

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 110, No. 6

June, 2024



Terry McCarthy *Elected* Illinois PHCC President

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ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING CONTRACTORS



Volume 110, No. 6



JUNE 2024

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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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PRESIDENT'S THOUGHTS

by Terry McCarthy
Illinois PHCC President

It's Our Chapter: Illinois PHCC is Your Opportunity to Get Association-Active!

Like my valued, hard-working and respected peers, I have been fortunate to enjoy a rewarding career and a secure livelihood in this amazing industry. Contractors, in lock step with the plumbers or the HVAC technicians they employ, are on the “front lines” of ensuring that our customers can (and do) rely on clean water and a comfortable indoor climate. We're committed to safety, quality and success. It's a challenging and competitive business, requiring skill and perseverance. Yet we gain *far more* than we *give back* by learning and sharing with our fellow PHCC members.

The PHCC has played an important role for me and my colleagues throughout many years. Our State Chapter, through the guidance of Executive Director Bev Potts and Associate Director Shelly Lott and under its Board leadership, earns an ongoing reputation for top-notch education, member services, pertinent information, networking, legislative advocacy, a relentless protection of our codes and licenses, and more. *Because* the Illinois PHCC always proves itself to be an industry guardian and friend, like so many of my fellow Association members I did not hesitate to volunteer. This year, I've accepted the office of Chapter President – for the second time in my career. Let's call it an “encore.”

The Annual Meeting and Installation of our State Chapter Officers and Directors was held the first week in June in East Peoria, and I cannot overstate the gratitude we all have for all our sponsors and everyone who made this a robust year for attendance! I'm enthusiastic about the year ahead as I'll be collaborating with our next Director/Vice President, Kevin Kuhn (RJ Kuhn Plumbing, Heating & Cooling); Director/Treasurer



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for another term, John Baethke (Baethke Plumbing); our new Secretary Tom Mahoney (Little Tommy's Plumbing Shop); and a new Board Director: Anthony Brown (Werner-Nugent). President Emeritus Mike Ehret (Ehret Inc.) will also continue to contribute his dedication and experience, rounding out a winning team. Together, our aim is to maintain the momentum of building on our Chapter's achievements and progress, and to energetically forge ahead with exciting events, classes, meetings, and benefits.

If you've been involved in the PHCC in the past, now is the time to renew your participation. Your ideas and enthusiasm will be warmly welcomed back! If you've not yet taken advantage of the many resources and networking available through the State Chapter, you're missing more than you realize. One statement I've heard many times after a contractor has become active (or active again) in the IL PHCC is this: "I wish I'd done this sooner, but I'm glad to be a part of it now!"

As your Chapter President for the next year, I invite you to get active in the Illinois PHCC. You'll be in good company!

Terry



CALENDAR OF EVENTS

JULY 15-18, 2024

QSC of PHCC Power Meeting
Denver, CO

SEPTEMBER 28, 2024

IL PHCC Online CEU Class

OCTOBER 7-10, 2024

PHCC Connect 2024
Birmingham, AL

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IL PHCC Online CEU Class

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ILLINOIS MASTER PLUMBER, JUNE 2024 5



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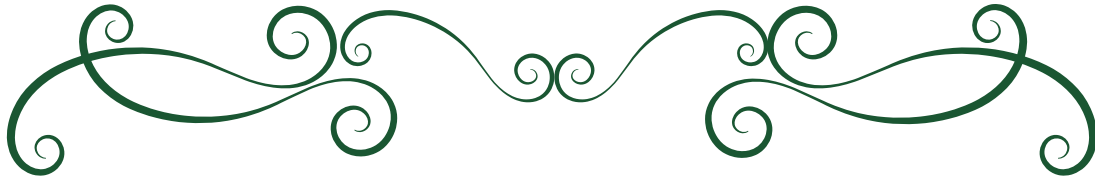
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IN MEMORY

Illinois PHCC Associate Member **Thomas J. Higgins, Jr** of Mundelein, IL, passed away suddenly on May 15, 2024 at his home.

Tom went into the family business, Thomas J. Higgins Co. working alongside his Dad and brother, Brian. The company became a highly successful representative of Charlotte Pipe & Foundry, supplying pipe to many of the major construction projects in the Chicagoland area. After Tom Sr's death in 2006, the company continued to grow and prosper under Tom's quiet but steady and strong leadership and Brian's mile-a-minute, non-stop drive to be the best.

Tom is survived by his wife, Steph, his four sons Tom IV, Conor, Ryan, and Brendan, five siblings and dozens of nieces, nephews and grandchildren.

A wake was held at Kristan Funeral Home on May 22, 2024, with a funeral mass held on May 23rd at St. Mary's Annunciation Catholic Church in Mundelein.

Memorials may be made to Misericordia, 6300 N. Ridge Ave, Chicago, IL 60660.

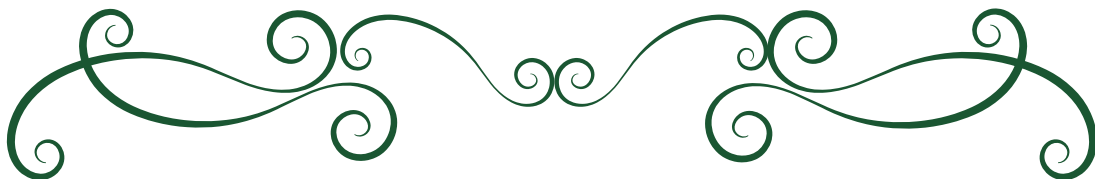
The Illinois extends its sincerest sympathy to the Higgins family and all those at T.J. Higgins Company.



Howard H. Hudzik of Belleville, IL, passed away May 28, 2024. He was the husband of former Great Southwestern PHCC Executive Director Michelle Hudzik.

He is survived by his wife Michelle, one brother, three nephews, a niece and many special friends. Per Howard's request, no services will be held. Memorials may be made to Shriners Hospital or a charity of the donor's choice.

The Illinois PHCC extends its sympathy to Michelle and the Hudzik family.





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TERRY McCARTHY ELECTED IL PHCC PRESIDENT

At the annual meeting of the Illinois PHCC on June 6th, Terry McCarthy was elected and installed as their new president for the coming year. Terry is with Terry Plumbing Company in Countryside, Illinois and was installed by Kelly Castrogiovanni, also of Terry Plumbing. Kelly is the current president of the Plumbing Contractors Association of Greater Chicago.

In his acceptance speech, McCarthy encouraged members to get the next generation in their companies more involved in PHCC. He pledged to do his best to grow the association in both numbers and engagement.



Illinois PHCC President Terry McCarthy and his wife Cathy (left) with Installing Officer Kelly Castrogiovanni and her husband Luke.

ILLINOIS PHCC OFFICERS & DIRECTORS INSTALLED

Terry McCarthy of Terry Plumbing Co. in Countryside, Illinois was elected President of the Illinois PHCC and installed on June 6th at the Par-a-Dice Hotel in East Peoria. Other Illinois PHCC officers for the coming year are: Vice President Kevin Kuhn, R.J. Kuhn Plumbing, Heating & Cooling, Oswego; Secretary Tom Mahoney, Little Tommy's Plumbing Shop, Highland Park; Treasurer, John Baethke, John Baethke & Son Plumbing, Chicago; and President Emeritus Mike Ehret, Inc., Belleville.

Directors serving for the coming year are:

Tammy Rich Stimson, Bloomington/Normal PHCC; Mark Ehret, Great Southwestern Association; Anthony Brown, John Baethke and Kevin Kuhn, PCA of Greater Chicago; Dan Heise, Midwest IL Mechanical Contractors; John Matthews, PHCC of Central Illinois; Randy Grob, Egyptian Association, Brian Rich, Past Presidents; and Brian Yelton, Associate Members.

We would to thank our PHCC National Zone 3 Director Adam Meny for traveling from Indiana to conduct the installation.



Photo Caption:

Front row L-R: Installing Officer Adam Meny, Anthony Brown, Brian Rich, Randy Grob, Mike Ehret, Tom Mahoney, Terry McCarthy, Kevin Kuhn, and Tammy Rich Stimson.

ILLINOIS PHCC PAST PRESIDENTS MEET

The Illinois PHCC Past Presidents Club met on the afternoon of June 6th in East Peoria, Illinois to discuss business and scholarships.



Pictured are (L-R): Terry McCarthy, Jerry Rich, Erik Graybeal Tammy Rich Stimson, Mike Ehret, Steve Stimson, Jeff Brown, and Brian Rich.



SCHOLARSHIPS AWARDED

At the IL PHCC Installation Event Auxiliary Scholarship Chairman Gail McWilliams announced this year's **Illinois PHCC Auxiliary** scholarship winner.

Miracle Cassidy of Mackinaw, Illinois was the recipient of a \$2,000 scholarship. She will be a senior at Monmouth College majoring in elementary education with the goal of teaching in a rural school. The Chair of the Monmouth College Education Department stated that Miracle is not only a strong student academically, but also involved in both service and community aspects of the college.

At the same event Brian Rich, **IL PHCC Past Presidents' Club** Director announced that they were awarding a scholarship in the amount of \$1,500 to **Lily Flader** of Libertyville, Illinois. Lily will be attending Michigan State University with the goal of becoming a public servant in the health sector.

Congratulations and best wishes to Miracle and Lily on their future endeavors.



ILLINOIS AUXILIARY ELECTS OFFICERS

At its annual meeting held June 6th at the Par-a-Dice Hotel in East Peoria, the Illinois PHCC Auxiliary elected the following officers for the coming year: President Gail McWilliams, Urbana; Vice President Becky Davis, Deer Creek; Secretary Jenny Dippel, Granite City; Treasurer Bev Potts, Deer Creek; and Chaplain Barb Miller, Brighton. Janice Graybeal of Bloomington will be the Expo Program Book Chairman. The new officers were installed by Auxiliary Past President Steve Stimson.



Photo Caption: (L-R) Treasurer Bev Potts, Secretary Jenny Dippel, Chaplain Barb Miller, Vice President Becky Davis, and President Gail McWilliams.



AUXILIARY PRESENTS CHECK TO ILLINOIS PHCC



At the June 6th Illinois PHCC Installation Dinner, Auxiliary President Gail McWilliams announced that the Auxiliary is donating \$4,000 to the Illinois PHCC to be used for PHCC office building maintenance, repairs and supplies. The Auxiliary raises funds for industry promotion/support, and scholarships through their Expo Program Book, Silent Auction, and T-shirt sales.

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

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



ILLINOIS AUXILIARY HOLDS AUCTION



As a part of the June 6th Illinois PHCC Installation Event held in East Peoria, Illinois, the Auxiliary held its ever popular silent auction. Over \$2,000 was raised for Auxiliary scholarships and industry promotion projects.

Thank you to everyone who donated the variety of items for the auction, and to those who bid and bought them.



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2024/25 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2025 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.

2024-2025 Continuing Education Dates

Saturday, September 28, 2024 – 8:00am – 12:00 pm (Online)

Friday, October 18, 2024 – 12:00 pm – 4:00 pm (Online)

Friday, November 15, 2024 – 12:00 pm – 4:00 pm (Online)

Friday, January 17, 2025 – 12:00 pm – 4:00 pm (Online)

Saturday, February 22, 2025 – 8:00 am – 12:00 pm (Online)

**Friday, March 21, 2025 – 9:00 am – 1:00 pm – Drury Lane Conference Center,
Oakbrook Terrace, IL (In person)**

Friday, April 25, 2025 – 12:00 pm – 4:00 pm (Online)





News from OSHA

The Department of Labor has announced a final rule from its Occupational Safety and Health Administration that will update the current Hazard Communication Standard to better protect workers by improving the amount and quality of information on labels and safety data sheets and allow workers and first responders to react more quickly in an emergency. The updates take effect on July 19, 2024.

Aligned primarily with the seventh revision of the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals, the updated standard will require labels on small packaging to be more comprehensive and readable and makes changes to help ensure trade secrets no longer prevent workers and first responders from receiving critical hazard information on safety data sheets.

Workers will also benefit from other changes in the updated standard, including a clearer hazard classification process to provide more complete and accurate hazard information on labels and safety data sheets; updated physical hazard classes to better inform users on safe handling of explosives, aerosols and chemicals under pressure; and updated precautionary statements on how to safely handle, store and dispose of hazardous chemicals.

The final rule also addresses issues that arose since the implementation of the 2012 standard and improves alignment with other federal agencies and Canada.

Established in 1983, the Hazard Communication Standard provides a standardized approach to workplace hazard communications associated with exposure to hazardous chemicals. OSHA updated the standard in 2012 to align with the third revision of the GHS to provide a common and coherent approach to classifying chemicals and communicating hazard information.

Learn more about OSHA at www.osha.gov and hazard communication at www.osha.gov/hazcom.





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6.0 State Continuing Education Hours Awarded

Tickets: \$130

Register at www.siue.edu/ertc

Ph: 618-650-2030 - Walk Ins Welcome

Pre-registration required to guarantee meal



Schedule of Events:

| | |
|---------|--|
| 7:30am | Registration and Continental Breakfast Courtesy of Test Gauge Inc. |
| 7:30am | Vendor Area Opens – Brickyard #4 |
| 8:30am | IEPA; Chris Johnston – Impacts of PFAS in Drinking Water |
| 9:00am | IRWA; Dave McMillan – EPA Revisions to LCR |
| 9:30am | Bob Schafer – Special Considerations for Backflow Installations |
| 10:00am | Break – Vendor Area Open |
| 10:15am | Illinois PHCC; Bev Potts – Illinois Plumbing Contractor Update |
| 10:30am | IDPH & ILAG - ADA Compliant Restrooms and Drinking Fountains |
| 12:00pm | Catered Southern BBQ Lunch – Vendor Area Open |
| 1:15pm | Kyle Rehkemper; Mack McClain – Backflow & Fire Systems |
| 2:00pm | Rick Marvel; Test Gauge – Managing Pressure Fluctuations |
| 3:00pm | ERTC Training Update & Adjournment |

- Join us Wednesday evening from 6pm-9pm for complimentary cocktails and appetizers in the vendor reception area located in Brickyard 4.
- Test Gauge Calibration Drop Off Available
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LEGISLATIVE UPDATE

BY BEV POTTS

The Spring Session of the 103rd Illinois General Assembly adjourned at the end of May after an agreement was reached on a State budget. Legislators will return to Springfield for 6 days next fall for the Veto Session. Following are some of the bills we were tracking this Session, with many more on our watch list. Bills that passed both chambers must be sent to the Governor within 30 days. He then has 60 days to take action on them.

Plumbing/Piping/Construction Trade Related Bills:

HB 1198 (D. Vella) Provides that the Department of Financial and Professional Regulation shall create a program to license electricians in the State. Proposed amendments. Re-referred to House Rules.

HB 3046 (A. Williams & K. Buckner) Provides that the Environmental Protection Agency shall propose and the Board shall adopt (1) amendments to the Board's primary drinking water standards that will repeal the prohibition on the use of recycled sewage treatment plant effluent and that will make any other revisions to those rules that are necessary to facilitate water reuse and (2) rules establishing programs for both direct potable and nonpotable reuse of treated wastewater, including rules establishing permitting standards and a permit application process. Passed the House in 2023 and the Senate on May 25, 2024. The bill was amended in the Senate and the House concurred.

HB 4173 (J. Davis) Amends the School Code to allow METT Educator District Licenses for teaching a course in manufacturing, engineering, technology, or a trade (including plumbing) to be issued. Re-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. An amendment that we requested was adopted to require

that these repairs be made by a licensed plumber. This bill made it to 2nd Reading in the House, but has been re-referred to House Rules.

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. Re-referred to House Rules.

HB 4578 (M. Kelly) Creates an income tax credit for taxpayers who have an approved NFPA 13D residential fire sprinkler system installed in a new or existing residential dwelling. Re-referred to House Rules.

HB 4619 (H. Benton) Prohibits a homeowners' association, common interest community association, or condominium unit owners' association from adopting a bylaw or exercising any power that prohibits the installation of a rain water collection system. This bill made it to 2nd Reading in the House, but has been re-referred to House Rules.

HB 4792 (D. Vella) Provides that the minimum lateral setback distance between a closed-loop well and a storm sewer, sanitary sewer, combined sewer, or any other potential source of contamination is 5 feet. Specifies that setbacks from footing drains and pits, crawl spaces, and basements do not apply to closed-loop wells. Re-referred to House Rules.

HB 5244 (L. Walsh) Amends the Energy Efficient Building Act. Requires the Board to adopt rules requiring all buildings to be designed and constructed to provide natural gas service and electric power. Re-referred to House Rules

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 into and out of buildings for all types of heating and cooling processes. Re-referred to Senate Assignments.

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-referred to Senate Assignments.

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). Passed the Senate and the House.

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. Passed the Senate and the House.

SB 3792 (M. Simmons) Amends the Equitable Restrooms Act to provide that any multiple-occupancy restroom must be identified as all-gender. 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 their claim to the owner, or architect, or the superintendent having charge of the building or improvement, and, to the lending agency. 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. Passed the House and is on 3rd Reading in the Senate. **This language was amended on to HB 4660 and passed both chambers.**

HB 4418 (W. Davis) SB 2729 (R. Villivalam) 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. Made it to 2nd Reading in the House and now re-referred to House Rules. SB 2729 – Remains in the Senate Subcommittee on Procurement.

SB 5479 (K. Olickal) Creates the Progressive Design-Build Pilot Program Act. Provides that the CDB may elect to use the progressive design-build delivery method. Passed the House and is the Senate Executive Committee. This language was amended on to HB 5511 along with other procurement issues and passed both chambers.



Is a Fire Hazard Lurking within Your Lithium-Ion Batteries?

Lithium-ion batteries power everything from laptops and smartphones to power tools and vehicles with efficiency and portability. However, their widespread use comes with significant risks, as these batteries are causing a growing number of [workplace fires](#).

Thermal Runaway Dangers

The convenience of lithium-ion batteries masks a potentially dangerous downside. A phenomenon known as "thermal runaway" can occur when improper use, storage, or charging leads to a cell failure within the battery. Once initiated, thermal runaway produces heat faster than it can be dissipated, potentially leading to explosions, smoke, and fire. The fires caused by these batteries can be challenging to extinguish, sometimes requiring thousands of gallons of water and posing the risk of reignition over subsequent hours or days.

Fire Prevention Strategies

To help [mitigate risks](#), consider the following guidelines:

- **Using Certified Equipment:** Ensure that batteries, chargers, and devices are listed by a qualified testing laboratory, such as UL, and avoid low-quality aftermarket replacements.
- **Adhering to Manufacturer Guidelines:** For storage, use, and charging, following the manufacturer's instructions can significantly reduce the likelihood of battery failure.
- **Inspecting Equipment Regularly:** Check batteries and devices for damage before use. Cracks, bulging, leaks, elevated temperatures, or any indication of distress warrant immediate removal from service.
- **Maintaining Proper Storage:** Conduct all battery charging away from combustible materials, and keep batteries and devices in cool, dry places. Ensure charged devices are removed from chargers once full to prevent overcharging.
- **Ensuring Safe Disposal:** Damaged batteries should be placed in a fire-resistant container away from combustibles and disposed of in accordance with instructions from a battery recycling center.

By fostering a [culture of safety and awareness](#) around the potential hazards of these batteries, you can play an important role in [minimizing risks](#) and ensuring a safer work environment for everyone.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Some of the services referenced herein 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.

PHCC CONNECT 2024 Conference: A Stage for Forming Authentic Connections



Plumbing and HVAC contractors are encouraged to register for event held on Oct. 7-10, 2024.

Plumbing-Heating-Cooling Contractors—National Association (PHCC), invites plumbing and HVAC contractors to make plans now to be part of PHCC CONNECT 2024. Industry professionals are encouraged to attend for unprecedented opportunities for information, education and forming authentic connections.

The reimagined PHCC CONNECT will be held in Birmingham, Alabama, Oct. 7-10, at the Birmingham Jefferson Convention Complex. The theme of this year's conference is "Authentic Connections" where building trust and growing relationships will be the primary focus. CONNECT provides an opportunity to gain expert education, build professional relationships and leverage the value of both.

New this year, CONNECT will conveniently start on Monday, Oct. 7, so that attendees can settle in and kick off a value-packed three days with peers at the opening reception at the Barber Vintage Motorsports Museum. The museum is recognized by Guinness World Records as the world's largest motorcycle collection, and is also a home to other rare and unusual cars.

“Our business is all about growing relationships,” says Joe Cornetta, PHCC national president and co-owner of Cornetta Brothers, Inc., Elmont, New York. “PHCC members know that the real change happens in their businesses by forming real relationships...getting together to share ideas, share best practices and build trust with manufacturers and other industry leaders.”

The conference will wrap up with an Awards Breakfast on Thursday, Oct. 10, allowing conference-goers to stay and play in Birmingham, or head back to the office to start putting all their new resources to work by week’s end.

For more details, including the preliminary schedule, visit **phccweb.org/CONNECT** and stay tuned for unfolding information on education sessions, speakers, exhibitors, registration and hotel reservations, as well as the many attractions of Birmingham, the city known as “The Country’s Best Kept Secret.” Register today!




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.



HR Question of the Month

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Question

We have a small office setting with a few bathrooms that are used only by employees. Can we require our employees to take turns cleaning the bathrooms, or are we required to hire a cleaning company to clean them?

ANSWER

The decision to revise a job description or add job functions is generally at the employer's discretion. In an at-will employment environment, where no contract otherwise governs the issue, an employer may change an employee's job duties when the employer has a legitimate business reason for doing so. Job descriptions should be specific enough to describe a job accurately but flexible enough to include other duties as assigned. Employers should make clear to all employees that when the needs of the company or its customers dictate, their jobs may entail whatever needs to be done that is reasonably assigned by a manager or supervisor and is within an employee's capacity to deliver.

That said, employers must keep potential employee morale and relations issues in mind. For example, an employee may resent an employer that assigns job duties that the employee was not originally hired to perform and that are completely unrelated to their job. Such resentment may lead to decreased productivity and morale. Employers may also lose valuable employees who seek employment elsewhere.

Additionally, employers must provide a safe and sanitary workplace for their employees. There may be numerous safety and health issues associated with cleaning a restroom, such as personal protective equipment provision, harmful bodily fluids/diseases, and dangerous cleaning chemicals. Employers in industries unrelated to cleaning may be unaware of such issues and expose themselves to potential violations.

Thus, while an employer may generally change an employee's job duties, the employer should carefully consider whether adding unrelated tasks is a best practice, depending on the specifics of the situation. An employer may consider it more prudent to, for example, hire a cleaning company instead of assigning tasks that bear no relation to an employee's core job duties.





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