

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 111, No. 2

February, 2025



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March 21, 2025 | Oakbrook Terrace, IL

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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

## PHCC Educational Foundation Scholarships: Encourage Your Apprentices to Apply!

Proper training in the construction trades (and the related service/repair sector) will never be replaced as the key ingredient in what makes a journeyman supremely qualified, capable, safe and efficient. Call me biased, but in my view plumbing and HVAC set the highest standards for hands-on and classroom instruction. As technology relentlessly improves the ways our society preserves water, handles waste and enhances our comfort, continuing education remains crucial. But teaching plumbing and piping competency and expertise is *costly*, as is anything worthwhile.

The PHCC Educational Foundation for many of our union contractors is a “hidden treasure.” To help offset portions of the expense of training in Joint Apprenticeship Committee (JAC) programs, scholarships are available. But because union contractors typically pay an hourly contribution to the JAC through a Collective Bargaining Agreement, they often are unaware or assume their apprentices or employees are not eligible for Foundation scholarships. Not true!

Plumbing or HVAC apprentices (in a union training program) who work for PHCC member companies are able and encouraged to apply for scholarships offered through the Educational Foundation. There are over \$150,000 in scholarship dollars to be pursued by the May 1, 2025 deadline! These funds are sent to and are earmarked by the apprentice's JAC program to cover or offset the costs of books, tools, required training equipment, fees and more. It's an additional value for PHCC members on behalf of the apprentices they employ. To learn

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more (and to hopefully further prove why belonging to the PHCC is a sensible investment for the operation and future of your company), visit: [www.phccfoundation.org/scholarships](http://www.phccfoundation.org/scholarships) or use this QR code.



**The Illinois PHCC Expo & Educational Day is fast approaching on Friday, March 21 at Drury Lane in Oakbrook Terrace.** To further amplify our Association's commitment to ongoing learning; the display of the latest products and industry innovations; and the comradery of professionals who've made plumbing and/or HVAC their life's work and passion, be sure to attend this amazing annual information-packed event. The CEU class from 9 a.m. to 1 p.m. will offer 4-hours of credit for your 2025 license renewal for a modest \$35 fee, and the EXPO Trade Show (noon to 5 p.m.) will feature 160+ booths. This worthwhile day will conclude with a complimentary reception. Drury Lane boasts ample parking, a special on-site EXPO hotel rate; and a fabulous theater for the class with abundant trade show exhibition space. This issue of *Master Plumber* includes the (free) admission ticket. Don't miss it.

See you there!

*-Terry*



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

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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).



# CALENDAR OF EVENTS

**FEBRUARY 19-21, 2025**

CCA of PHCC Winter Meeting / San Antonio, TX

**FEBRUARY 22, 2025**

IL PHCC Online CEU Class

**MARCH 21, 2025**

IL PHCC Expo & Educational Day  
Drury Lane Conference Center / Oakbrook Terrace, IL

**MARCH 22, 2025**

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

**MARCH 24-26, 2025**

QSC of PHCC Conference / New Orleans, LA

**APRIL 25, 2025**

IL PHCC Online CEU Class

**MAY 20-21, 2025**

PHCC National Legislative Conference  
Washington, DC

**JUNE, 2025 DATE & LOCATION TBD**

IL PHCC Annual & Board Meetings

**OCTOBER 27-30, 2025**

PHCC CONNECT 25  
Grand Rapids, Michigan

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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.

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.

## 2024-2025 Continuing Education Dates

**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)



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# PHCC Educational Foundation

Plumbing-Heating-Cooling Contractors–National Association

## 2025 SCHOLARSHIP PROGRAM

PHCC Educational Foundation scholarships are available to apprentice & trade school students enrolled in plumbing or HVAC apprentice programs and to college students pursuing an industry-related degree.

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AVAILABLE IN SCHOLARSHIPS

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[PHCCFOUNDATION.ORG/SCHOLARSHIPS](http://PHCCFOUNDATION.ORG/SCHOLARSHIPS)



### Who is Eligible to Apply?

- Plumbing or HVAC apprentices who are working for a PHCC—National Association contractor member.
- Apprentices and technicians enrolled in PHCC Academy® apprenticeship or Fast Track to Service courses.
- Trade school or community college students studying plumbing or HVAC installation, service and repair.
- College students pursuing a major directly related to the plumbing-heating-cooling industry - mechanical engineering, business administration, etc.

### How Does Someone Apply?

- Visit [phccfoundation.org/scholarships](http://phccfoundation.org/scholarships)
- Gather the required submission materials (letters of recommendation & background info).
- Complete the online application form and upload the required documents.
- Provide complete answers to the background and experience questions on the application.
- Applications and all required supporting materials are due by **May 1<sup>st</sup>**.



**Remember - if your company pays for an employee to attend apprentice school, every scholarship dollar won by your apprentice will help to reduce your company's training costs. Have your apprentices apply!**

The scholarships are possible thanks to contributions from our donors and support from:



PHCC Educational Foundation | 180 S. Washington Street | Suite 100 | Falls Church, VA 22046  
P: 703-237-8100 | F: 703-237-7442 | W: [phccfoundation.org](http://phccfoundation.org) | E: [foundation@naphcc.org](mailto:foundation@naphcc.org)



# *Illinois PHCC Expo & Educational Day*

*Friday, March 21, 2025  
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 21st, 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 2025 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 **2025 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.

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821 South Grand Ave., West  
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**Questions ??? Call (217)522-7219**

ILLINOIS PLUMBERS & PIPEFITTERS ASSOCIATION  
4005  
SPRINGFIELD, IL

*Illinois PHCC Educational Day  
March 21, 2025  
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). Click on the date of the class to register. The fee for the March 21, 2025 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 4, 2025.  
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



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# MESSAGE FROM THE IL PHCC AUXILIARY PRESIDENT

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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 them out. 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 2025 Expo another successful event. I look forward to seeing you in Oakbrook Terrace on March 21, 2025 at the Drury Lane Conference Center.

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

Gail McWilliams, Illinois PHCC Auxiliary President



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## EMPLOYERS MUST POST OSHA FORM 300A

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OSHA reminds employers that they must post a copy of OSHA's Form 300A, which summarizes job-related injuries and illnesses logged during 2024. 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.



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# PHCC EDUCATIONAL FOUNDATION TO UPDATE NATIONAL HVAC CONTEST, MERGING MODERN SKILLS WITH FUTURE TECH

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The Plumbing-Heating-Cooling Contractors—National Association (PHCC) Educational Foundation has announced major updates to its National HVAC Apprentice Contest. The annual event will be redesigned this year, with a focus on creating a competition addressing the skills apprentices need today, plus the technology they can expect to work with in the future.

The PHCC of South Dakota chapter, whose members are spearheading the redevelopment of the contest, will host the first pilot of the redesigned contest at their state convention in February 2026. No HVAC contest will be held in Grand Rapids during CONNECT 2025, but a special HVAC exhibit area previewing the new competition is being discussed for exhibit on the tradeshow floor.

“This strategic pause gives our contractor volunteer experts the time they need to enhance the competition and create new learning opportunities for apprentices,” said Daniel Quinonez, chief operating officer of PHCC. “We’re taking this opportunity to completely revamp the program to better align with the real-world challenges our apprentices face daily and to incorporate the rapid advancement of technology within the HVAC field.”

Patrick Wallner, PHCC Educational Foundation chairman, added, “This redesign will benefit both the industry and PHCC, creating an opportunity for us to take a fresh look at how we can reshape this event for the future. It’s an exciting time to choose a career in HVAC, and we want to ensure this educational experience includes the latest skills and technologies that the next generation needs as they start their journey in the industry.”

A dedicated team of PHCC contractor members, led by Dan Hartman of Wolff’s Plumbing and Heating and Brett Kaltvedt of Midwestern Mechanical, will spearhead the contest redesign. Their goal is to develop a competition format that can be replicated by other PHCC state chapters, creating a scalable model for technical excellence across the industry.

The Foundation will release additional information about the enhanced competition format in the coming weeks, with registration details for the 2026 event to follow. The PHCC Educational Foundation’s National Plumbing Apprentice Contest will occur as planned at CONNECT 2025, Oct. 27-30 in Grand Rapids.



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# LEGISLATIVE UPDATE

by Bev Potts

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The Spring Session of the 104th Illinois General Assembly began on January 8th with the swearing in of newly elected legislators. New legislation is being introduced daily with over 3700 bills already introduced. It is expected that we will see around 7,000 bills introduced. Many of these bills are shell bills with substantive language to be added later. We have been monitoring and reviewing each piece as it is introduced. The bill introduction deadline date is February 7th in both the Senate and the House. The scheduled adjournment date for the General Assembly this year is May 31st. There are many bills that deal with Energy Conservation, Workforce Development, Employment, Procurement, 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 1051 (D. VELLA)** Amends the Illinois Water Well Construction Code. 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. Referred to House Rules.

**HB 1112 (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. Referred to House Rules.

**HB 1370 (D. DIDECH)** Amends the Environmental Protection Act to provide that after January 1, 2030, no person shall sell in the State a new washing machine for residential or commercial use unless the washing machine contains a microfiber filtration system. This can be an integral filter in the machine or an in-line filter. Referred to House Rules.

**HB 1612 (K BUCKNER)** Creates the Illinois Appliance Standards Act. Directs the Illinois EPA to adopt minimum efficiency standards for covered products. Provides for testing, certification, and labeling of covered products. These standards will apply to commercial and residential faucets, water coolers, water heaters, toilets, urinals, showers, irrigation controllers and more. Referred to House Rules.

**HB 1809 (K. STUART)** Provides that the Capital Development Board shall establish uniform statewide minimum qualification requirements for code inspectors and shall maintain a statewide registry and certification program for qualified inspectors to demonstrate their compliance with the minimum qualification requirements. Provides that any municipal building code or county building code must ensure that all code inspectors meet at least the minimum certification requirements required by the Board for non-building code jurisdictions. Referred to House Rules.

**HB 1849 (R. SPAIN)** Amends the Energy Efficient Building Act to provide that the term “Code” means the 2021 edition of the International Code Council’s International Energy Conservation Code (currently, the latest published edition). Referred to House Rules.

**SB 224 (D. DEWITTE)** 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. Referred to Senate Assignments.

## **OTHER CONSTRUCTION/BUSINESS RELATED BILLS:**

**HB 1224 (W. DAVIS)** Creates the State Agency Retainage Act. Provides that, if a State agency determines that satisfactory progress has not been achieved by a contractor or subcontractor during any period for which a payment is to be made, a percentage of the payment may be retained by the State agency. Prohibits the amount of retainage under the Act from exceeding 10% of the amount of any and all draw amounts submitted and approved under the terms of the contract until the contract is 50% completed. Prohibits retainage of more than 5% of the contract of the amount of any and all draw amounts submitted and approved under the terms of the contract for the duration of the contract. Authorizes retainage to be adjusted as the contract approaches completion to recognize better than expected performance, the ability to rely on alternative safeguards, and other factors. Further provides that on completion of all contract requirements, amounts retained under the Act must be paid promptly. Specifies that the State Prompt Payment Act does not apply to retainage withheld under the State Agency Retainage Act.

Referred to House Rules.

**HB 1247 (D. VELLA)** Amends the Prevailing Wage Act to provide that the definition of “public works” includes sewer inspection projects that utilize a closed-circuit television to identify issues in a sewer system.

Referred to House Rules.



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# **GET YOUR BACKFLOW TEST KIT CALIBRATED AT THE EXPO**

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Test Gauge, Inc. will be offering on-site calibrations of your backflow test kit during the Illinois PHCC Expo on March 21st 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 class 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 2 thru 4. All test kits can be picked up at that location prior to 4:00PM.



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# 2025 PHCC NATIONAL LEGISLATIVE CONFERENCE

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Make plans now to attend the PHCC 2025 Legislative Conference on May 20 – 21 at the Yotel in Washington, DC. You will be able to meet with your lawmakers and educate them on the significant role our industry can play in promoting energy, economic, and workforce policies that are important to our industry and will move America forward. You will have access to:

- Insider **political analysis** from a former Congressional lawmaker
- Targeted **issues briefing** and effective advocacy tips from PHCC's Government Relations team and top Washington lobbyists
- **Personalized coaching provided by PHCC's federal lobbyist** on conducting meetings with legislators and staff
- **IN-PERSON visits** with your representatives in Congress
- **Easy-to-use technology providing access to your meetings schedule and to help you navigate Capitol Hill**

And, you'll be able to educate policymakers on:

- Protecting America's energy future through **fuel choice**
- Impact of **tax, trade and immigration policy** on contractors and customers
- Supporting **workforce programs** and **registered apprenticeships**

*Go to [www.phccweb.org](http://www.phccweb.org) for more information and to register.*

Don't wait to register! Early Bird Registration will end April 30; save \$50 by registering in advance! Then, book your room in our hotel block at the YOTEL Washington, D.C. Room rates are guaranteed through April 20. After that, PHCC cannot guarantee securing a room at the discounted rate.





# PLUMBING INDUSTRY EXPERTISE PERSONIFIED



STEVE STICKLER  
& JOE HERKOWSKI

At Herkowski Stickler and Associates, we foster strong relationships with our customers and manufacturers. Our seasoned sales and technical teams offer a seamless experience before, during, and after the sale.

HSA's enhanced capabilities support customers comprehensively by streamlining our product lines' sales and installation processes. Drawing on years of experience, HSA has evolved through market analysis and foresight, blending expertise with a diverse range of products and services to meet evolving needs.

## MEET OUR TEAM



LEARN MORE BY FOLLOWING HSA ON SOCIAL! [in](#) [f](#) [@](#) [X](#) [d](#) [v](#)

## Keep Your Business Clean For Year-Round Success

General maintenance and housekeeping is an important element of your business. As an owner and leader, it's your responsibility to prioritize safety through cleanliness, training, and clear policies to help prevent accidents that could lead to prolonged downtime or expensive claims.

### Walk the Walk and Talk the Talk

Conducting regular inspections and walkthroughs of your business with a housekeeping checklist can help identify areas needing attention, which may help prevent potentially dangerous and costly accidents. In addition, employee training should be offered on a scheduled basis to show everyone how to actively maintain a safe work environment. This can include reminders to:

- Follow cleaning schedules
- Understand how to use and store hazardous materials
- Store [tools and equipment](#) in designated spaces
- Dispose of waste properly
- Report accidents immediately
- Follow posted signage
- Ensure [walkways and doorways](#) are clear and free of obstructions
- Maintain equipment and tools
- Charge items with [lithium-ion batteries](#) in designated spaces using appropriate chargers

### Evaluate Your Risk Management Plan

Take the time to annually review and update your [risk management plan and policies](#) to address new risks and technologies, and to ensure all staff are familiar with any updates. For example, with the rise of lithium-ion battery fires, educating your employees on safe practices can help [prevent a devastating workplace fire](#).<sup>1</sup>

By maintaining a clean, obstruction-free environment, you can help reduce the risk of accidents, equipment failure, and unwanted downtime to protect your business and bottom line. Reach out to your local Federated® [marketing representative](#) to learn more.

1. International Association of Fire Fighters. Preventing Lithium-ion Battery Fires. <https://www.iaff.org/news/preventing-lithium-ion-battery-fires/>. Accessed 11/19/24.

*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.*

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# ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

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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 2025.
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 May, 30, 2025.

# 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



# 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

Can we require that nonexempt employees work on holidays? Some of our employees said that they should not be required to work on holidays and that, if they do, we owe them extra pay. Is any of this true? These are nonexempt employees in California.

## ANSWER

On the federal level, the Fair Labor Standards Act does not require payment for time not worked, such as holidays (federal or otherwise). Similarly, according to the California Labor Commissioner, California law does not require that an employer provide its employees with paid holidays, close its business on any holiday, or give employees the day off for any particular holiday. Additionally, there is nothing in California law that mandates an employer to pay an employee a special premium for work performed on a holiday other than the overtime premium required (if overtime is worked).

Of course, employers should check their applicable state/local laws, as requirements may vary depending on location. When federal and state standards are

different, the rules that provide the most protection to employees will apply.

That said, even if not required, providing employees with holidays off (or paying employees a special premium if they work on holidays) may help increase employee morale and make employees feel valued by the organization. Providing this time off may also help decrease the negative effects that can be caused by working too much, such as employee burnout, dissatisfaction, and turnover. Employers should take such considerations into account when deciding whether to require employees to work on holidays (and how much to pay them if they do).





## 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**

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# PHCC ILLINOIS

## AUXILIARY SCHOLARSHIP RULES

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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 23, 2025.**
  - 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 23, 2025 to:*

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

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# PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2025~

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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 23, 2025**





## 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 \$574.00. State and National are presented as a package for \$819.00 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**



**Earn 6 hours state credit!**  
**Learn new things! Catch up with old friends and meet new friends! Lunch and snacks are included.**

**For More Information**

- Go to [www.IPIASSOC.org](http://www.IPIASSOC.org)
- Check our facebook page: facebook @ Illinois Plumbing Inspectors Association (IPIA)
- Email [Daviddertz@aol.com](mailto:Daviddertz@aol.com) or [Jeffreyrcurtis27@gmail.com](mailto:Jeffreyrcurtis27@gmail.com)



**DON'T FORGET TO BRING YOUR CODE BOOK!**



# *You are invited to the* **Illinois Plumbing Inspectors Association's 29th Annual Continuing Education Program**

**When:** Friday May 9th, 2025

Registration begins at 7:00 am

Class runs from 8:00 am – 3:30 pm, with breaks and lunch

**Where:** **Medinah Shriners Banquet Hall**

550 Shriners Drive, Addison IL 60101

**Fee:** **IPIA Member: \$125.00**

**Non-Member: \$175**—which includes a 1 year membership.

Please make checks payable to: I.P.I.A.

**RSVP:** **Complete this form and send it and the fee to:**

Illinois Plumbing Inspectors Assoc.

c/o Bob Krupske

P.O. Box 162

Frankfort IL 60423

**Space is limited. All forms must be received by no later than April 11th, 2025.**

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

**License Number:** Illinois 058-\_\_\_\_\_ Chicago J- \_\_\_\_\_

**Home Address:** \_\_\_\_\_  
\_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email address:** \_\_\_\_\_

**Employer:**  Municipality  County  State  Private

**Position/Title:** \_\_\_\_\_


**Business Address:** \_\_\_\_\_  
\_\_\_\_\_

**Business Phone:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

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 Indoor & Outdoor/Touchless & Traditional  
 Emergency Equipment



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 Thermostatic Mixing Valves  
 Emergency Mixing Valves  
 Hose Stations



Trap Primers  
 Water Hammer Arrestors  
 Access Doors & Fittings  
 Balancing Valves & more



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 Legionella Mitigation  
 Water Reclamation



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



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 [Residential & Commercial]



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