

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 110, No. 2

February, 2024

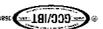
Join Us at the Illinois PHCC Expo



March 22, 2024 | Oakbrook Terrace, IL

PRRST STD  
U.S. POSTAGE  
PAID  
SPRINGFIELD IL  
PERMIT NO 66

ILLINOIS PHCC  
821 South Grand Avenue West  
Springfield, Illinois 62704





PO Box 5007  
2800 N.E. Adams St.  
Peoria, IL 61601-5007  
309-688-1068 309-688-4120

**“Best Products....Best Prices....Best Service”**

Connor Co. has been family owned business since 1936, servicing and building relationships with companies in the Plumbing, HVAC, and Industrial PVF industries. Connor Co. has twenty-three locations that work together with vendors to provide the best products to our loyal customers. Our customers are the most valued asset to Connor Co. By staying committed to our motto **“Best Products...Best Prices...Best Service”** Connor Co. will continue to provide quality products and build customer relationships.



- Peoria, IL. 61615  
1209 W. Pioneer Parkway  
PH: 309-693-7229

- Macomb, IL 61455  
433 N. Campbell  
PH: 309-833-2148

- Kankakee, IL 60901  
1600 Grinnell Road  
PH: 815-933-6688

- Urbana, IL 61801  
1900 N. Lincoln Ave.  
PH: 217-367-7601

- Peru, IL 61354  
3 Terminal Road  
PH: 815-224-1205

- Sugar Grove, IL 60554  
694 Heartland Dr.  
PH: 630-466-3284

- Moline, IL 61265  
4200 46th Ave.  
PH: 309-797-3715

- Springfield, IL 62703  
1400 South 9th St.  
PH: 217-544-9612

- Mattoon, IL 61938  
1421 Old State Road  
PH: 217-235-4328

- Bloomington, IL  
413 E. Oakland Ave.  
PH: 309-828-000

- Galesburg, IL 61401  
2315 Grand Ave.  
PH: 309-342-7000

- McHenry, IL 60051  
3918 N. Richmond Road  
PH: 815-385-4404

- Danville, IL 61832  
520 E. Fairchild  
PH: 217-446-1818

- Rockford, IL 61109  
3537 Merchandise Dr.  
PH: 815-874-1515

- Terre Haute, IN 47802  
2800 S. State Road 63  
PH: 812-232-3333

- Lafayette, IN 47905  
851 Farabee Court  
PH: 765-448-4553

- Frankfort, IN 46041  
1599 McKinley Ave  
PH: 765-659-5780

- Crawfordsville, IN 47933  
2300 Indianapolis Road  
PH: 765-362-0481

- Quincy, IL 62301  
1328 Seminary Rd.  
PH: 217-228-7898

- Collinsville, IL 62234  
#3 Business Center Court  
PH: 618-344-9200

- Decatur, IL 62526  
3130 N. Grand Prix Dr.  
PH: 217-875-5626

- Marion, IL 62959  
801 Skyline Dr.  
PH: 618-993-1031

- Jacksonville, IL 62650  
630 Brooklyn Ave.  
PH: 217-243-3411

- Freeport, IL 61032  
1201 W. Galena Ave  
PH: 815-235-7789

- St. Louis, MO 63146  
2374 Grissom Dr  
PH: 314-994-9799

- Comfort Supply  
Peoria, IL 61603  
2800 NE Adams St.  
PH: 309-688-4407





### OFFICERS

**President**

Mike Ehret  
*Belleville*

**Vice President**

Terry McCarthy  
*Countryside*

**Treasurer**

John Baethke  
*Chicago*

**Secretary**

**President Emeritus**

Brian Wilk  
*Mount Prospect*

**Executive Director**

Beverly Potts

**Associate Director**

Shelly Lott

### CONTENTS

President’s Thoughts . . . . . 4

Register Now for the EXPO CEU Class . . . . . 4

Get Your Backflow Test Kit Calibrated at the Expo . . . . . 5

Calendar of Events . . . . . 5

2024 Illinois PHCC CEU Schedule . . . . . 6

Employers Must Post OSHA Form 300A . . . . . 6

IL PHCC Expo & Educational Day . . . . . 8

IL PHCC Educational Day . . . . . 9

Message from the IL PHCC Auxiliary President . . . . . 11

License Renewal Time - Don’t Delay . . . . . 11

IL PHCC Legislative Update . . . . . 12-13

Plumbing Code Book Order Form . . . . . 15

DOL Announces Final Rule on Classifying Workers as Employees or  
Independent Contractors . . . . . 16

PHCC Illinois Auxiliary Scholarship Application and Rules 2024 . . . . . 17-18

Risk Management Corner . . . . . 19

HR Question of the Month . . . . . 20

Federated Insurance Launches 2 1/2 Day Risk Management Academy . . . . . 21

IL PHCC Past President’s Club Scholarship Fund Rules and Application . . . . . 21-22

### ADVERTISERS

Bradford White . . . . . 12

Connor Company . . . . . Inside Front Cover

Federated Insurance . . . . . 7

H.R. Stewart . . . . . 4

Herkowski Stickler & Associates . . . . . 10

Hodes . . . . . 6

Inland Sales . . . . . Inside Back Cover

T.J. Higgins . . . . . 14

Test Gauge . . . . . Back Cover

Torvac . . . . . 17

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.

**POSTMASTER:** Please Forward Change of Address Notice on Form 3578 and Copies Returned Label Form 3579.

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

Last month we talked about the mild 60° weather on Christmas Eve and enjoying the warm weather. Well January reminded us that it's still winter those first few weeks! I need to keep the good weather to myself when it's happening.

Make sure to check later in this month's issue to find the scholarship application for the Auxiliary and Past Presidents. If you have someone that qualifies for one of these, it is pretty easy to apply.

The Expo and CEU information are also included. If you want to see the latest and greatest in the industry, plan on attending the Expo and you can make it a full day away from work by completing your CEUs to renew your license that morning.

Thanks for reading,

*Mike*



## REGISTER NOW FOR THE EXPO CEU CLASS

The 4-hour continuing education class prior to the opening of the Illinois PHCC Expo on March 22nd will feature multiple speakers. One of those will be Michelle Harden from the Office of the Illinois Attorney General, speaking on changes and plumbing applications of the ADA and Illinois Accessibility Code. One of the benefits of attending this in-person class is that each attendee will **receive a complimentary flash drive containing the US Access Board Technical Guide for installing plumbing according to the ADA.** This is a new document developed by the US Access Board that provides easy to understand explanations of the requirements.

Register now at [www.ilphcc.com](http://www.ilphcc.com) for this very informative class.



### H.R. STEWART, INC. Heavy Sewer Cleaning & Televising

- Sewer Jetting – up to 72 inches
- Steerable Mainline Televising – 4 to 72 inch, lengths up to 850 feet
- Push Camera – 3 to 6 inch, lengths up to 500 feet
- Catch Basin Cleaning
- Root Cutting & Destroying
- Air & Mandrel Testing
- Hydro-Excavation
- Municipal Work



H.R. Stewart, Inc.  
(847) 639-3331  
[WWW.HRSTEWART.COM](http://WWW.HRSTEWART.COM)

---

# GET YOUR BACKFLOW TEST KIT CALIBRATED AT THE EXPO

---

Test Gauge, Inc. will be offering on-site calibrations of your backflow test kit during the Illinois PHCC Expo on March 22nd at the Drury Lane Conference Center in Oakbrook Terrace.

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



## CALENDAR OF EVENTS

**FEBRUARY 16, 2024**

IL PHCC Online CEU Class

**MARCH 23, 2024**

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

**FEBRUARY 28 - MARCH 1, 2024**

CCA of PHCC Meeting  
New Orleans, LA

**APRIL 20, 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

**MAY 21-22, 2024**

PHCC National Legislative Conference  
Washington, DC

**OCTOBER 7-10, 2024**

PHCC Connect 2024  
Birmingham, AL



# 2024 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for our remaining online and in-person classes for the 2024 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.

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.

## 2024 Continuing Education Dates

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)

## EMPLOYERS MUST POST OSHA FORM 300A

OSHA reminds employers that they must post a copy of OSHA's Form 300A, which summarizes job-related injuries and illnesses logged during 2023. Each year, between February 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA's Recordkeeping Rule webpage at <https://www.osha.gov/injuryreporting/> for more information on recordkeeping requirements.

**HODES CO**  
PROFFERED PLUMBING PARTS  
*Family Owned and Operated Since 1943*

**Free Net Priced  
Full Line  
Buyers Catalog**

**1-800-777-6500**  
**[www.HodesCo.com](http://www.HodesCo.com)**

**Free Same  
Day Shipping on  
Over 10,000  
Pro Quality  
Plumbing Parts**

**SIX MONTH  
PRICE FREEZE**

**HONOR THY PLUMBER™**

- Toilet and Tank Repair
- Tubular and Supplies
- Valves, Fittings and Pipe Repair
- Chemicals, Tools, and Utility
- Faucets and External Trim
- Internal Faucet Repair

# Safety Training Resources and HR Support at Your Fingertips

Access industry-specific training, sample forms and policies, an employee handbook builder tool, and more 24/7 with mySHIELD®.



AN ASSOCIATION MEMBER BENEFIT FOR 119 YEARS  
 DIRECT, LOCAL MARKETING REPRESENTATIVES AUTO  
 PROPERTY AND CASUALTY SELF-INSURED RETENTION  
 POLICYHOLDER SURPLUS LIVE VOICE CUSTOMER SERVICE  
**mySHIELD®** TAILORED, INDUSTRY-SPECIFIC COVERAGE  
 BUSINESS SUCCESSION AND ESTATE PLANNING STABLE  
 FACE-TO-FACE RELATIONSHIPS FINANCIAL STRENGTH  
 MUTUAL COMPANY DIRECT CLAIMS REPRESENTATIVES  
 500+ EXCLUSIVE ASSOCIATION RECOMMENDATIONS  
 ESTATE PLANNING ATTORNEY NETWORK ANNUITIES

**IT'S OUR BUSINESS TO PROTECT  
ILLINOIS PHCC MEMBERS**

WE'RE BETTER TOGETHER LIFE AND DISABILITY INCOME  
 PRIVATE BONUS PLANS KEY PERSON COVERAGE  
 WORKERS COMPENSATION HIRING PRACTICES  
 FEDERATED DRIVESAFE™ TELEMATICS SOLUTION  
 RISK MANAGEMENT RESOURCE CENTER  
 EMPLOYMENT RELATED PRACTICES LIABILITY  
 EMPLOYMENT LAW ATTORNEY NETWORK  
 BONDING EMPLOYEE SAFETY TRAINING  
 RISK MANAGEMENT ACADEMY  
 CLIENT CONTACT CENTER  
 FIELD RISK CONSULTANTS  
 CERTIFICATE CENTER  
 SURETY SPECIALISTS  
 MANAGED CARE  
 CYBER

Scan to learn  
more about  
**mySHIELD®**.



The content of this publication is for general information purposes only. Consult with a qualified professional when you have detailed questions regarding any topic in this publication.

**Commercial Insurance** Property & Casualty | Life & Disability Income | Workers Compensation | Business Succession and Estate Planning | Bonding  
**Federated Mutual Insurance Company and its subsidiaries\*\*** | federatedinsurance.com

23.02 Ed. 12/22 \*View A.M. Best Rating Guide information at www.ambest.com. \*\*Not licensed in all states. © 2022 Federated Mutual Insurance Company

# *Illinois PHCC Expo & Educational Day*

*Friday, March 22, 2024  
Drury Lane Conference Center  
100 Drury Lane  
Oakbrook Terrace, IL 60181*

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

Friday, March 22nd, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun. If you have not yet gotten your required **4 hours of continuing education credit for your 2024 license renewal**, now is the time. Multiple speakers will be presenting on a variety of industry topics. All of the day's activities are free of charge, with the exception of a \$35.00 fee for the 4 hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2024 Expo is free of charge.** After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored “After Expo” Reception.**

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$139.00 single/double occupancy plus tax. Remember that all rooms are 2 room suites that include a full breakfast buffet: upon check-in please inform the front desk of how many people are staying in your room. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

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

*www.ilphcc.com*



**Questions ??? Call (217)522-7219**



*Illinois PHCC Educational Day  
March 22, 2024  
9:00 AM to 1:00 PM – CEU Class  
Drury Lane Conference Center  
100 Drury Lane  
Oakbrook Terrace, IL 60181*

**Registration for the CE class will be online at [www.ilphcc.com](http://www.ilphcc.com). All CEU attendees will receive a complimentary flash drive containing the US Access Board Technical Guide for installing plumbing according to the ADA. Click on the date of the class to register. The fee for the March 22, 2024 class is \$35.00**

**Each registrant will need to use their own profile (email address). If you do not have a profile you will need to create one. If you have issues logging in or are unable to register online, contact Shelly at [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**Once the payment is processed you will receive an email confirmation. Registrations will not be processed unless accompanied by the fee.**

You **MUST** bring your most recent Plumbers License with you to the class. Please arrive at least 30 minutes prior to the start time to complete registration.

**All registrations MUST be received before March 1, 2024.  
NO WALK-INS will be accepted for the CEU class.**

Also counts as State hours for Certified Plumbing Inspectors.

Cancellations will be charged a cancellation fee of \$15.00.

Questions ??? contact Shelly at [shelly@ilphcc.com](mailto:shelly@ilphcc.com)

Remember the Expo runs from 12:00 to 5:00 P.M. and is **FREE!**

[www.ilphcc.com](http://www.ilphcc.com)



Questions ??? Call (217)522-7219





A Team Within  **HSA**  
Herkowski Sticker & Associates

## HSA offers a variety of **Hot Water Technical Solutions** from our Illinois facility, including:

- Design assist
- Project equipment estimation
- Product allocation and delivery coordination
- Pre-installation walkthrough
- Start up
- P.M. scheduling
- Technical support
- Training

### Meet the Team:



**Nick Soristo**  
Business Development  
Professional



**Jimmy Kane**  
Business Development  
Professional



**Derek Vaughn**  
Business Development  
Manager



**Jason Gerard**  
Inside Support



**Tyler Hamilton**  
Inside Support



**Contact Hot Water Technical Solutions Today!**

---

# MESSAGE FROM THE IL PHCC AUXILIARY PRESIDENT

---

It is almost time for the Illinois PHCC Expo & Educational Day in Oakbrook Terrace and we are very excited!

This event needs volunteers in order to succeed, and we need as many as possible. Every year, more than 500 people attend the class and anywhere between 1,500 and 1,800 people attend the show. Any and all PHCC and Auxiliary members and industry friends are encouraged to volunteer. We need volunteers to assist with CEU class sign-in/sign-out and Expo registration.

The Auxiliary will again be selling plumbing themed **T-shirts**, so stop by our booth and check out our **NEW** versions. We will also be selling Illinois Plumbing Code books.

Please consider volunteering to show your support for the Illinois PHCC and Auxiliary and making the 2024 Expo another successful event. I look forward to seeing you in Oakbrook Terrace on March 22, 2024 at the Drury Lane Conference Center.

Thank you for your continued support of the Auxiliary and our projects!

Cathy McCarthy, Illinois PHCC Auxiliary President



---

## LICENSE RENEWAL TIME – DON'T DELAY!!

---

It is now the time of year for all Illinois licensed plumbers and apprentices to renew their licenses. Renewal forms containing your PIN to make your online payment are scheduled to be mailed in late February. Please use the following email address for IDPH for all questions, renewal inquiries, to obtain PIN #s, to update your information, etc. [DPH.Plumbing@illinois.gov](mailto:DPH.Plumbing@illinois.gov).

**As soon as you receive notification from the IDPH, please renew immediately.** Do not wait until April to renew!

If you do not have your **continuing education credit** completed for this year, our class schedule is posted on our website at [www.ilphcc.com](http://www.ilphcc.com).



# ILLINOIS PHCC LEGISLATIVE UPDATE

by Bev Potts

The Spring Session of the 103rd Illinois General Assembly began on January 16th. New legislation is being introduced daily and bills from last year are still in play. We have been monitoring and reviewing each piece as it is introduced. The bill introduction deadline date is February 9th in both the Senate and the House. The scheduled adjournment date for the General Assembly this year is May 24th. There are many bills that deal with Energy Conservation, Workforce Development, Employment, Procurement, Design/Build, and Utilities that we will be carefully watching to see how they may affect our industry. Below are a few of the bills we are watching and their current status.

## Plumbing/Piping/Trade Related Bills:

**HB 4287 (R. SPAIN)** Amends the Energy Efficient Building Act to provide that the term “Code” means the 2018 edition of the International Code Council’s International Energy Conservation Code (currently, the latest published edition). Referred to House Rules.

**HB 4528 (J. MASON)** Amends the Rental Property Utility Service Act. Provides that a landlord shall repair any leaking water pipe of a tenant within 30 days of the landlord being notified of a leak. Provides that this does not apply to the landlord if the leaking water pipe is owned by a municipality or water utility.

**HB 4549 (A. MOELLER)** Amends the Illinois Plumbing License Law to provide that, beginning on July 1, 2024, food service establishments with less than 2,000 square feet may provide one unisex, readily accessible restroom facility for the public.

**SB 1666 (R. PETERS)** Creates the Thermal Energy Network and Jobs Acts. The legislation defines thermal energy as piped noncombustible fluids used for transferring heat



- Robust stainless steel heat exchanger for longer life
- Residential and commercial applications
- Cascade and common venting between standard and recirculation models
- Certified Green Product™ by the Green Restaurant Association



Learn more.

**BRADFORD WHITE**  
WATER HEATERS  
Built to be the Best



©2024, Bradford White Corporation. All rights reserved. BWP/PHIL0224

into and out of buildings for the purpose of reducing any resultant greenhouse gas emissions of all types of heating and cooling processes, including, but not limited to comfort heating and cooling, domestic hot water and refrigeration. Provides that the Illinois Commerce Commission shall initiate a proceeding within 3 months after the effective date of the amendatory Act to support the development of thermal energy networks. Re-assigned to the Senate Executive Committee.

**SB 1938 (D. DEWITTE & D. FOWLER)** Amends the Environmental Protection Act to provide that, in the case of water main installation projects, all water main-related appurtenances, and specifically fire hydrants and valves, shall be included in the Agency’s written approval of specified public water supply plans. Re-assigned to Senate Local Government.

**SB 2702 (R. VILLIVALAM)** Amends the Fire Sprinkler Contractor Licensing Act. Provides that “fire sprinkler inspector” means an individual who is qualified to perform routine inspection or testing of fire sprinkler systems and who is exclusively employed by a single fire sprinkler contractor (instead of employed or contracted by a fire sprinkler contractor). Provides that any individual who performs routine inspection or testing of any fire sprinkler system under the Act shall be exclusively employed by a single licensed fire sprinkler contractor (instead of be employed by a licensed fire sprinkler contractor). Referred to Senate Assignments.

**SB 2743 (L. ELLMAN & N. TORO)** Creates the Water Plan Task Force Act. Establishes the State Water Plan Task Force and requires them to identify critical water issues, to develop and implement recommendations that address the critical water issues, and to reevaluate critical water issues and needs. Referred to Senate Assignments.

## **Other Construction/Business Related Bills:**

**HB 4317 (J. HOFFMAN)** Amends the Mechanics Lien Act. Requires a sub-contractor, or party furnishing labor, materials, fixtures, apparatus, machinery, or services, to cause a notice of his or her claim and the amount due or to become due to the owner of record or the owner of record’s agent or architect, or the superintendent having charge of the building or improvement, and, to the lending agency, if known. Requires the written notice to be sent by: (i) registered or certified mail, with return receipt requested; (ii) a nationally recognized delivery company with tracking service; or (iii) personal service. Provides that notice is considered served at the time the written notice is placed with the delivery service or in the mail. Referred to House Rules.

**HB 4418 (W. DAVIS)** Creates the Government Contract Retainage Act. Provides that interest shall accrue monthly on the first day of each month on retainage withheld by a governmental unit; Requires retainage to be paid not more than 60 days after being retained, including interest accrued, unless the retainage was withheld on the last pay period of a project shall, which shall be paid not more than 120 days after being retained. Referred to House Rules.

**SB 2729 (R. VILLIVALAM)** Same as HB 4418. Referred to Senate Assignments.





*Image courtesy of Charlotte Pipe, commemorating the successful inauguration of their new Oakboro Cast Iron Foundry. All Charlotte Pipe Products are proudly made in USA.*

**MANUFACTURER'S REPRESENTATIVE**



**CHARLOTTE**  
PIPE AND FOUNDRY COMPANY

**ZURN**

**ELKAY**

**ZURN**  
WILKINS

**EATON**

JONES STEPHENS  
We Got It-

**HARRIS**

**WORLD DRYER**

**CERRO**

**Just manufacturing**

*Serving Chicagoland Plumbing & HVAC Contractors, Engineers and Wholesalers for 50 years.*

CAROL STREAM, IL



630-752-9400



TJHIGGINS.COM



# PLUMBING CODE BOOK ORDER FORM

**PLEASE FILL OUT FORM COMPLETELY.  
WE WILL USE THIS INFORMATION TO PROVIDE YOU WITH UPDATES ELECTRONICALLY.**

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

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](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**

# DOL ANNOUNCES FINAL RULE ON CLASSIFYING WORKERS AS EMPLOYEES OR INDEPENDENT CONTRACTORS

The U.S. Department of Labor has announced a final rule to help employers and workers better understand when a worker qualifies as an employee and when they may be considered an independent contractor under the Fair Labor Standards Act.

The rule provides guidance on proper classification and seeks to combat employee misclassification, a serious problem that impacts workers' rights to minimum wage and overtime pay, facilitates wage theft, allows some employers to undercut their law-abiding competition and hurts the economy at-large.

The guidance provided by the final rule aligns with longstanding judicial precedent on which employers have previously relied to determine a worker's status as either an employee or independent contractor. The new rule will preserve essential worker rights and provide consistency for entities covered by the Fair Labor Standards Act.

The new "independent contractor" rule restores the multifactor analysis used by courts for decades, ensuring that all relevant factors are analyzed to determine whether a worker is an employee or an independent contractor. The rule addresses six factors that guide the analysis of a worker's relationship with an employer, including any opportunity for profit or loss a worker might have; the financial stake and nature of any resources a worker has invested in the work; the degree of permanence of the work relationship; the degree of control an employer has over the person's work; whether the work the person does is essential to the employer's business; and a factor regarding the worker's skill and initiative.

The rule separately rescinds the 2021 Independent Contractor Rule that the department believes is not consistent with the law and longstanding judicial precedent.

In crafting the new rule, the department's Wage and Hour Division considered feedback provided by stakeholders at forums in the summer of 2022 and during the comment period after the proposal's announcement in October 2022. The final rule takes effect on March 11, 2024.

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





A division of DARLING RESTAURANT SERVICES

## GREASE REMOVAL, PUMPING, JETTING



*Our Vactor Truck is the most powerful vehicle in the industry, which can open even the most clogged lines. Using state-of-the-art equipment like this enables TORVAC to do the job right the first time and every time! Trust Torvac to eliminate the headaches that come along with cooking oil removal, grease trap pumping and water jetting of your sewer lines.*

**SIGN UP NOW FOR SPECIAL PRICE SAVINGS ON OUR MAINTENANCE SERVICE TO PREVENT LINE BLOCKAGES!**

**For More Information  
Call Our Service Team Today  
(888) 486-7822**

- Cooking Oil Removal
- 7 Day/24 Hour Service
- Fastest Response Time
- We Guarantee Against Sewer Backups
- Serving All Major Markets Across the U.S.

---

# PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2024~

---

Applicant Name: \_\_\_\_\_ Birth Date \_\_\_\_\_

Mailing Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Parents or Guardian's Full Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-mail \_\_\_\_\_

**NAME AND ADDRESS WHERE CHECK SHOULD BE SENT:**

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**NAME OF SPONSORING AUXILIARY MEMBER:** (Sponsor **cannot** be a parent, guardian or spouse.)

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

Signature \_\_\_\_\_

**SCHOLASTIC DATA:**

High School Attended: \_\_\_\_\_

Year of Graduation: \_\_\_\_\_ Rank/Number in Class: \_\_\_\_\_ CUM GPA: \_\_\_\_\_

Principal's Name: \_\_\_\_\_

Name of College Attending & Career Plans: \_\_\_\_\_

Dean or Advisor's Name: \_\_\_\_\_

**INSTRUCTIONS FOR APPLYING FOR SCHOLARSHIP:**

Application must be complete with the items listed below for consideration. Please read Scholarship Rules.

1. Completed application above
2. Small photo stapled to application
3. Three letters of recommendation as follows:
  - A. One letter of recommendation from sponsoring Auxiliary member who is not a parent, guardian, or spouse
  - B. Two letters of personal recommendation from people not related to applicant
4. Personal letter: State request and list your high school and college extra-curricular activities.
5. Original copy of high school and college transcripts. These can be sent under separate cover. **High school transcript is required** for all graduates from 2006 to current.

I hereby certify that the above is true and accurate.

Applicant's signature: \_\_\_\_\_ Date \_\_\_\_\_

Parent, Guardian or Spouse Signature: \_\_\_\_\_

**GOOD LUCK!**

**DEADLINE TO BE CONSIDERED FOR THE SCHOLARSHIP IS MAY 24, 2024**

---

# PHCC ILLINOIS

## AUXILIARY SCHOLARSHIP RULES

---

Scholarships for college or vocational education are awarded by the Illinois Auxiliary for a minimum of \$500.00 up to a maximum of \$2,000.00 each year in June, as funds are available.

1. The applicant must be at least a freshman in college having completed one full semester with at least 8 credit hours of study. Seniors in high school may NOT apply.
2. No person may receive more than one award from the Illinois Auxiliary during his or her academic career. There cannot be more than two awards per family per year. A permanent list of recipients will be kept in the scholarship files.
3. In addition to the completed application form, the applicant must submit the following:
  - A letter from the applicant with personal data, family size, explanation of need for scholarship monies, and career plans. Also include information about participation in high school, college, and community activities as well as work experience. Knowledge of and/or working experiences with plumbing industry may be included, but is not necessary.
  - Three letters of recommendation.
    - One letter must be from a sponsor who is a member in good standing of the Illinois PHCC Auxiliary.
    - The other two letters must be from people who know the applicant personally and can attest to the applicant's character. They may also provide additional pertinent information such as academic performance and involvement in extra-curricular activities. Knowledge of parents does not necessarily qualify them for having knowledge of applicant.
  - Photo of the applicant.
  - Official transcripts—see details on application form.
4. **The deadline for submitting the application is May 24, 2024.**
  - Application must be postmarked no later than this date and include all the information required. If it is incomplete, application materials will be discarded and applicant will not be considered for a scholarship. Applicants may resubmit the following year.
  - The scholarship committee will have the final decision in awarding these scholarships. If you have any further questions, please feel free to contact Gail McWilliams.

*Please send completed application by May 24, 2024 to:*

*Gail McWilliams*  
*2707 Holcomb Dr.*  
*Urbana, IL 61802*  
217-778-2511 e-mail: [jgmcw@comcast.net](mailto:jgmcw@comcast.net)

## Brushing Up on the OSHA Top 10

The Occupational Safety and Health Administration (OSHA) Top 10 list accounts for the most frequently cited standards following inspections of businesses and worksites by federal OSHA. This helpful list can be used as a guide to learning what common risks to watch out for, and [accessing vital information](#) to help avoid devastating — and costly — work injuries or fatalities.

Each year, OSHA posts their Top 10 violations after the month of April to allow the prior fiscal year's inspection data to finalize.<sup>1</sup>

In the fiscal year 2022, the Top 10 included:

1. Fall protection<sup>(C)</sup>
2. [Hazard communication](#)
3. Ladders<sup>(C)</sup>
4. Respiratory protection
5. Scaffolding<sup>(C)</sup>
6. Control of hazardous energy (lockout/tagout)
7. [Powered industrial trucks](#)
8. Fall protection training<sup>(C)</sup>
9. Eye and face protection<sup>(C)</sup>
10. Machinery and machine guarding

### Is your business operating safely?

OSHA inspections across the nation are completed at both the state and federal levels. In 2022, over 69,000 OSHA inspections have occurred, resulting in more than 133,000 violations.<sup>2</sup> Knowing that these risks exist — and that there are plenty of [safety resources](#) to help mitigate them — what will you do for your business to avoid becoming a part of these statistics?

Federated Insurance<sup>®</sup> provides OSHA Top 10 information on [mySHIELD<sup>®</sup>](#), and offers access to additional resources, such as sample safety programs and training content to help identify and reduce worksite health and safety hazards. [Reach out to your local Federated<sup>®</sup> marketing representative](#) for more information.

1. <https://www.osha.gov/top10citedstandards>. Top 10 Most Frequently Cited Standards. Accessed 11/20/23.
2. <https://enforcedata.dol.gov/views/oshalab.php>. Data Enforcement. Accessed 11/20/23.

(C) Construction Standard instead of General Industry (according to OSHA)

*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.*



# HR Question OF THE MONTH

*The HR 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

Our HR employees have access to other employees' confidential information, such as pay. One HR employee is talking to non-HR employees in our company about other employees' pay. Are we allowed to prevent her from sharing other employees' pay? I thought we weren't allowed to prevent employees from discussing pay.

## ANSWER

Under the federal National Labor Relations Act, employees have the right to communicate with other employees at their workplaces about their wages. Wages are a vital term and condition of employment, and discussions of wages are often preliminary to organizing or other actions for mutual aid or protection. Employee discussions about their own compensation are protected by law even in workplaces where no union is present and/or no organizing is underfoot.

That said, managerial, HR and other employees who have access to compensation data for their subordinates or other employees in the organization (in the ordinary course of business) do not have the right to disclose that data to others in the company who do not have a legitimate need to know it. Such discussions are not the same as employee discussions about their own compensation with each other for their mutual aid and protection. Employers must safeguard employees' personal information. In this regard, an employer should seek to prohibit managerial, supervisory, HR and other employees who legitimately have access to employee compensation data from discussing it with other employees who do not need to know it for appropriate business purposes.

Employers, of course, should nonetheless be cautious to avoid violating any employee's right to discuss his or her own wages. An employer may wish to consult with local counsel for assistance with drafting a policy that addresses these issues without running afoul of applicable law.



---

# Federated Insurance® Launches 2 1/2 -Day Risk Management Academy Offerings for 2024

---

Federated Insurance® is excited to formally invite PHCC contractors to attend one of our complimentary 2½ - Day Risk Management Academy (RMA) offerings in 2024. These industry-specific sessions are held at Federated®'s Home Office in Owatonna, Minnesota, and are led by risk management professionals.

Often, business owners may find themselves so busy in the day-to-day workings of their company that they may have less time to focus on the overall safety of their business. The RMA sessions can help business owners learn how to prevent losses impacting their bottom line by developing risk management best practices, connecting with industry peers facing similar challenges and insurance professionals who are committed to helping owners, and applying what is learned to make a difference at their businesses.

Building a culture of workplace safety starts with business leaders. Learn more and sign up today at [www.federatedinsurance.com](http://www.federatedinsurance.com) to attend one of these valuable 2½-Day RMAs to help take risk management to the next level.

**At Federated Insurance, It's Our Business to Protect Yours®**

## About Federated Insurance

Founded in 1904, Federated Insurance is a national insurance and risk management organization that serves the property, casualty, and life insurance needs of clients in select industries. The organization has 500+ recommendations from state, regional, and national associations and buying groups and is rated A+ (Superior) by industry analyst A.M. Best®.



---

## ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

---

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
  - a. Applicant must be a member of the senior class or graduate of a secondary school.
  - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2024.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

**Application must be received in the Illinois PHCC office no later than June 1, 2024**

---

# SCHOLARSHIP APPLICATION

## IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

Name in Full \_\_\_\_\_ Age \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Parent's Name \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Applicant's Phone No. - Home \_\_\_\_\_ Business \_\_\_\_\_

Employed by \_\_\_\_\_

Name of Owner \_\_\_\_\_

Address \_\_\_\_\_

Address \_\_\_\_\_

City and Zip \_\_\_\_\_

Name of Sponsoring Member of the Past President's Club \_\_\_\_\_

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

What school do you plan to attend? \_\_\_\_\_

Complete Address \_\_\_\_\_

When do you plan to enroll? \_\_\_\_\_

### Scholastic Data

High School attended \_\_\_\_\_

Complete Address \_\_\_\_\_ Zip \_\_\_\_\_

Year Graduated \_\_\_\_\_ Rank In Class \_\_\_\_\_

Principal's Name \_\_\_\_\_

In what activities have you participated: Attach list.

-----

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

-----  
Applicant's Signature

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

-----  
Parent or Guardian's Signature

**SAFETY  
SECURITY  
SUCCESS**



**CHICAGO  
FAUCETS**  
Geberit Group

Electronic/Touchless Faucets  
Thermostatic Faucets  
Laboratory & Healthcare Products  
Food Service Faucets & Equipment

**KEMPER**  
WATER CONTROL SYSTEMS

Kemper Water Control Systems  
Flow Splitter Valves | Balancing Valves



Drinking Fountains, Bottle Fillers  
[Indoor, Outdoor / Touchless, Traditional]  
Emergency Equipment



Digital Mixing Valves  
Thermostatic Mixing Valves | Emergency Mixing Valves  
Hose Stations



Commercial & Residential Water Treatment  
Water Softening  
Legionella Mitigation  
Water Reclamation



Solid Surface Lav Products/Wash Fountains  
Electronic & Manual Water Management Technology  
Prison Ware  
Outdoor Drinking Fountains & Bottle Fillers

**ASSE 12080 CERTIFIED TEAM**  
**STANDING BY THE EXPERTS. BUILDING BETTER BRANDS.**  
INFO@INLANDSALESGROUP.COM | INLANDSALESGROUP.COM



Backflow Made Easy® @ SHOPBACKFLOW.COM

The Nation's Leading Source For:

- Backflow Assemblies
- Repair Parts
- Technical Assistance



-  Same Day Shipping to Anywhere in the U.S.
-  Backflow Experts on Call / Licensed Plumbers on Staff
-  Friendly, Knowledgeable Backflow Experts
-  Largest Backflow Inventory in the Nation with 10 Locations
-  Interactive & Live Water Testing Lab
-  Midwest Instrument Authorized Service Center



Chicago: (866) 836-8692  
Minneapolis: (612) 235-4927

[www.shopbackflow.com](http://www.shopbackflow.com)