters. “I’ve been lucky in my career to have the chance for volunteering and learning – which never stops – through all the Associations,” Treutelaar emphasized. “I first came onto the Plumbing Council board in 1983, which started

my involvement. It’s made me better. I’m proud of my company and all the employees who treated Great Lakes like it was their own...which made all the difference. It’s also been a firm partnership between Local 130 and the contractors, and together we’ve made this industry what it is, and it’s a main reason to be so proud for all we’ve accomplished.”

The tributes closed with a standing ovation for both honorees.

Interestingly, both inductees share a family history with the Hall of Fame: McCarthy’s late brother, Jay, was inducted in 2008 while Treutelaar’s father, George J. Jr., was also posthumously inducted in 2004 as a charter member when this special Chicago-area plumbing industry recognition was first originated. 

RAFFLE WINNERS ANNOUNCED

The 2022 IMSCA-PAC raffle drawing was held at IMSCA’s Board and Membership meeting on Friday, September 16th. IMSCA staff would like to send a big THANK YOU to everyone who supported the 2022 fundraising effort. We would also like to congratulate our 2022 raffle winners. Those taking home prizes this year include:

Bears Ticket Package: **Illinois Chapter NECA**

Blackhawks Ticket Package: **Rick Lundvall**

Travel package: **Environment Mechanical Services**

Amazon gift card: **Henson Robinson Company (MCA Central IL)**

Best Buy gift card: **Tony Adolfs**

Bass Pro gift card: **ASA Chicago**

Cabela’s gift card: **Chad Fricke**

Cooper’s Hawk gift card: **Karsten Pawlik**

Top Golf gift card: **Adam Marshall**

A big THANK YOU also goes out to our generous members who donated the awesome prize

packages! Those who donated prizes this year include:

- **Tom Morton, LLD Electric Co.**
- **Jim McGlynn, Sr., McWilliams Electric Co.**
- **Bloomington Normal PHCC**
- **Underground Contractors Association of IL**
- **IL PHCC**
- **PCA of Greater Chicago**
- **Electrical Contractors Association of Chicago**
- **SMACNA Greater Chicago**
- **Associated Steel Erectors**

**Thank you again for your
support of IMSCA-PAC.**



Are Your Employees Safe Drivers?

Ironically, the more we drive the less aware of our driving habits we often become. Occasional poor driving behaviors may gradually grow more frequent; we become accustomed to our driving style; we lose awareness of our driving tendencies; and we develop dangerous driving habits. This is true of you and the employees who drive your company vehicles. Ask yourself, “In the past month, how often have my employees been driving and had a near-miss collision because they...”

- Slammed on the brakes?
- Rolled through a stop sign?
- Turned a corner too fast?
- Were distracted while sending a text?
- Decided to speed?

If you can't answer these questions, it may be time to take action. Technology now exists that allows business owners and leaders to “step into the cab” of company-owned vehicles operated by their employees and gain valuable insight into their team's behavior behind the wheel. Even better, employees themselves can benefit from receiving direct feedback on their driving via technology solutions. In some cases while driving on behalf of the company, an employee may not even realize they have unsafe habits on the road until presented with hard data related to how often they:

- Use their phone
- Hard brake
- Hard corner
- Speed
- Hard accelerate

Increasing awareness of unsafe behaviors – coupled with rewarding and recognizing desired driving behaviors – can be the difference between your employees making it home safe today and a devastating vehicle crash.

If you're ready to take the lead on creating safer roads for your employees and everyone, reach out to your local Federated Insurance [marketing representative](#) to learn about Federated DriveSAFESM, a telematics app solution available to Federated clients.

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 may be 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 and applicable



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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



HR Question OF THE MONTH

UNAUTHORIZED OVERTIME?

Question

We have a problem with employees who clock in and start working before their shifts are scheduled to begin. They also continue working and clock out after their shifts are scheduled to end. As a result, these employees work over 40 hours a week and are entitled to overtime pay. We have a policy that specifically states that employees must receive prior approval before working any overtime. Can we refuse to pay these employees for the unauthorized overtime that they worked, since they violated our policy and did not receive prior approval? If not, what other recourse do we have?

ANSWER

In its Fair Labor Standards Act (FLSA) Hours Worked Advisor, the U.S. Department of Labor (DOL) provides that “[i]t is the duty of management to exercise control and see that work is not performed if the employer does not want it to be performed. An employer cannot sit back and accept the benefits of an employee’s work without considering the time spent to be hours worked.”

Thus, employers must timely pay all wages for hours that they know or should know employees worked. If employees clock in before their scheduled start times and start

working, this time is payable, even if it results in employees’ working when they are not supposed to and incurring unauthorized overtime in violation of company policy. The same rule applies if employees continue working and clock out after their scheduled end times. As the DOL notes in the guidance referenced above, “Merely making a rule against such work is not enough. The employer has the power to enforce the rule and must make every effort to do so.”

That said, as the DOL suggests, an employer is not without recourse. Employees who clock in before the start of their shifts, clock out after their shifts end, and/or incur unauthorized overtime can be disciplined for any such policy violations. However, the disciplinary action for these types of infractions must stop short of failing or refusing to pay wages (including overtime) that are otherwise due.

In sum, while employees can be disciplined for violating company policies relative to adhering to a specific schedule, any proposal to dock pay as a form of disciplinary action can lead to unpaid wage claims and penalties. Remember to check your state and local laws for any additional rules that may apply. 📞

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Please CHECK which class you would like to attend:

BACKFLOW TESTER REFRESHER \$110 – Max Capacity 10 Students

This course is focused on refreshing the Cross Connection Tester on testing procedures as taught by the State of Illinois. This is a hands-on course. Attendees must have a valid CCCDI to attend.

- September 21st December 7th February 1st March 1st April 12th
 October 5th January 4th February 15th March 15th April 26th
 November 9th January 18th March 29th

AUTOMATIC CONTROL VALVE COURSE \$110 – Max Capacity 12 Students

This class will have classroom instruction as well as hands-on live simulations for the proper operation of an Automatic Control Valve. We will go through the basics for sizing, commissioning, proper application, and repair. Our introductory class to Automatic Control Valves is an entry level class that will consist of the following:

1. Types of ACV's
2. Basic Components and Operation
3. Proper Sizing and Sizing Problems
4. How to Commission an ACV properly
5. Repair Parts/ How to Repair

- February 8th March 8th

LARGE BACKFLOW REPAIR (SMALL GROUP) - Max 12 attendees per class \$125 per person

Small group backflow repair class. Classes will consist of 3 individual groups working with an individual instructor to do hands on testing, diagnosis, and repair of large backflow assemblies only.

1. Watts 909 Large Valve Series
 2. 880/860 Febco Large Valve Series
 3. Wilkins 375 Large Valve Series
- October 19th January 11th April 5th

****All classes will be held from 5pm – 9pm with Dinner included****

We're bringing back Jimmy's Charhouse Pork Chops!!

*****THE FEE FOR ATTENDING THESE CLASSES IS NON-REFUNDABLE*****

Location: Test Gauge, Inc. | 1051 E Main St, Unit 107 | East Dundee, IL 60118

Toll Free: (866) 836-8692 | **Local:** (847) 836-8690 | **Email:** salesgroup@testgauge.net