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ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 102, No. 5

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WRONG

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PRESIDENT'S THOUGHTS

by Erik Graybeal
Illinois PHCC President



Greetings to everyone,

I trust everyone is enjoying the spring we are having. We have had a couple of great weekends in April, sunny and warm. My wife and I rode our Harley a couple Sundays in April. We always have a good time going riding together. We get to see a lot of scenery throughout the state. May is a busy month for the Graybeal family. My son Caleb is graduating from Illinois State University. My other son Brandon graduated last year from ISU as well. I am so proud of both of them. Two down and one to go as my daughter will start college in 2018.

April 7th I attended the IMSCA Lobby Day in Springfield. I must admit, I was impressed with IMSCA and what Louie and Jessica do for our industry. If you are not aware, they are having a raffle to fund the IMSCA PAC. They are giving away your choice of prizes which include Four Blackhawks/Blues Tickets, Four Bears tickets, \$200 gift card to Eatly, or a \$500 gift card to Bass Pro. Tickets are \$50 and help IMSCA fight for our rights. Please consider purchasing a raffle ticket or two. Your support is appreciated. You can find the raffle information in this issue of the magazine or on IMSCA's website at http://www.imsca.org/files/2016_IMSCA_raffle_flierv2. The winning ticket will be drawn June 3, 2016.

I would like to invite everyone to the

installation dinner on Friday, June 10th at the Holiday Inn & Suites in East Peoria. Steve Stimson will be sworn in as the new Illinois PHCC President. I know Steve will do a great job next year. He is very much involved in the PHCC. You can stay and attend the Board of Directors meeting the next morning, Saturday June 11th at 9:30 am. Please notice in this issue about the PHCC Auxiliary's service project. They do so much to support the PHCC and we are thankful to have them.

This is the last letter as I will surrender my gavel at the installation dinner. The year has gone by fast, and I have enjoyed my term as the Illinois PHCC State President. I would like to thank Bev Potts for all her help this year. She made my term very easy. I would also like to thank Chuck Hicks. His dedication to the PHCC is hard to match. He has helped me tremendously the last couple of years. As I stated in my very first letter, my dad was a big inspiration to me in the industry. I worked for him for 15 years. I attribute a lot of what I know today from him. Thank you, Dad!

In closing, thank you for letting me serve as your Illinois PHCC President.

It was an honor...Erik Graybeal



CALENDAR OF EVENTS

MAY 10-11, 2016

Emerging Technology Symposium
Rosemont, IL

OCTOBER 19 – 21, 2016

PHCC Connect '16
San Antonio, TX

MAY 18 – 19, 2016

PHCC National Legislative Conference
Washington, DC

NOVEMBER 12, 2016

Illinois PHCC & Auxiliary Board Meetings
TBD

JUNE 3, 2016

IMSCA Meeting
MCA Chicago
Burr Ridge, IL

JUNE 10, 2016

Illinois PHCC & Auxiliary Installation Dinner
Holiday Inn & Suites
East Peoria, IL

JUNE 11, 2016

Illinois PHCC & Auxiliary Board Meetings
Holiday Inn & Suites
East Peoria, IL

JUNE 20-21, 2016

Union Affiliated Contractors
Field Trip to Bradford White
Grand Rapids, MI

JUNE 27, 2016

Illinois Plumbing Code Advisory Council
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WHAT'S WRONG WITH THIS PICTURE

What's wrong may not seem like a violation to the handyman or the home owner, but we will look at it according to the Illinois Plumbing Code. The picture shows a plumbing vent exiting the building through the side wall under the soffit. While it may be visually appealing, it does not meet the requirements of the Code. Some people in the building profession are actually proponents of this type of venting in order to eliminate roof penetrations.

It is common knowledge that heat rises, and therefore from the sewer or septic tank heat is generated and rises.

As plumbers and code officials, we sometimes know one code section because we were taught that, or we have only read one part of the code section.

The first part of the code section, if read alone, can have multiple interpretations.

Section 890.1430 Vent Terminals

- a) Vent Terminals. Vents shall terminate independently above the roof to the outside atmosphere or shall be connected to another vent at least 6 inches above the floodlevel rim of the highest

fixture served by the vent. (See Appendix K. Illustration B.)

Looking at only this part of the code section, you might think the vent terminal just needs to terminate above the roof. Pretty simple until you read more of the venting section.

Another part of that section says;

- g) Vent Terminal Size. Each vent extension **through the roof** shall be a **minimum of 3 inches** in diameter and no smaller than the vent that it terminates. Vent terminals shall not be screened.

Using the two code sections above, we can prove to a home owner, or judge, the intent of the code.



This scenario could also make a perfect nesting area for birds in the spring, or a warm, dark habitat for bats in the fall.

Is there a violation of the Illinois Plumbing Code on this month's cover photo? Let us know your thoughts by emailing the Illinois PHCC at bev@ilphcc.com or faxing to 217-522-4315. All correct answers will be put in a drawing for an Illinois PHCC logo item.



We invite you to attend the 2016 installation of the Illinois PHCC Officers and Directors. Please join us in East Peoria as we thank our outgoing officers and install our newly elected leaders.

The Illinois PHCC Past Presidents will be meeting prior to the dinner, and the Auxiliary will be conducting their annual service project. Following dinner and the installation, join us for good conversation and some fun activities.

There is no charge for PHCC contractor members and Auxiliary members (and spouses/guests) to attend, but you will need to RSVP by May 20th. We have a special room rate of \$119.00 at the Holiday Inn & Suites for this event. Please make your reservations by calling 309-698-3333.

The PHCC and Auxiliary Boards are meeting at 9:30 on Saturday morning and all members are welcome to attend.

We look forward to seeing you in East Peoria.

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Illinois PHCC Installation Event



June 10-11, 2016

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We invite you to attend the 2016 installation of the Illinois PHCC Officers and Directors. Please join us in East Peoria as we thank our outgoing officers and install our newly elected leaders. The Illinois PHCC Past Presidents will be meeting prior to the dinner, and the Auxiliary will be conducting their annual service project. There is no charge for PHCC contractor members and Auxiliary members (and spouses/guests) to attend, but you will need to RSVP by June 1st. We have a special room rate of \$119 at the Holiday Inn & Suites for this event. Please make your reservations by calling 309/698-3333 by May 20, 2016. The PHCC and Auxiliary Boards are meeting on Saturday morning and all members are welcome to attend. Attire for the event is business casual.

PLEASE CHECK ALL FUNCTIONS YOU WILL BE ATTENDING



Friday, June 10, 2016

- 3:00 pm Auxiliary Service Project
- 3:00pm -5:00 pm Past Presidents' Reception (Invitation Only)
- 6:00 pm Reception/Installation Dinner

Saturday, June 11, 2016

- 8:00 am Breakfast
- 9:30 am PHCC Board Meeting
- 9:30 am Auxiliary Board Meeting

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ILLINOIS PHCC AUXILIARY 2016 SERVICE PROJECT

This year's annual service project of the Illinois PHCC Auxiliary will be held on June 10th. Their past service projects have helped deployed military members, senior citizens, the children of St. Jude Children's Hospital, Central Illinois Riding Therapy, Midwest Food Bank, Project Linus, and the afterschool program for at risk youth at the Unity Center.


This year the Auxiliary will be helping the Center for Prevention of Abuse. Their mission statement is *To help all people – women, men and children – live free from violence and abuse.* The Center provides assistance for physical, mental, emotional, sexual, and/or financial abuse and neglect for adults, children, seniors, and adults with disabilities. Emergency and transitional housing, prevention education, support groups, and counseling are just some of the services provided by the Center.

Everyone is invited to meet at the Holiday Inn Hotel in East Peoria at 3:00pm on June 10th to gather and organize all the donations people would like to bring. Beginning at 3:30, a speaker from the Center will make a presentation and answer questions. The Center representative will then take all of the donated items back for use by their clients.

A "wish list" of items that would be very helpful to the Center is included with this mailing.

If you would like to participate, but don't have time to shop or will be unable to attend, gift cards or checks may be sent in advance and items will be purchased on your behalf. Checks are to be made out to the IL PHCC Auxiliary and mailed to:

Donna Jany or **Becky Davis**
541 Hillview Dr **P.O. Box 21**
Chester, IL 62233 **Deer Creek, IL 61733**

If you have questions you can contact Donna at dmjany01@yahoo.com or Becky at becdavis97@hotmail.com 

The Center for Prevention of Abuse

"Wish List"

BLANKETS
TWIN SHEETS / PILLOWCASES
TOWELS
WASHCLOTHS
WOMEN'S UNDERWEAR
SOCKS
SLIPPERS
NOTEPADS
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LEGISLATIVE UPDATE

by Bev Potts

The Spring Session of the Illinois General Assembly has now passed the deadline for bills to be out of their chamber of origin. House Bills listed as referred or re-referred to House Rules, and Senate Bills listed as referred or re-referred to Senate Assignments are considered dead, unless a deadline extension is noted. Updates will be provided as Session progresses towards its May 31st adjournment date. Following are some of the bills we are watching and their current status.

Plumbing/Piping/Trade Related Bills:

HB 5001 (C. Winger) Amends the Private Sewage Disposal Licensing Act to allow veterans of the US Armed Forces to pay 50% of the licensing and exam fees determined by IDPH to be issued a private sewage system installation contractor license or a private sewage disposal system pumping contractor license. Referred to House Rules.

HB 5261 (M. Madigan) Makes a technical change to the Fire Sprinkler Dormitory Act. Re-referred to House Rules.

HB 5375 (M. Madigan) Amends the Radon Resistant Construction Act to make a technical change. Re-referred to House Rules.

HB 5899 (M. Batinick) Amends the Home Inspector License Act to make a technical change. Referred to House Rules.

HB 5913 (J. D'Amico) Amends the Illinois Plumbing License Law to provide that sponsors of continuing education shall meet the criteria provided by the Board of Plumbing Examiners and the Plumbing Code Advisory Council. Provides that CE

courses and approved courses of instruction in plumbing in colleges, universities and trade schools shall be supervised directly by an Illinois licensed plumber only. Passed in both the House and the Senate. Sent to the Governor on 3/28/16.

SB 2986 (I. Martinez) Amends the Fire Sprinkler Contractor Licensing Act to provide that after January 1, 2017, no initial licenses shall be issued under provisions allowing certain individuals to be exempt from the requirements of the Act. In provisions concerning licensing requirements and designated certified person requirements, changes references from “fire protection technology automatic sprinkler system layout” to “water-based (formerly automatic sprinkler) systems layout”. Re-referred to Senate Assignments.

SB 3120 (D. Harmon) Amends the Illinois Vehicle Code. Gives code enforcement officials employed by units of local government the power to enforce a provision relating to the display of company insignia on construction vehicles. Re-referred to Senate Assignments.

Other Construction/Business Related Bills:

HB 4529 (R. Sandack & M. Zelewski) Abolishes the Illinois Building Commission. Amends the Capital Development Board Act. Transfers the Illinois Building Commission’s function of identifying local building codes to the Capital Development Board. Amends the Energy Efficient Building Act, the Counties Code, the Illinois Municipal Code, and the Hospital Licensing Act to make conforming changes. Passed in the House and referred to Senate Assignments.

HB 4670 (A. Thapedi) Amends the Contractor Prompt Payment Act. Prohibits retainage of more than 5%. Provides that the Act is subject to the rights and obligations of the parties under the Mechanics Lien Act. Re-referred to House Rules.

HB 5629 (B. Phelps) Provides that with respect to employers correctly classified within the construction industry, the amount charged to the insured for workers' compensation shall be based upon hours worked by employees, not the wages paid. House Rules.

HB 6162 (A. Skoog) Creates the Employee Sick Leave Act to provide that employees may use personal sick leave benefits provided by the employer for absences due to an illness, injury, or medical appointment of the employee's

child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, on the same terms upon which the employee is able to use sick leave for themselves. Re-referred to Rules.

SB 2450 (P. Althoff) Amends the Mechanics Lien Act by extending the time period to file a mechanics lien on a commercial project from 3 to 5 years. Contains a sunset provision. Passed in the Senate and referred to House Rules.

SB 3097 (J. Collins) Same as HB 6162. Assigned to Senate Labor Committee. Deadline extended to May 13th.

Contact the Illinois PHCC office with questions/comments on any legislation or regulatory activity.



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If you have additional questions regarding IMSCA-PAC, please contact Jessica Newbold at 217.523.4361 or JNewbold@gcsconsult.com. A copy of our report filed with the State Board of Elections is available on the Board's official website www.elections.il.gov or for purchase from the State Board of Elections, Springfield, IL. Contributions are not tax deductible.

PHCC ADDRESSES WORKFORCE SHORTAGE DURING CAPITOL HILL ROUNDTABLE

“The number one asset of any employer is a trained and qualified worker,” House Career & Technical Education Caucus Co-Chair Glenn “GT” Thompson (R-PA) said during opening remarks at an April 27 special Workforce Development Roundtable on Capitol Hill.

But given current demographic trends, finding skilled workers is becoming increasingly more difficult in the p-h-c industry. With an expected shortage of more than 138,000 employees by 2022, the industry faces a “workforce time bomb,” said roundtable facilitator Tom Applegate, executive director of the Ohio Association of Career-Technical Superintendents and a member of the PHCC Educational Foundation Board of Directors.

To raise awareness of the issue, a panel of PHCC members from across the country shared the proactive solutions they have implemented to fill some of the many jobs and career opportunities available in the industry. Here are some of the examples:

Career Website

John Bain, R.T. Moore Co. Vice President of Internal Operations & Talent, and PHCC of Indiana Executive Director Brenda Dant described how their chapter developed a special website (www.thebestcareer4you.com) that reaches the 18- to 24-year-old market and promotes the “modern profession of plumbing.” According to Dant, the website matched 230 prospective employees to employers over a three-month period.

“Attracting, training and retaining a qualified workforce are crucial for our company—and a challenge for us,” Bain said. “This PHCC chapter website helps build brand awareness of the opportunities in the skilled trades, and our company

gets the advantage of leveraging the website to get qualified leads on new workers.”

Ride and Decide

Gordy Noe, President of Pioneer Heating and Air, Knoxville, Tennessee, talked about the success of the Ride and Decide program, which allows high school juniors and seniors in his area to try the trades and see if it’s a good fit. In its second year, the program has more than 50 students signed up to experience first-hand what the jobs entail – while getting paid – so that they can make informed career decisions.

Plumbing Pipeline Program

Sam Dowdy, Owner of S & D Plumbing in Taylor, Texas, described the successful Plumbing Pipeline Program he established to increase high school students’ interest in p-h-c careers. Dowdy also participates in local Careers Days for kindergarten and elementary students, as well as several other recruiting programs. “We’re making sure that students, parents, counselors and teachers know that there are opportunities for professionals in our industry,” he said.

Representatives of two PHCC Corporate Partners also attended the roundtable: Bradford White Executive Vice President and COO Bruce Carnevale and Bradford White Director of Marketing Carl Pinto; and InSinkErator Vice President of Sales – Wholesale Joe Maiale.

“This workforce challenge extends well beyond p-h-c contractors,” said Pinto. “There is a ripple effect on the industry, including the manufacturers and wholesalers who support p-h-c contractors. Bradford White needs professionals to install our products.”

During a Q & A session, a variety of topics were

PHCC ADDRESSES WORKFORCE SHORTAGE DURING CAPITOL HILL ROUNDTABLE

CONTINUED

discussed that keyed on the need for positive workforce development policy; outreach with teachers, counselors and workforce boards; soft skills training for technicians; increased CTE funding; and the inclusion of p-h-c contractors and other industry representatives in discussions about future workforce initiatives.

Rep. Markwayne Mullin (R-OK) expressed his gratitude that p-h-c contractors came to Capitol Hill to offer their successful hiring strategies. As the owner of Mullin Plumbing, the Congressman knows first-hand the challenges of finding skilled workers.

Two representatives of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (UA) also attended. The UA has established a Veterans in Piping (VIP) program that provides high-quality skills training and jobs in the pipe trades to active duty military personnel preparing

to leave the service.

During the conclusion of the roundtable, facilitator Tom Applegate encouraged those in the industry to continue their employee recruitment efforts and consider new strategies, as well. “The successful programs implemented by the contractors and associations here today can be replicated in other local areas,” he said. For more information, visit PHCC’s online Workforce Development Center.

“This event provided an excellent platform for PHCC members to share successful recruitment programs and express their continued need for skilled and career-minded employees,” said PHCC—National Association President Charles “Chip” E. Greene, Greene & Associates, Macon, Georgia. “We appreciate the opportunity to participate in this special forum on Capitol Hill.”



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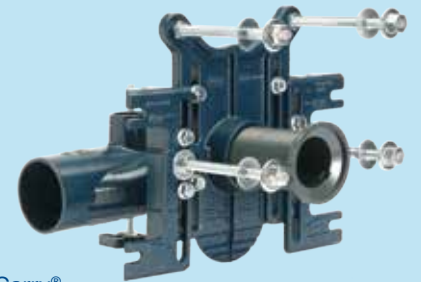


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UAC Field Trip to Bradford White's Plant & Training Center

June 20-21, 2016

Doubletree Grand Rapids Airport

4747 28th St SE

Grand Rapids, MI 49512

(616) 957-0100

Co-Sponsored by UAC & Bradford White

The UAC invites you to visit *Bradford White's* state-of-the-art training center, tour its impressive manufacturing facility, plus take part in practical educational sessions and social events with peers/friends on June 20 & 21.

Contractors, JAC trustees & instructors, union leaders, and association members: take this worthwhile field trip – *sponsored by the UAC and Bradford White* – to learn about (and from) an industry partner that respects professionals like you, and builds its products with union labor right here in the U.S.A.!

Hotel stay, receptions, meals, and other costs are covered by Bradford White and UAC. All you need to do is get yourself to Grand Rapids on the evening of Monday, June 20 for the opening reception at the hotel. The event will conclude the following day (June 21) by 3:00 p.m. Don't miss it!

Monday, June 20, 2016

6:30 pm - 8:30 pm Reception

Tuesday, June 21, 2016

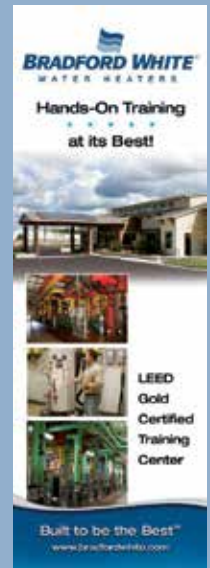
7:00 am Meet in lobby to depart for Bradford White Plant and iTEC Training Facility, Middleville, MI (transportation will be provided to the Bradford White Plant)

8:00 am – 9:30 am Bradford White Plant Tour

10:30 am – 12:00 pm Technical Training

12:00 pm – 1:00 pm Lunch

1:30 pm – 3:00 pm UAC Educational Seminar
Flint Michigan – Water Crisis



REGISTRATION FORM

Registration Fee: No charge for Union Contractors, UA Members and Association Staff (Includes hotel stay, seminar materials and lunch).

Registrations must be received by May 31, 2016.

Name: _____

Company: _____

Street Address: _____

City/State/Zip: _____

Phone: _____ Email: _____

YOU CAN REGISTER THREE WAYS!

ONLINE: www.phccweb.org

BY MAIL:

Mail this form to:

UAC, 180 S. Washington St., Ste 100
Falls Church, VA 22046

BY FAX : (703) 237-7442
Fax your registration form

QUESTIONS?

Call (888) 997-0535 or
e-mail: jones@naphcc.org

OSHA'S FINAL RULE TO PROTECT WORKERS FROM EXPOSURE TO RESPIRABLE CRYSTALLINE SILICA

The Occupational Safety and Health Administration (OSHA) has issued a final rule to curb lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease in America's workers by limiting their exposure to respirable crystalline silica. The rule is comprised of two standards, one for Construction and one for General Industry and Maritime.

OSHA estimates that the rule will save over 600 lives and prevent more than 900 new cases of silicosis each year, once its effects are fully realized.

About 2.3 million workers are exposed to respirable crystalline silica in their workplaces, including 2 million construction workers who drill, cut, crush, or grind silica-containing materials such as concrete and stone. Responsible employers have been protecting workers from harmful exposure to respirable crystalline silica for years, using widely-available equipment that controls dust with water or a vacuum system.


Key Provisions:

- Reduces the permissible exposure limit (PEL) for respirable crystalline silica to 50 micrograms per cubic meter of air, averaged over an 8-hour shift.
- Requires employers to: use engineering controls (such as water or ventilation) to limit worker exposure to the PEL; provide respirators when engineering controls cannot adequately limit exposure; limit worker access to high exposure areas; develop a written exposure control plan, offer medical exams to highly exposed workers, and train workers on silica risks and how to limit exposures.
- Provides medical exams to monitor highly exposed workers and gives them information about their lung health.
- Provides flexibility to help employers — especially small businesses — protect workers from silica exposure.

Compliance Schedule:

Both standards contained in the final rule take effect on June 23, 2016 and the construction industry has until June 23, 2017 to comply with the requirements.

More Information and Assistance:

OSHA looks forward to working with employers to ensure that all workers exposed to respirable crystalline silica realize the benefits of this final rule. Visit osha.gov for updates on compliance assistance materials and events, and learn about OSHA's on-site consulting services for small business. 



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Company: _____

Street Address: _____

City/State/Zip: _____

Email: _____

Phone: _____

Cost \$55.00/insert
(includes tabs, Plumbing License Law, Plumbers Licensing Code,
Plumbing Contractor Registration Code and
Lawn Irrigation Contractor & Lawn Sprinkler Code)

_____ of code book inserts X \$55.00 Total inserts \$ _____

_____ of binder(s) X \$5.95 Total binders \$ _____

Total amount enclosed \$ _____

Mail form with payment to: **Illinois PHCC**
821 South Grand Avenue, West
Springfield, IL 62704

Make checks payable to the Illinois PHCC.

There will be a \$40.00 service charge for any checks returned due to insufficient funds.

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

(217) 522-7219

QUALITY SERVICE CONTRACTORS ELECTS NEW OFFICERS AND TRUSTEES

At its recent Power Meeting 44 held March 17-19, members of Quality Service Contractors (QSC) elected new officers and trustees. QSC is an enhanced service group of the Plumbing Heating Cooling Contractors--National Association and is made up of leading p-h-c service and repair contractors.

Jeff Kuhn, S & K Pump and Plumbing, Brookfield, Wisconsin, was elected to serve as chair of the QSC Board of Trustees. Deidra McElroy-Och, Magnolia Plumbing-Heating-Cooling, Washington, D.C., will serve as vice chair.

Newly elected as trustees were Dan Callies, Oak Creek Plumbing, Inc, Oak Creek, Wisconsin; and Jeff Heger, Nixco Plumbing, Inc., Mason, Ohio. Both will serve three-year terms.

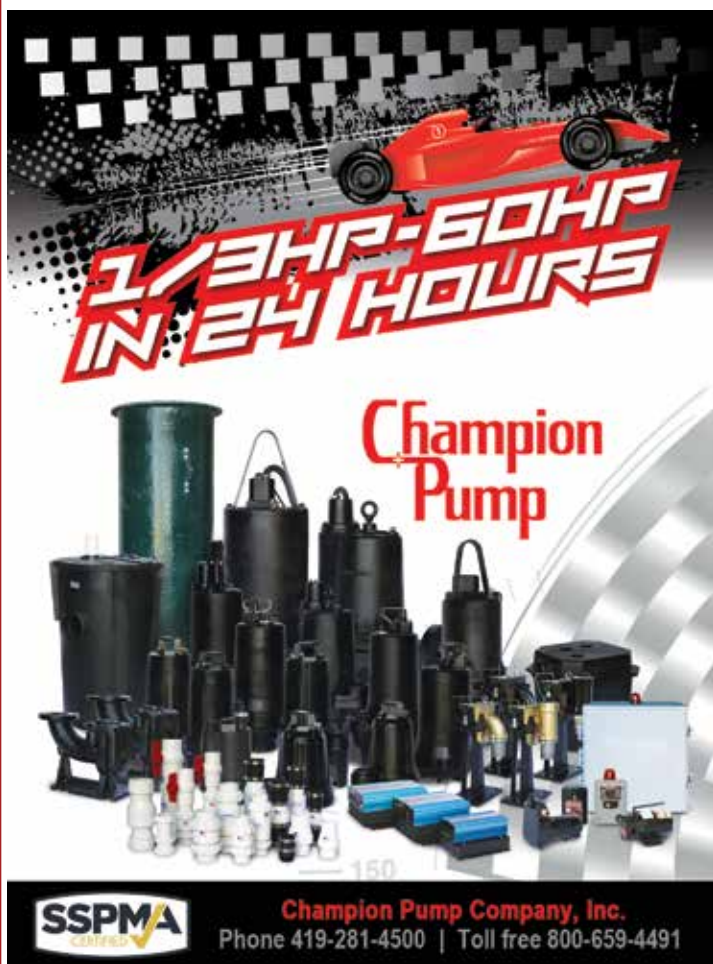
Ongoing members of the QSC Board of Trustees continuing in their three-year terms are Dan Bonetti, Frank Bonetti Plumbing, Inc, Castro Valley, California; Lawrence Snow, Valley Plumbing & Drain Cleaning, Sandy, Utah; Rich Kammerer, Kohler Company, Kohler, Wisconsin; and Stacey Ziegler Harp, Hodes Company, Huntingdon Valley, Pennsylvania.

QSC's Business Excellence Day will be held Oct. 19 during PHCC's CONNECT 2016 (www.phccweb.org/connect). The next Power Meeting will be Feb. 15-17, 2017, at the Anaheim Resort, Anaheim, California. Check the QSC Events Calendar (<http://www.qsc-phcc.org/events-calendar/>) for more upcoming events.

About Quality Service Contractors

QSC was established in 1994 and helps p-h-c service and repair contractors run their businesses better and more profitably, serve their clients more personally, enhance their brand reputation, and meet the challenges of an ever-changing world. QSC does this by providing education and training, ready-to-use tools and resources, peer networking and world-class business coaching. www.qsc-phcc.org.

QSC is an enhanced service group of the Plumbing Heating Cooling Contractors--National Association. www.phccweb.org



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PCA MIDWEST HOSTS EXPERT PANEL ON THE NEED TO STRIVE FOR LEAD-FREE POTABLE WATER

By Jeff Weiss, PCA Director of Communications

Earlier this year, the mainstream media reported on thousands of Flint, Michigan residents who had been exposed to lead contamination in their water supply after city officials switched it from Lake Huron treated water to the highly aggressive Flint River water in 2015 that caused corrosion and lead leakage in the town's aging system infrastructure. Images of rusted pipes, brown water and sickened children and elderly adults flooded the airwaves, filled newspapers and magazine articles, and saturated social media posts.

This water crisis caused many municipalities, including several in our area to immediately retest their current water supply lead levels and call upon our PCA and Plumbing Council contractors to replace outdated or corrosive lead pipes in their water mains. In fact, PCA 1st Vice President and Plumbing Council Director Michael Kerrigan (F.J. Kerrigan Plumbing Co.) was recently interviewed on this subject matter on WTTW-Channel 11 and a link to his interview can be found on our website at www.plumbingcouncil.org/pca.

It also stirred up genuine public outcry as confirmed by national polling data asserting that more than 60 percent of Americans are now willing to personally spend more on their water bills for increased investment in water systems.

In an effort to better prepare our PCA and

Plumbing Council contractors for customer questions and potential work-related opportunities arising from local municipal and homeowner concerns following the Flint, Michigan debacle, the PCA invited a leading panel of experts on this subject matter to its membership meeting on March 8, 2016 at the Erie Café in Chicago. Over 60 PCA members, PCA Associate members, Plumbing Council contractors and guests gathered to hear the timely conversation.

Illinois PHCC Executive Director Bev Potts, who simultaneously sits on the Lead Elimination Advisory Council of the Illinois Department of Public Health, moderated the presentation aimed at educating how our PCA signatory contractors, as industry professionals, can best protect the "health of the nation" by helping to prevent the lead contamination in Flint, Michigan from happening elsewhere.

Joining Potts on the panel were Kevin Lookis, Executive Director of the Northwest Water Commission and representing the Illinois Section of the American Water Works Association (ISAWWA); Barbara Higgins, CEO and Executive Director of the Plumbing Manufacturers Intl. (PMI); and Joe Albergo, Plumbing Council consultant and UA Local 130 Journeyman Plumber.

Potts opened the hour-long discussion by inviting Lookis to technically explain what happened in Flint, Michigan and uncover why the Flint River water

PCA MIDWEST HOSTS EXPERT PANEL ON THE NEED TO STRIVE FOR LEAD-FREE POTABLE WATER

CONTINUED



From left: Illinois PHCC Executive Director Bev Potts; Joe Albergo, Plumbing Council consultant and UA Local 130 Journeyman Plumber; Barbara Higgins, CEO and Executive Director of the Plumbing Manufacturers International (PMI); and Kevin Lookis, Executive Director of the Northwest Water Commission and representing the Illinois Section of the American Water Works Association (ISAWWA).

caused such an aggressive chemical reaction to the city's lead pipes.

Next, Potts turned the microphone over to Higgins and Albergo to describe what customers need to know about lead poisoning and its symptoms; what laws are currently being enforced to regulate lead in our water supply; and how the public can verify if their water is safe to drink?

Albergo explained that what is best in protecting our area from a similar fate in Flint, Michigan is the fact that Lake Michigan water boasts an average PH balance of around seven. Any lower PH levels, said Albergo, and it would turn acid based and potentially corrode our pipes. He also clarified that our city continues to fund the

best water filtration plants in the country that treat our water supply with additives like phosphates and polymers to temper it down and supplement it with other safe levels of chemicals to coat our pipes to avoid corrosion.

Another topic Albergo touched on was the concern that plumbers continue to work with lead pipes and joints and remain susceptible to lead exposure. He did note that the UA Local 130 JAC and the

Plumbing Council commissioned a study in the late 1980s checking for lead poisoning in both plumbers and plumbing contractors and fortunately at that time found no such harmful exposure.

Higgins, who is an avid proponent of safe and

PCA MIDWEST HOSTS EXPERT PANEL ON THE NEED TO STRIVE FOR LEAD-FREE POTABLE WATER

CONTINUED

responsible plumbing, spent much of her time talking about the Safe Drinking Water Act and the Lead and Copper Rule, which was finalized in 1992 and directly affects the plumbing materials and suppliers that her association represents. These rules, she said, set the reduction in lead guidelines for pipes, plumbing fittings and fixtures, solder and flux. She added that they were also the precursor to the national “Reduction of Lead in Drinking Water” legislation that PMI helped craft, which was signed into law in 2010 by U.S. President Barack Obama and effective in 2015.

Higgins mentioned that the “Get out the Lead” federal requirement set the lead standard as not more than a weighted average of 0.25% lead when used with respect to the wetted surfaces of pipes, pipe fittings, plumbing fittings, and fixtures. However, she noted that it did not require existing infrastructure to be replaced meaning that manufactured lead products prior to 2015 still remain in many households, institutions and businesses.

Albergo stressed that we need to eventually find the funding to incentivize the replacement of these plumbing products as well as the change out of lead pipes not just to the water mains but all the way to the residence.

Lookis agreed with Albergo and said that educating our politicians is another step that the industry needs to take to help get the lead out of our potable water supply and ensure that our elected officials strengthen regulation enforcements and spend our taxpayer’s money effectively on infrastructure to prevent another water crisis like the one in Flint, Michigan.

The presentation ended with the panelists answering lead-related questions from the audience including a debate over flushing water from dormant faucets to reduce lead levels versus the environmental campaign for water conservation.

For those who were unable to attend the meeting, the PCA recorded the entire discussion which can be viewed on the Plumbing Council “You Tube” channel (search Plumbing Council on You Tube) and has included a link on www.plumbingcouncil.org/pca under the current news section.

If you have any questions, contact PCA and Plumbing Council Executive Director S.J. Peters at 312-563-9526 or email him at sj@plumbingcouncil.org

HR QUESTION ? of the month



Remove a disciplinary write up from personnel files? When and how?

Question: An employee was written up for calling out sick but the employee had a doctor's note excusing them from work. What is the legal way to withdraw a write-up from an employee's file?

Response: Absent an employment contract, including a collective bargaining agreement, that addresses this issue, there is no federal or state law that governs here. If the employer has determined that it issued a disciplinary action in error, it has discretion to determine whether/how to handle such situation and should adhere to its policy and past practice in this situation. If this is the first situation of its kind, the employer can determine how to approach the issue but should be cognizant of the precedent being set so that it follows suit in any subsequent similar scenarios.

If the employer seeks to expunge the disciplinary action so that there is no record of it, such that the employee's file appears as though it was never issued, we are not aware of any reason why the employer cannot simply remove it from the file and dispose of it. If the employer wants to maintain a record of the write-up but does not want it to have any impact on the employee or the employment relationship, it can leave the write-up in the employee's personnel file and attach a note to it explaining that it has been effectively (though perhaps not physically) removed. The latter approach may be desirable if, for example, the employee did not provide proper notice in advance of the absence when he or she should have done so. In this situation, while the disciplinary action remains on file as evidence that the employee failed to adhere to company policy by providing proper notification of an excused absence, once he or she did so the employer can note that the write-up was effectively "removed" even though it physically remains in the file (again with an attached document to indicate the "withdrawal").

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Wednesday,
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9:00 a.m. - 4:00 p.m.

Par-A-Dice Hotel Casino
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COST:
\$50/per business
Registration fee includes seminar & lunch

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"I'm leaving with a long to-do list to help our company create a risk management culture."

Preferred registration deadline:
August 19, 2016

Who should attend?

- Owners
- HR Managers
- Designated Risk Managers

For more information, please contact Angie Noble at 800.533.0472 ext. 444.6583 or e-mail annoble@fedins.com

Space is limited!

See next page for registration form



Risk Management Academy

Co-sponsored by IL PHCC and Federated Insurance

CITY	DATE/TIME	LOCATION
East Peoria	Wednesday September 21, 2016 9:00 a.m. – 4:00 p.m.	Par-A-Dice Hotel Casino 21 Blackjack Blvd, East Peoria, IL 61611

TO REGISTER:

Please return this form and payment of:
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Fax Registrations: 507.455.7840
Mail Registration: Federated Insurance – Attn: Angie Noble, ARMS Department
 121 East Park Square, Owatonna, MN 55060
(Checks payable to the association – IL PHCC)

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Address for credit card _____



ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
 - a. Applicant must be a member of the senior class or graduate of a secondary school.
 - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2016.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

Application must be received in the Illinois PHCC office no later than June 1, 2016.

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



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