

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 112, No. 09

October, 2026



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ILLINOIS MASTER PLUMBER

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Volume 112, No. 10

ILLINOIS
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COOLING CONTRACTORS
4005

OCTOBER 2026

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PRESIDENT'S THOUGHTS

by Tom Mahoney
Illinois PHCC President

What I have observed over the years since joining the PHCC is that an influential trade association – like ours – relies on the involved and invested companies that belong. It's also become clear to me that an organization can best fulfill its mission of meaningfully advocating for those it represents only when it has the financial resources to do so. Without member participation and support (and ongoing growth), the *Plumbing-Heating-Cooling Contractors Association* (PHCC) would just be a name ... but not for long. This is true coast to coast. In Illinois, our own state chapter continually serves its members through education; monitoring and protecting our licensing laws and strong codes; keeping a watchful eye on state legislative activities; providing pertinent news and information; maintaining relationships with industry partners; and hosting events that promote unity and allow for networking among responsible and qualified professional contractors. However, to *thrive* rather than just to *survive*, every association must GROW.

As in past years, dues renewals will be sent out to PHCC members this month (October). I strongly encourage our existing members to once again show their commitment to our association for 2027 by submitting their annual dues without delay. As always, remember that a discount will apply if your dues are received before December 31. Help us help you by keeping our chapter and national association strong.

In that spirit, this year our chapter is participating in the PHCC National's "Fall Membership Campaign." As an incentive for those companies that still do not yet belong, during October, November and December, new members can join the PHCC at the *current* dues rate. Moreover, their membership would be effective for the remainder of 2026 and throughout the entire year of 2027. The Member Benefits that we as current members can take advantage of are listed in this issue on pages 10 & 11. This impressive list will



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be shared with many potential PHCC members. I am also asking everyone reading this article to please encourage leaders/owners of non-member companies who you may know to consider accepting our invitation to join.

New and existing members can look ahead to another year of exciting events and worthwhile association resources. Our annual IL PHCC Expo & Educational Day is already scheduled for March 19 at Drury Lane in Oakbrook Terrace and you will not find a better organized and wide-ranging trade show and CEU class. While 2026 has two more monthly issues of this informative publication aptly titled the “Illinois Master Plumber,” our chapter staff (Bev and Shelly) have recently introduced the periodic e-news bulletin called the “IL PHCC Information Supply Line” that only our members can receive. It contains pertinent, timely and exclusive updates and links, so it undoubtedly is already becoming a valuable and useful tool for you. In addition to the live, in-person 4-hour CEU class at the aforementioned March 19, 2027 Expo, remember also that our State Chapter pioneered online CEU classes to allow you to earn required credits remotely. For a complete list of upcoming classes, registration information and costs, see page 7 and pass it on.

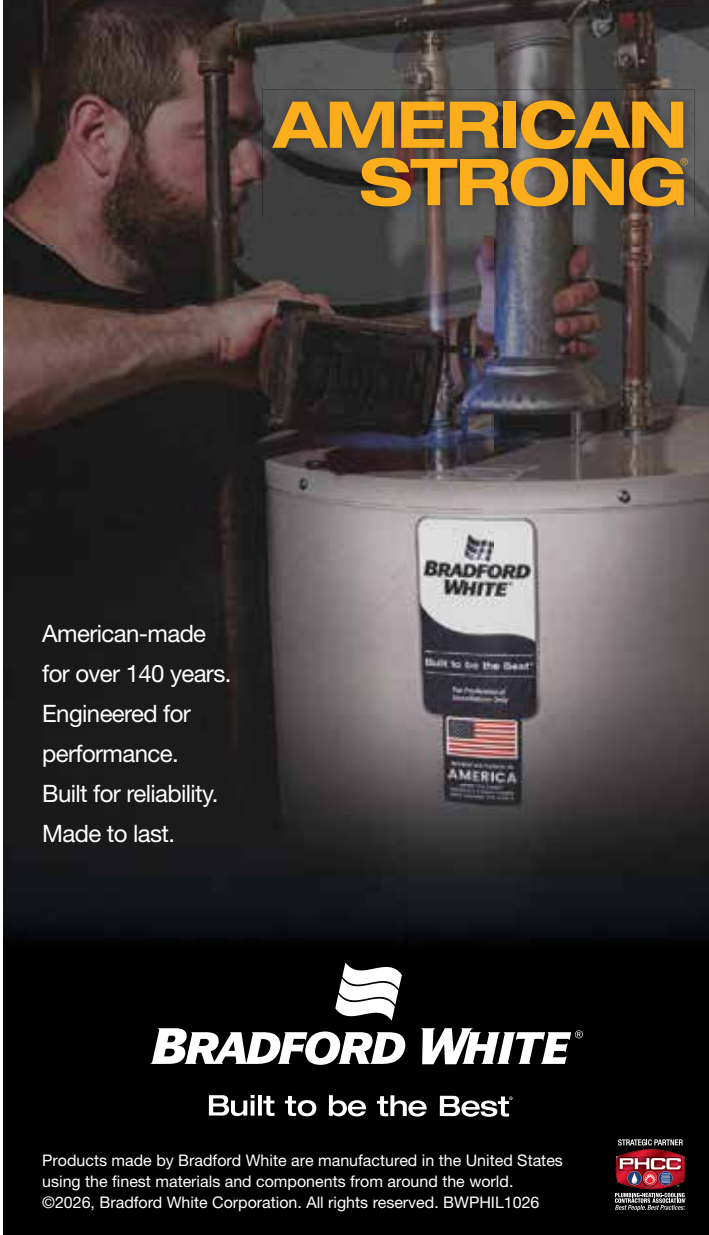
Next month's issue will include coverage of CONNECT and much more. Thanks for supporting the PHCC!

Tom Mahoney



FALL MEMBERSHIP SPECIAL!

If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between now and December 31st of 2026, will have their dues paid through December 31, 2027. That gives you free bonus months of membership benefits for FREE for the rest of 2026, and locks in your 2027 dues at the 2026 rate. See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com.



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CALENDAR OF EVENTS

OCTOBER 17, 2026

IL PHCC Online CEU Class

OCTOBER 19-22, 2026

CONNECT 2026
Milwaukee, Wisconsin

NOVEMBER 13, 2026

IL PHCC Online CEU Class

JANUARY 8, 2027

IL PHCC Online CEU Class

MARCH 19, 2027

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

MARCH 20, 2027

IL PHCC Board Meeting
Hilton Suites
Oakbrook Terrace, IL

JUNE 10, 2027

IL PHCC Annual Meeting & Installation
Location TBD

JUNE 11, 2027

IL PHCC Board Meeting
Location TBD



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2026/27 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2027 renewal year is listed below. These classes offer a minimum of 4 different speakers and the topics included in each class this year are as follows:

*Illinois Energy Conservation Code Plumbing Provisions,
Separators & Drainage Systems,
Mandatory Positive Response (JULIE OneCall),
The Effects of Water Softeners on Water Heater Performance, And/or Plumbing in Healthcare*

All Illinois PHCC classes will provide State hours for Certified Inspectors and 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.

2026-2027

Continuing Education Dates

Saturday, October 17, 2026

8:00 am – 12:00 pm (Online)

Friday, November 13, 2026

12:00 pm – 4:00 pm (Online)

Friday, January 8, 2027

12:00 pm – 4:00 pm (Online)

Friday, February 5, 2027

12:00 pm – 4:00 pm (Online)

Saturday, February 20, 2027

8:00 am – 12:00 pm (Online)

Friday, March 19, 2027

9:00 am – 1:00 pm (In person)
Drury Lane Conference Center,
Oakbrook Terrace, IL

Friday, April 23, 2027

12:00 pm – 4:00 pm (Online)



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Internal Faucet Repair

ILLINOIS PHCC BOARD MEETS

The Illinois PHCC Officers/Board and chapter executives met for their fall 2026 meeting on September 18th in Bloomington. Among the topics were finances, plans for upcoming events, committee reports, and industry news and updates. The next meeting of the Board will be on March 20th in Oakbrook Terrace.



Left side (from lower left): Rebecca Galvin, GSW Exec; Mike Ehret, GSW; Randy Grob, Egyptian Association; Brian Yelton; Shelly Lott; Bev Potts; President Tom Mahoney (center, head of table). Right side (from top): Vice President Anthony Brown; President Emeritus Kevin Kuhn; Erik Graybeal, B/N PHCC; Chuck Hicks, past president; Secretary Paul Brush.



Prior to the start of the IL PHCC Board Meeting, President Tom Mahoney presented immediate past president Kevin Kuhn with a bound copy of all issues of the “Illinois Master Plumber” magazine from his term in office.



IAPMO CELEBRATES 100TH CONVENTION



*PCA Executive Director
S.J. Peters (left) and Kevin Tindall.*

The week of September 14th was a celebration of the 100th annual Education and Business Conference of the *International Association of Plumbing & Mechanical Officials* (IAPMO). The week-long event, held at Universal City in California, covered a wide range of informative and significant topics, including a panel covering counterfeit plumbing products.

During the annual business meeting, PCA of Greater Chicago Executive Director SJ Peters was elected to the IAPMO board of directors. He succeeds New Jersey signatory contractor Kevin Tindall (past PHCC National President) as a Board Member At-Large. Peters was installed during the convention's closing event.



Attendees from PHCC local & state chapters and the National office who were also in attendance gathered for a photo at the IAPMO conference.



PHCC IS....

PHCC is committed to excellence:

providing the best education, advocacy, and connections as well as advancing the industry as a whole.

PHCC is where you belong.

As part of this community, be sure you're taking advantage of all the benefits and resources we offer our members!



INDUSTRY IMPACT

PHCC makes sure the contractor's voice is heard on changes impacting the industry. On topics like code updates, energy and economic issues, workforce, and much more, PHCC has a reputation for being the "go-to" organization.

Industry Representation

- Federal Legislative and Regulatory Representation
- State and Local Legislative and Regulatory Assistance
- Representation on Code Bodies and Industry Coalitions
- Reinforcement of Industry Standards That Protect Public Health and Safety
- Annual PHCC Legislative Conference
- Alerts on Laws, Regulations, and Code Changes
- Grassroots Network
- PAC Activities

WORKFORCE

PHCC is ahead of the curve on training and education, making sure our members have the personnel to deliver best-in-class services to their customers.

Professional Development Training

- PHCC CONNECT Annual Conference and Tradeshow, Offering Tailored Plumbing and HVAC Education – phccweb.org/connect
- Face-to-Face Learning Opportunities
 - Events – phccweb.org/events
 - State/Local Education – phccweb.org/chapters
- Career and Job Fair Materials – phccweb.org/resourcecenter

Offered By the PHCC Educational Foundation

- Plumbing and HVAC Apprentice Contests
- Scholarships
- Foreman Workshop
- Essentials of Project Management Class

phccfoundation.org



Brought to You by the PHCC Academy®

A collaborative effort between the PHCC Educational Foundation and PHCC, the PHCC Academy® is an online one-stop depot offering education and training resources aimed at establishing a comprehensive contractor life cycle education mode.

- | | |
|---------------------------|----------------------------------|
| • Workforce Readiness | • HVACR Apprenticeship |
| • Plumbing Pre-Apprentice | • Fast Track to Service Plumbing |
| • HVACR Pre-Apprentice | • Fast Track to Service HVACR |
| • Plumbing Apprenticeship | • Finance Management |



CONTRACTOR RESOURCES

PHCC is known for delivering critical resources that help our member contractors grow their businesses and make them more productive and profitable.

Business Intelligence Resources – phccweb.org/business-intelligence

- Regular PHCC members-only business intelligence reports, insights, and forward-facing statistics, including:
 - o Annual Economic Outlook
 - o PHCC Environmental Scan Update
 - o Monthly *Insta-Intel* Report
 - o Member Pulse Surveys

Information, Savings and Discounts

- PHCC Industry Partnerships with Manufacturers and Product Providers to the P-H-C Trade – phccweb.org/partners
- Members-only Discounts of Programs, Events, and Services – phccweb.org/discounts
- Multi-Employer 401(k) Retirement Program – phccweb.org/retirementprograms

Best Practices, Communication, and Networking

- Business Coaching – phccweb.org/qsc
- Safety and Risk Management Tools – phccweb.org/companysafetyprogram
- Overhead and Profit Calculator – phccweb.org/overhead
- PHCC Water Supply Calculator App – phccweb.org/watercalculatorapp
- Monthly E-Newsletters
 - o *PHCC Online*
 - o *PHCC Advocate*
- Award-winning *Solutions* Magazine – phccweb.org/solutions
- PHCC Online Buyer's Guide – phccweb.org/buyersguide

Enhanced Service Groups

- Quality Service Contractors (QSC) – phccweb.org/qsc
- Construction Contractors' Alliance (CCA) – phccweb.org/cca
- Union-Affiliated Contractors (UAC) – phccweb.org/uac
- PHCC—National Auxiliary – phccweb.org/auxiliary
- Association Executives Council – phccweb.org/aec

Consumer Awareness

- Find a Contractor Online Directory – phccweb.org/find-a-contractor



For more information, visit our website at phccweb.org. For questions on how our membership team can better assist you, please contact customercare@naphcc.org, or give us a call at 800-533-7604.

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- X (Twitter) – twitter.com/phccnatl
- YouTube – [youtube.com/user/NationalPHCC](https://www.youtube.com/user/NationalPHCC)
- Instagram – [instagram.com/naphcc/](https://www.instagram.com/naphcc/)

Federated Insurance® PHCC Member Benefits

As an Illinois PHCC member, you have access to the unique and personalized wealth of knowledge and resources that Federated® offers. They have created an Association Member Benefits page on their website to provide a helpful overview on what they can offer to help maximize their partnership with us. We encourage you to review the valuable resources that Federated maintains to help you succeed in today's marketplace.

Offerings that are highlighted on this page include:

- The ability to directly contact Federated professionals voice-to-voice and face-to-face
- Safety and risk management services, programs, and support
- Tailored industry-specific products
- Specialized coverages
- Complimentary attendance at a Risk Management Academy
- Complimentary meeting with a business succession and estate planning attorney

Take a moment today to explore and utilize this helpful resource. <https://www.federatedinsurance.com/services/association-groups/association-member-benefit>

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

About Federated Insurance Founded in 1904, Federated Mutual Insurance Company 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 over 500 recommendations from local, state, regional, and national associations and buying groups and is rated A+ (Superior) by industry analyst A.M. Best®. This publication is for general information and recommendations for risk prevention only and should not be considered legal advice. This information may help reduce the risk, but is not guaranteed to eliminate any or all risk of loss. Some of the services referenced herein are provided by third parties, wholly independent of Federated. Qualified counsel should be sought regarding questions specific to your circumstances.



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 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.



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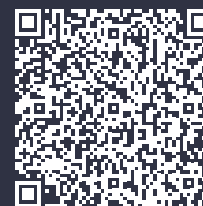
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The Federated Insurance Risk Management AcademySM is your one-stop-shop for creating a culture of risk management at your business. Learn to tackle industry challenges, connect with peers, and apply best practices with helpful takeaways.

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Scan to learn more about how Federated's[®] RMAs can help you create a culture of risk management through industry-specific offerings.



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)

☐ Plumbing

☐ HVAC

☐ Hydronics

☐ Process Piping

☐ Fire Sprinkler Systems

☐ Underground Utilities

☐ Backflow Inspection...EPA Backflow
Cert. # _____

☐ Refrigeration

☐ Commercial

☐ Industrial

☐ Residential

☐ Service/Repair..... ☐ 24 hr. service

Signed _____ Date _____

The State Investment is \$245.00. The National Membership Investment is \$591.00. State and National are presented as a package for \$836.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

QUESTIONS....1.800.795.7422



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Reducing Accidents With Regular Housekeeping

Poor housekeeping can correlate directly to [slips, trips, and falls](#) at workplaces, which can result in serious injuries, costly claims, and lost productivity.¹ Maintaining a clean and organized workspace is one of the simplest ways to help protect your employees and clients.

Where Do You Start?

Establishing a [routine housekeeping plan](#) is a solid first step. Consider incorporating the following practices at your business:

- Keep floors clean, dry, and free of clutter
- Ensure walkways and emergency exits are clear at all times
- Clean up spills and place wet floor signs where needed
- Store materials and equipment in designated areas
- Dispose of waste regularly
- Avoid letting grease and dirt build up on machines and equipment
- Inspect and repair damaged flooring, handrails, and lighting
- Make sure that electrical cords are routed away from doorways and not run under rugs or carpets
- Use proper flooring covers at entryways to reduce slips from tracked-in moisture

How Often Should You Clean?

Frequency matters. High-traffic areas, such as entryways, restrooms, and break rooms, should be addressed daily. Broader facility walkthroughs should occur weekly, with deeper cleaning and inspections conducted on a monthly basis.

Take Action

Housekeeping at your business is essential to help prevent slips, trips, and falls, and it can make a difference in keeping clients and employees safer during their day-to-day activities. A clean workplace reflects a culture of care and accountability that benefits everyone who walks through your doors.

Reach out to your local Federated® [marketing representative](#) to learn more about workplace safety topics and the risk management resources available to you.

1. OSHA. *Slips, Trips, and Falls: Preventing Workplace Trip Hazards*. 2023. <https://www.osha.com/blog/slips-trips-falls-prevention>. Accessed July 23, 2026.

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.



PLUMBING CODE BOOK ORDER FORM

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Plumbing Contractor Registration Code and
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There will be a \$40.00 service charge for any checks returned due to insufficient funds.

Questions? Contact the Illinois PHCC at bev@ilphcc.com or shelly@ilphcc.com

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HR Question OF THE MONTH

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Question

We want to update a number of our company policies. How should we do this—can we just revise the policies and send them to our employees, or should we also have employees sign an acknowledgment form? What do we do if an employee refuses to sign the acknowledgment form?

ANSWER

As a best practice, employers should give employees an opportunity to review any revised policy and ask questions about the policy's terms. Employees should sign and date a statement acknowledging receipt of the updated policy and agreeing to comply with it. This statement should make clear that the revised policy supersedes any prior ones. Employers should retain signed acknowledgment forms in each employee's respective personnel file so there is a record of receipt and agreement to comply.

Depending on the circumstances, an employer may be able to condition continued employment upon each employee's agreement to comply with an updated policy. In general, any employee who, without justification, refuses to comply with an updated policy can be

disciplined, up to and including dismissal—if employment is otherwise at-will and if consistent with the employer's policies and past practices.

That said, employees may have a legitimate reason for refusing to comply with a particular policy. For example, an employee's sincerely held religious beliefs might prevent compliance or the employee might perceive the policy to compromise safety or violate public policy. Employers should evaluate an employee's individual concern and take responsive measures as the situation may warrant. If there is merit to the employee's objection, the employer should take appropriate steps to remediate, depending on the applicable facts. However, if the employee lacks legitimate justification for refusing to comply with any revised policy statement, the employer may be able to take disciplinary action, as noted above.





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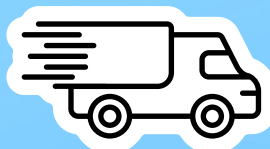
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