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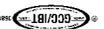
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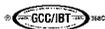
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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

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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To: Illinois PHCC
821 South Grand Avenue West
Springfield, Illinois 62704
Telephone (217) 522-7219
BEV@ILPHCC.COM
WWW.ILPHCC.COM

EDITORIAL AND EXECUTIVE OFFICES

821 South Grand Avenue West
Springfield, Illinois 62704
Telephone: (217) 522-7219
FAX: (217) 522-4315
1 (800) 795-PHCC



PRESIDENT'S THOUGHTS

by Mike Ehret
Illinois PHCC President

As we approach fall, it appears the abundance of work, and the summer heat, will continue, as will the shortage of workers to do that work. It seems that all the trades are having the same problem and it is not likely to go away any time soon. We as contractors will have to do what is necessary to attract and keep these workers.

Attracting new workers to this trade requires getting to people when they are in high school and showing them the advantages of making this their career. Waiting until they get out of college is too late. Many local areas have job fairs for the trades that bring high school shop class students out for field trips to show the students different trades in action. Consider getting involved by volunteering some time, or maybe an employee for a few hours to similar programs who offer these in your area. Hundreds of kids show up to these fairs and being able to see actual workers instead of speakers and getting to learn hands on by someone who works in the field may make the difference in who works for you a few years from now.

Also remember, Connect 2023 in Cleveland is just around the corner at the end of October so get registered!

Thanks for reading,

Mike



FALL MEMBERSHIP SPECIAL!

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 31st of 2023, will have their dues paid through December 31, 2024. That gives you free bonus months of membership benefits for FREE for the rest of 2023, and locks in your 2024 dues at the 2023 rate. See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com.



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CALENDAR OF EVENTS

OCTOBER 26, 2023

ERTC Backflow Symposium
DoubleTree Hotel
Bloomington, IL

OCTOBER 25-27, 2023

PHCC CONNECT '23
Huntington Convention Center
Cleveland, OH

NOVEMBER 10, 2023

IL PHCC Online CEU Class

JANUARY 13, 2024

IL PHCC Online CEU Class

FEBRUARY 16, 2024

IL PHCC Online CEU Class

MARCH 22, 2024

IL PHCC Expo & Educational Day
4-Hour In-person CEU Class
Drury Lane Conference Center
Oakbrook Terrace, IL

MARCH 23, 2024

IL PHCC & Auxiliary Board Meetings
Hilton Suites
Oakbrook Terrace, IL



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2023/24 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.

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.

2023-2024 Continuing Education Dates

Saturday, September 23, 2023
8:00am – 12:00 pm (Online)

Friday, October 6, 2023
12:00 pm – 4:00 pm (Online)

Friday, November 10, 2023
12:00 pm – 4:00 pm (Online)

Saturday, January 13, 2024
8:00 am – 12:00 pm (Online)

Friday, February 16, 2024
12:00 pm – 4:00 pm (Online)

Friday, March 22, 2024
9:00 am – 1:00 pm
**Drury Lane Conference Center, Oakbrook
Terrace, IL**

**Saturday, April 20, 2024 – 8:00 am – 12:00 pm
(Online)** 



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MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING

Public Act 101-0221 (commonly referred to as the Workplace Transparency Act), requires Illinois employers to provide sexual harassment prevention training to their employees on an annual basis, regardless of the size of the company.

Under this law, Illinois employers have until December 31st each year to train employees on sexual harassment prevention. The Act provides minimum standards that must be included in the training. To assist your business in complying with this new law, the Illinois Department of Human Rights has posted the following information on its website:

- A FAQ for Sexual Harassment Prevention Training
- Minimum Sexual Harassment Prevention Training Standards for All Employers

Employers must either develop their own sexual harassment prevention training program that equals or exceeds the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act, or they may use the model training provided by the IDHR. The model training program can be downloaded by visiting <https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx>

For more information please visit IDHR's website at www.illinois.gov/dhr/training.



IMSCA RAFFLE WINNERS

The 2023 IMSCA-PAC raffle drawing was held at IMSCA's Board and Membership meeting on Friday, September 15th. IMSCA staff would like to send a big THANK YOU to everyone who supported our 2023 fundraising effort. We would also like to congratulate our 2023 raffle winners. Those taking home prizes this year include:

Bears Ticket package: **Voris Mechanical (MCA Chicago)**
Blackhawks Ticket package: **Eastern IL Chapter NECA**
Cubs Ticket package: **PremiStar North (MCA Chicago)**
Travel package: **Dynamic Heating & Piping (MCA Chicago)**
Amazon gift card: **Bloomington Normal PHCC**
Best Buy gift card: **Tammy Hicks**
Cabela's gift card: **Illinois Chapter NECA**
GoPlay Golf gift card: **Heatmasters, Inc. (MCA Chicago)**
Home Depot gift card: **ASA Chicago**
Lettuce Entertain You gift card: **F.E. Moran (MCA Chicago)**
Morton's gift card: **Bloomington Normal PHCC**

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.**
- **Mason Contractors Association of Greater Chicago**
- **Bloomington Normal PHCC/IL PHCC**
- **Electrical Contractors Association of Chicago**
- **PCA of Greater Chicago**
- **Underground Contractors Association of Illinois**
- **SMACNA Greater Chicago**
- **Mechanical Contractors Association of Chicago**





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 \$543.00. State and National are presented as a package for \$788.00 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

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METCRAFT



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Commercial Fixtures

SLOAN



Flushometers (Manual & Sensor)
Sensor Faucets
Fixtures
Sinks & Washfountains

REPCO

REPCO Associates serves the commercial construction marketplace in Illinois as Manufacturer's Representatives of premium plumbing products. For over 50 years REPCO Associates has been committed to delivering realistic, timely and cost-effective ideas. We work hard to provide solutions to all your commercial plumbing needs; delivering products and services in the state of Illinois to an ever-increasing base of Architects, Engineers, Wholesalers and Contractors. REPCO employs a group of committed team members who are proud to provide unmatched service while maintaining the integrity of the quality manufacturers we are proud to represent.

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Fight Fire with Fire ... Prevention

Three steps — Let this be a guide in helping prevent a dangerous or deadly fire at your business. Take a look at the following to see how these action items could be applied today.

1. Educate your employees on the consequences of a potential fire at your business.

The impact of a fire can be:

- Deadly
- Expensive
- Time-consuming
- Overwhelming

It doesn't just affect you. Your employees, their families, and their livelihoods are also at stake.

2. Implement a fire prevention plan at your business.

Your plan should include:

- Designating a person who is responsible for fire prevention at your business
- Conducting a regular fire safety walkthrough
- Completing the [fire safety checklist](#) to identify sources of fire at your business

Fires are avoidable. Make it your responsibility to educate and equip your employees with the knowledge on how to prevent fires at your workplace.

3. Repeat steps one and two.

Take the time to focus on:

- Using the checklist frequently
- Evaluating fire hazards continuously
- Training your employees on an ongoing basis

Fire prevention is an everyday practice. It could be the difference between a successful business and one that is gone the next day. To learn more about this important topic, and to review helpful risk management resources, [reach out to your local Federated® marketing representative.](#)

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 laws.

EXHIBITORS – REGISTER NOW FOR THE 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 22, 2024**. The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.

The March 22nd 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. This class will also provide Certified Plumbing Inspectors with their State hours. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.

ASPE Chicago will again be co-locating their annual event with us. They will offer education for the design profession and also participate in the tradeshow. More information will be coming out from ASPE in the near future.

We expect a big and enthusiastic crowd. Attendance was steady throughout the 2023 show and the quality of the attendees was superb. We work to upgrade our contact lists so that we include **every facet of the p-h-c industry**.

In this issue you will find the **contract for the 2024 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.

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



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2024 Exposition Application & Contract March 22, 2024

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 - \$1195 each. Four or more booths - \$1155 each.

Discount price for Illinois PHCC Associate Members:

One to three booths - \$995 each. Four or more booths - \$955 each.

\$250.00 deposit per booth must accompany application form. 3% discount if full amount of booth cost is paid prior to December 31, 2023. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2024.

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, 2024 a full refund will be made. No refunds after January 2, 2024. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Drury Lane Conference Center. *In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 800-795-7422 with any special requests.*

Booth Assignment(s) _____

Date ____ / ____ / ____ Signed: _____

Illinois PHCC Executive Director/Show Manager

Illinois PHCC Exhibitor Terms and Conditions

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

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

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

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

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

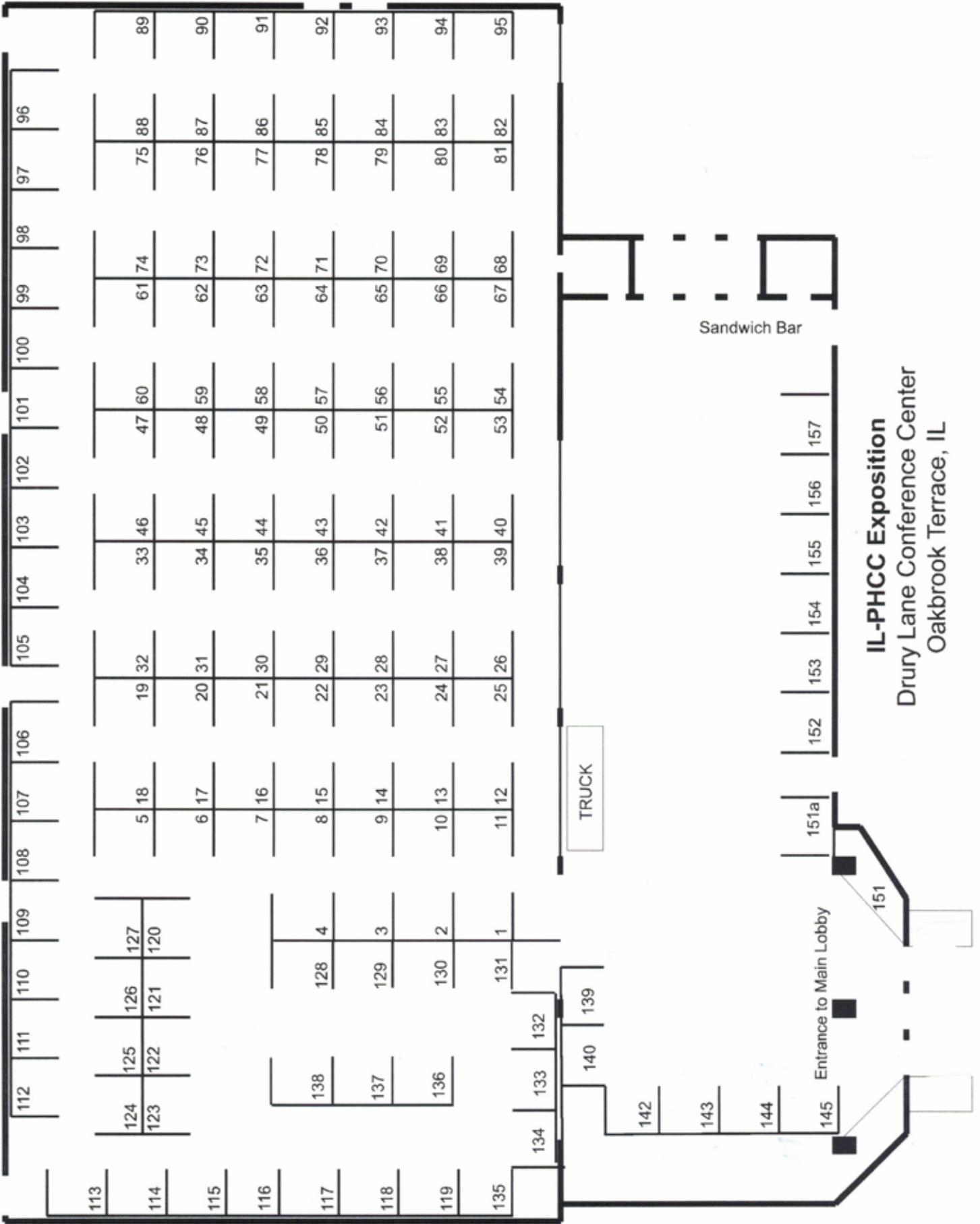
Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

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

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

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

Signature _____ Company Name _____
Date _____



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



HR Question OF THE MONTH

OFF-DUTY CONDUCT

The Question of the Month is provided by Zywave®, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulation in your state. Consult with your own qualified legal counsel regarding your specific facts and circumstances.

Question

We have two employees who are friends and hang out together outside of work. However, they have been getting into disputes outside of work hours, and they're bringing their personal issues into the workplace. They recently had an argument and were shouting at each other in the office during work hours. What can I do? Am I allowed to discipline them for issues stemming from their off-duty conduct?

ANSWER

An employer should generally be cautious about taking action against employees based on activity that occurs off-duty and off-premises. It is not uncommon or unlawful for employees who develop personal relationships at work to communicate with one another when they are not working. The best practice is to avoid bringing these issues into the workplace if they do not adversely affect the business or work environment.

That said, to the extent such situations interfere with work, employers have the right to address any

issues that spillover into the workplace. Employers have a duty to provide a safe and comfortable workplace for all their employees. While an employer generally should not get involved in the personal lives of its employees, outside issues may infiltrate the workplace to such a degree that the employer has no alternative but to get involved to ensure a safe working environment.

An employer must focus on the “at-work impact” of off-duty conduct and should address such issues from a policy enforcement standpoint, just as it would any other issues that might occur in the workplace. For example, if an employer would normally discipline employees who shout at each other during work or engage in other misconduct, the employer should not avoid doing so merely because the employees may have a personal relationship outside of work. Policies should be enforced consistently to ensure equal treatment and avoid discrimination concerns.



PLUMBING CODE BOOK

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Company: _____

Street Address: _____

City/State/Zip: _____

Email: _____

Phone: _____

Cost \$60.95/Code Book

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

_____ of code book(s) X \$60.95

Total amount enclosed \$ _____

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

(217) 522-7219

SILENCE AND SUICIDE ON THE JOBSITE

by Mark Breslin

The construction industry is a vital sector that requires hard work and dedication. However, behind the hustle and bustle of construction lies a hidden struggle that often goes unnoticed – the mental health of workers. Unfortunately, the construction industry has the second highest suicide rate next to Mining, Quarrying, and Oil and Gas Extraction. The reasons for this alarming trend are many – long and grueling work hours and the daily risk of serious injury contribute to increased stress and the job’s strenuous demands that can potentially cause untreated anxiety, depression, and substance abuse. Such factors can ultimately contribute to suicide, particularly for males, as highlighted by the staggering suicide rate of 45.3 suicides per 100,000 workers. It is crucial to take proactive measures to foster a culture of support and well-being in the construction industry. Let us work together to address the prevalent mental health challenges in our industry. Companies can take some key actions to address this issue effectively.

Preventing Suicide in Construction: Key Company Actions

Building Support Systems: Just as sturdy scaffolding supports a construction structure, training programs must establish robust support systems. Creating a safe, nurturing environment where employees feel comfortable discussing challenges and seeking help is essential. Mentorship programs, counseling services, or peer support groups can serve as pillars of support. These systems provide employees with a foundation to address their mental health concerns effectively, enabling them to manage stress, anxiety, and other issues, leading to improved well-being and productivity.

Raising Awareness: Construction projects often involve high-pressure deadlines, long hours, physically strenuous tasks, and a demanding work environment, contributing to stress and anxiety. Organizing awareness programs shines a spotlight on mental health, reducing stigma and encouraging employees to seek help when needed. Workshops, guest speakers, and informative resources empower employees with knowledge and open doors to meaningful conversations. Fostering a culture of understanding and support creates an environment where employees feel safe discussing their mental health.

Providing Access to Resources: Just as a well-equipped toolbox helps tackle construction tasks, companies should ensure access to mental health resources. This includes counseling services, online platforms with mental health resources, and information about local support networks. These resources equip employees to

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manage their mental health proactively, allowing them to perform at their best and contribute to a positive work environment. Prioritizing mental health in training programs is a necessity.

As leaders in the construction industry, our commitment to mental health not only safeguards our workforce but also strengthens the very foundation on which we build. By fostering open communication, prioritizing mental well-being, and providing accessible resources, we shape an industry that not only constructs impressive structures but also nurtures the holistic well-being of every worker.

RESOURCES:

Suicide & Crisis Lifeline

- Call or Text: **988**
- Chat at 988lifeline.org
- Find resources at ConstructionSuicidePrevention.com.



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