

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 102, No. 10

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# PRESIDENT'S THOUGHTS

by Steve Stimson  
Illinois PHCC President

Harvest is in full swing around here. I was told by a farmer that corn is almost too dry but besides that the crops look pretty good. Football is in its 5th week, hope your team is doing well. The Dee-Mack Chiefs are ranked #2 in class 2A, are undefeated and have had only 20 points scored on them. We're hoping for a long season this year. Our Lady Chiefs Volleyball is also undefeated! GO CHIEFS!! Ashton is now a sophomore and we have been helping her classmates build their float. It's times like these when it's fun to be a teenager's parent. Watching the kids grow & interact with one another makes a father feel proud.

Back in August I mentioned that our son Trey plays JFL football. Well since then his sport has changed. Unfortunately Trey's team did not have enough players to field a team so Trey was forced to make a tough decision. He could go to a neighboring town to continue to play football or he could join the Jr High cross country team. Trey chose to try cross country. It has been a learning experience for both Tammy & me. Neither of us run so we've had to learn what goes in to the training and the lingo. So far it has been a very rewarding experience for Trey and I look forward to seeing him complete the season with a new PR (personal record).

I had a chance to hit the links this month playing in the Connor Company golf outing. Wish I could tell you I hit the ball long and straight but those that know me and my golf game would know I was lying.

Tammy took one of our project managers Jared Justus, and our site superintendent Nate Joos, to the risk management seminar put on by Federated Insurance in East Peoria. I would like to thank Federated for the great service

they provide our contractors and the PHCC industry.

The next IL PHCC board meeting is scheduled for Saturday, November 12, 2016 at the Hilton Garden Inn and Regency Conference Center in O'Fallon. You do not need to be a board member to attend this meeting. Anyone is welcome to attend. If you have any questions or concerns that the board may need to address feel free to email them to our executive director Bev Potts, bev@ilphcc.com.

Have you made plans to attend Connect 2016 in San Antonio October 19th -21st? I hope you have & I hope to see you there! Please check the events calendar in this magazine. One thing I need to get signed up for is the ERTC Backflow Symposium on November 2nd. It is held in Bloomington and is always a great class.

Mark your calendars for Tuesday, November 8th. Get out and let your voice be heard. VOTE! Every US citizens has the right to make a choice. Many issues are on ballots across the state. Everything from school board referendums, city tax hikes and local ordinances will be decided on that day. In 2012 only 57.5% of all registered voters voted. Be sure your area of the state is represented by the people you feel will do the best job. Whether it's in your local community, Springfield or Washington take the time to make your vote count.

**"It's hard to beat a person that never gives up"**

**Babe Ruth**

Until next time,

**Steve**



# CALENDAR OF EVENTS

**OCTOBER 14, 2016**

Illinois PHCC CEU Class  
Ramada Inn North  
Springfield, IL

**OCTOBER 19 – 21, 2016**

PHCC Connect '16  
San Antonio, TX

**NOVEMBER 2, 2016**

ERTC Backflow Symposium  
Doubletree Hotel  
Bloomington, IL

**NOVEMBER 4, 2016**

Illinois PHCC CEU Class  
Rend Lake College Marketplace  
Mount Vernon, IL

**NOVEMBER 12, 2016**

Illinois PHCC & Auxiliary Board Meetings  
Hilton Garden Inn  
O'Fallon, IL



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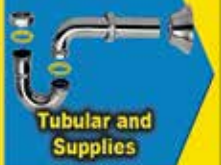
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# WHAT'S WRONG WITH THIS PICTURE?

The plumbing inspector who submitted this photo stated that he has read Section 890.1430 for years, but this was the first time he had actually seen the violation. The obvious violation we see is Section 890.1430 f) Flag

poles. Vent terminals shall not be used for the purpose of supporting flag poles, television aerials, or similar purposes.



**Is there a code violation(s)  
on this month's cover?**

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# ARE YOU THE SMALL BUSINESS ADMINISTRATIONS'S NEXT WINNER?

by Natale Goriel, SBA Official

Are you a small business owner with an amazing success story to tell? If so, submit your nomination today for the U.S Small Business Administration's National Small Business Week awards.

National Small Business Week has served as our nation's salute to small business owners. That's more than 50 years of celebrating small business owners who create two out of every three new jobs for Americans. Many household names were previous National Small Business Week award winners, including Ben and Jerry's, Calloway Golf, Chobani, Dogfish Head, Stoneyfield Farm, Pacifica and Tom's of Maine. And in recognizing the changing face of America, the SBA's National Small Business Week awards honor individuals and businesses that reflect our nation's rich diversity.

All nominations must be mailed or hand delivered to the nearest SBA office no later than 3:00 p.m. ET on January 10, 2017. Winners will be announced during National Small Business Week, April 30-May 6, 2017.

National Small Business Week award categories include:

- Small Business Person of the Year
- Small Business Exporter of the Year
- Phoenix Award for Small Business Disaster Recovery
- Phoenix Award for Outstanding Contributions to Disaster Recovery- Public Official
- Phoenix Award for Outstanding Contributions to Disaster Recovery- Volunteer
- Federal Procurement Award- Small Business

Prime Contractor of the Year

- Federal Procurement Award- Small Business Subcontractor of the Year
- Federal Procurement Award- Dwight D. Eisenhower Award for Excellence
- 8(a) Graduate of the Year
- Small Business Development Center Excellence and Innovation
- Veterans Business Outreach Center Excellence in Service
- Women's Business Center of Excellence
- Jody C. Raskind Lender of the Year
- Small Business Investment Company of the Year

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# SIMPLE TIPS TO MANAGE YOUR OFFICE'S ACCOUNTS RECEIVABLE

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Collecting past-due bills from your consumers is a procedure that requires precise action with a sure and deft hand. At the same time, listening to the consumer is key to finding the solution. Each step of the accounts receivable process is an opportunity to help a consumer overcome an inability to pay in full. After all, the goal is to recover payment for the services your consumers received, yet, you want them to return to your office to continue the relationship. It's important to have sound procedures in place throughout the entire process of collecting past-due accounts.

**Past due:** If the consumer doesn't respond to the first bill, follow up early. Make sure the consumer received an invoice and politely request full payment. If the consumer is having any issues surrounding payment, this is the optimal time to address them and work on finding a solution. Some questions to ask: How much can the consumer pay today? Can the consumer agree to pay in installments? Is the consumer filing for bankruptcy?

**Monitor and escalate:** If non-payment continues, monitor the past-due accounts in buckets that are categorized by age of the debt. Increase phone calls and bill mailings to once a week. As before, when you reach the consumer on the phone, request full payment and use the opportunity to uncover whether other issues are preventing the consumer from paying.

**Final notice:** The notice should include another invoice and inform the consumer what action is being taken and when, and how the consumer can resolve the matter.

**Collections partner:** In many cases, consumers who are not responding to your requests for payment will finally take action once the final notice is sent or shortly after the first notice comes from the collection agency. If that is not the case, an ethical collection partner would then take a new look at the debt to determine if there are any legal or financial barriers to payment. This includes screening the consumer's ability to pay through a detailed financial analysis. Sometimes it is discovered the consumer is in the middle of bankruptcy proceedings or has even passed away.

**Final settlement:** If it is determined the consumer is capable of paying but hasn't done so, it can be reported to a credit bureau after a couple months of collections.

**Reassess:** Each consumer with a past-due account provides an opportunity to learn and improve. Every so often, take time to talk with other billing specialists in the office to discuss possible changes to policies and procedures to improve collections.

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# REVISED COMMERCIAL WATER HEATER STANDARDS PROPOSED

by Chuck White, PHCC National VP of Regulatory Affairs

The U.S. Dept. of Energy has proposed increased energy efficiency standards for Commercial Water Heaters and Residential Duty Commercial Water Heaters. PHCC joined corporate partner Bradford White and other industry stakeholders in filing

comments on the proposed rule. The rule establishes standards for various product types; most significantly, it sets 95 percent (condensing) as the minimum level for gas-fired commercial storage water heaters.

**The proposed new ratings are shown in the following tables:**

## Proposed Energy Conservation Standards for Commercial Water Heating Equipment Except for Residential-Duty Commercial Water Heaters

Equipment	Specifications	Energy Conservation Standard
Electric storage water heaters	All	N/A
Gas-fired storage water heaters	All	95
Oil-fired storage water heaters	All	80
Electric instantaneous water heaters	<10 gal	80
	≥10 gal	77
Gas-fired instantaneous water heaters and hot water supply boilers:		
Instantaneous water heaters (other than storage-type) and hot water supply boilers	<10 gal	94
Instantaneous water heaters (other than storage-type) and hot water supply boilers	≥10 gal	94
Storage-type instantaneous water heaters	≥10 gal	95
Oil-fired instantaneous water heaters and hot water supply boilers:		
Instantaneous water heaters and hot water supply boilers	<10 gal	80
Instantaneous water heaters and hot water supply boilers	≥10 gal	78

**Proposed Energy Conservation Standards for Residential-  
Duty Commercial Water Heaters**

Equipment	Specification	Draw Pattern	Uniform Energy Factor
Gas-fired Storage	>75 kBtu/h and ≤105 kBtu/h and ≤120 gal and ≤180 °F	Very Small	$0.4618 - (0.0010 \times V_r)$
		Low	
		Medium	$0.6996 - (0.0007 \times V_r)$
		High	$0.7311 - (0.0006 \times V_r)$
Oil-fired storage	>105 kBtu/h and ≤140 kBtu/h and ≤120 gal and ≤180 °F	Very Small	$0.3206 - (0.0006 \times V_r)$
		Low	
		Medium	$0.6027 - (0.0019 \times V_r)$
		High	$0.5446 - (0.0018 \times V_r)$

Residential Duty Commercial Water Heaters, a new classification rated by a Uniform Energy Factor (UEF), are units that were not covered in the Residential Water Heater rule due to heat input rating, gallons capacity, or temperature. The Uniform Energy Factor is a calculation based on the rated gallon capacity of each model of water heater and will vary across product lines. For example, a 75 gallon 76,000 Btu gas water heater would have a medium draw UEF of:  $0.6996 - (0.0007 \times 75)$  or 0.6471. Typically this is said to be about 65 percent, although it is not truly an efficiency percentage as the tests the manufacturer must do to determine this number consider many input variables.

The proposed rule document is available for viewing. Questions may be directed to Chuck White at [white@naphcc.org](mailto:white@naphcc.org)



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**Questions? Contact the Illinois PHCC at [bev@ilphcc.com](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

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# FLOODED PHCC APPRENTICE SCHOOL IN BATON ROUGE GETS REPLACEMENT TEXTBOOKS

The impact of recent flooding in Louisiana damaged the Plumbing-Heating-Cooling Contractors Association (PHCC) Apprentice Training School in Baton Rouge. According to [Climate.gov](http://Climate.gov), the Baton Rouge area received well over a foot of rain in 48 hours. The Amite River just east of the city rose over 30 feet, breaking past flood records going back to 1921 by six feet.

The PHCC Baton Rouge Apprenticeship School received about 3 feet of water and is facing significant repairs and reconstruction to the building.

Jerry Payne, a PHCC member who runs the school, reported that “we lost a lot of the furniture. We need desks for the students, new conference tables and a replacement for our copier machine that was two feet underwater. We’re starting to put things back together, but help would be very appreciated.”

Of the supplies damaged, the school lost about 50 PHCC Educational Foundation plumbing textbooks, published by Cengage Learning. Needing to replace the books as quickly as possible, but faced with heavy costs to repair the school, they contacted the Foundation for help.

Working together with Cengage, the Foundation’s leadership quickly approved funding to replace the school’s books at no cost, saving the school more than \$3,500. The books are on their way and restoration work has been started at the school, with debris, soaked drywall and insulation being removed by the instructor and apprentices.

“I would like to express my sincere thanks. This once again proves that PHCC and the Foundation are truly a family. When one member suffers we all suffer and get behind them to lend a helping hand. Many thanks again,” said past PHCC—National President Keith Bienvenu, Bienvenu Brothers Plumbing, Harahan, Louisiana.

## THREE WAYS TO HELP

**Direct Support:** Contact Julie Fuselier at the Louisiana PHCC Chapter (225-344-0620) or Jerry Payne directly (225-413-0685) if you wish to contribute materials or funds to assist with the school’s restoration.

**Contribute to the Foundation:** Past contributions to the PHCC Educational Foundation provided the funding to replace the textbooks for the school - and provide the education, training and help contractors need every day. Make your gift online at [phccfoundation.org/invest](http://phccfoundation.org/invest) or by calling (800) 533-7694.

**Contribute to the PHCC Disaster Relief Fund:** Donations may be made to the PHCC—National Association’s Disaster Relief Fund to help support members whose businesses have been disrupted by major disasters now and in the future. Please visit [phccweb.org](http://phccweb.org) and search “disaster fund” if you wish to donate.

**About PHCC Educational Foundation**  
The PHCC Educational Foundation, a partnership of contractors, manufacturers, and wholesalers, was founded in 1987 to serve the plumbing-heating-cooling industry by preparing contractors and their employees to meet the challenges of a constantly changing marketplace. For more information, contact a member of the Foundation staff at 800-533-7694 or visit <http://www.phccfoundation.org>.

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# REDUCING THE RISK OF HAIs IN HEALTHCARE FACILITIES

## *A White Paper from Chicago Faucet*

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It's an ongoing challenge. But it doesn't have to be difficult, because there are products designed specifically to assist in reducing the transmission of bacteria by both hands and water.

Healthcare professionals are diligent about reducing the spread of bacteria. And well they should be. Just take a look at these statistics: "When people go to the hospital, they should not contract a preventable healthcare-associated infection (HAI). Unfortunately, HAIs affect 5 to 10 percent of hospitalized patients in the U.S. per year. Approximately 1.7 million HAIs occur in U.S. hospitals each year, resulting in 99,000 deaths and an estimated \$20 billion in healthcare costs."<sup>1</sup>

In addition, a strong financial incentive to reduce the spread of bacteria comes from the Affordable Care Act, which requires hospitals to reduce complications from HAIs or absorb the expenses associated with additional medical procedures.

### **Most HAIs result from two forms of bacterial transmission.**

- 1. Hand transmission:** Hand hygiene is so important that hospitals place antibacterial hand sanitizers throughout their facilities. It's so important that healthcare professionals are trained to use disposable gloves when working with patients. It's so important that, via training and signage, healthcare managers stress hand washing to patients, visitors, and employees. It's so important that hospital rooms have two sinks: one in the room and one in the restroom attached to the room. As the CDC indicates, "Hand washing is a win for everyone, except the germs."<sup>2</sup> In spite of all these efforts, sometimes procedures aren't followed, and bacteria is spread.
- 2. Waterborne transmission:** The second form of bacterial transmission is through Legionella bacteria in water. "Legionella can colonize water distribution lines and building plumbing, contaminating water supplies after it has been centrally treated," says Steve Hubbs, PE, in

"Addressing Legionella: Public Health Enemy #1 in US Water Systems," an article published on Water Quality and Health Council's website<sup>3</sup>. "The bacteria may be harbored in slimy coatings known as biofilms on pipe interiors, where it is protected from sufficient contact with disinfectants. All that is needed to colonize a pipeline is a few Legionella bacteria. These may enter the pipeline as 'escapees' from the water treatment process, 'intruders' at water main breaks, or 'stowaways' at the time of pipe installation." And they like to grow in angles, crevices, and older plumbing.

### **Mitigating Waterborne Transmission of Bacteria**

Reducing hand transmission of bacteria is fairly straightforward: healthcare administrators must ensure supplies, such as antibacterial soap, are well stocked and keep educating staff, patients, and visitors. The greater question is how to mitigate the waterborne transmission of bacteria. There are four options.

- 1. Flow:** Legionella thrives in stagnant or slow-moving water. Therefore, the more water that flows through the pipe, the better, as it flushes out Legionella. One challenge to this step is that water conservation is becoming more and more important in the United States, and aerators are being used more and more to limit the amount of flow, giving Legionella the upper hand.
- 2. Water temperature:** According to Hubbs, "Legionella thrive in the temperature range of 77 to 130°F, a range that includes hot water systems, shower heads, and even cold water systems in warm climates." This means that the energysaving step of reducing hot water heater temperatures to less than 120°F has the unintended consequence of favoring Legionella growth. On the other hand, Legionella starts to die at temperatures between 148°F and 150°F, although it takes a long time. At 180°F, it is killed instantly. So a high-temperature flush of the plumbing is an effective mitigating step.



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- 3. Chemical treatment:** Legionella is often killed by treating water in the main water system with chlorine. While hyper-chlorination is effective, it has a downside in that it's harsh on plumbing systems. This can result in the need for expensive plumbing repairs, especially over the long term.
- 4. Antimicrobial treatment:** "Ultraviolet light (254 nm) kills bacteria by producing thymine dimers in DNA which subsequently hampers DNA replication," according to Lin, et.al., in "Disinfection of Water Distribution Systems."<sup>4</sup> The paper also indicates that ultraviolet light is effective if disinfection can be localized to a specific area, such as intensive care units, and placed near the point-of-use, such as faucets. It is unsuitable as a treatment in and of itself in a hospital environment because Legionella persists within biofilms in the plumbing system's dead-end and stagnant sections.

### Product Options to Strengthen Your Efforts

No matter what option or options you employ, there are products designed specifically to assist in reducing the transmission of bacteria by both hands and water.

- 1. Flow:** To conserve water, faucets are often chosen for their ability to reduce the flow of water. In fact, low flow volume is mandated by plumbing codes and laws in certain areas. Yet, in healthcare, high flow volumes are desirable, as they help rid the system of unwanted bacteria in the water lines and improve rinsing efficiency when hand washing occurs frequently. In your healthcare facility, you may prefer low flow volumes in some areas and high flow volumes in other areas. In both cases, there are reliable faucets designed to meet your needs.

Another flow consideration is the ability to conduct a periodic hygiene flush to rid the system of stagnant water, especially when a faucet hasn't been used in a while, to ensure there's fresh water in the pipes. If your facility maintenance team schedules periodic flushes, choose faucets that can be programmed to accommodate them.

- 2. Water temperature:** Healthcare facilities often run thermal flushes of their plumbing systems to keep them clear of bacteria. This has an unintended consequence of causing some plumbing components, such as those made of plastic, to degrade. When reviewing faucet options, be sure to ask if internal components have been tested to withstand exposure to high temperatures.

Also regarding water temperature, unit items, such as faucets, often have thermostatic mixing valves on them that automatically shut faucets off to prevent scalding when the water temperature reaches 110°F to 115°F. These valves are required under standard ASSE 1070 and, while not a bad thing, it does create a challenge when it comes to performing a thermal flush. One solution is to route a dedicated hot water supply around the thermostatic mixing valves, effectively bypassing the valves during thermal flush. Unfortunately, this means that the valves themselves are not being flushed, and a risk of bacteria in the plumbing remains.

A more thorough thermal flush is possible via a thermostatic mixing valve with a bypass integrated into it. Simply turn a dial to bypass the thermostatic element, allowing the valve to remain open for the thermal flush. The result is a more complete thermal flushing of the entire system leading up to the faucet and, therefore, greater confidence that bacteria has been reduced. This solution makes great sense for new construction.

- 3. Chemical treatment:** As a chemical treatment to kill bacteria, chlorine is effective. But it is also harsh and, through time, eats away plumbing components such as brass and copper. When making a faucet purchasing decision, ask if the product has been tested to meet or exceed industry standards for withstanding chlorine exposure.
- 4. Antimicrobial treatment:** Inside plumbing, bacterial colonization starts with the formation of biofilm, which is a community of microbes that attach to surfaces. After initial colonization, the biofilm creates a "barrier" to protect the bacteria's

environment, thus allowing microbes to thrive and multiply. Various factors can increase the risk of colonization and bacterial growth: warm water, water stagnation, and nutrients (scale, sediment).

Because spout-end devices have all those factors — they trap water droplets, keep trapped water droplets warm, and allow for sediment and scale build-up — many healthcare facilities choose to not use them. But not using them has drawbacks, too. For example, with unrestricted water flow, both water and energy are wasted, the stream splashes and spreads contamination when washing hands or equipment, and the inside of the spout is open to direct contamination by splashes when fluids are poured into the sink. If this is your situation, antimicrobial spout-end devices are available and offer a win-win in solving all of the above challenges.

Interestingly, in the healthcare industry, there is no code driving antimicrobial solutions. Plus, there have been no outside tests to validate if, in fact, antimicrobial coatings work. Yet, in some situations, healthcare officials prefer them as one more weapon in their bacteria mitigation arsenals.

**5. Touch vs. touch-free:** Manual faucets require touching to turn them on and off. Even if proper handwashing technique is used — the last line of defense against the spread of bacteria — the hand washer touches the faucet to turn it off, risking recontamination. The solution in this case is electronic, sensor-operated, touch-free faucets.

A study conducted by Johns Hopkins University of newly installed, touch-free faucets at The Johns Hopkins Hospital indicated that they were more likely to be contaminated with *Legionella* than were manual faucets with separate handles for hot and cold water<sup>5</sup>. However, another study, conducted by a third party on behalf of Chicago Faucets, identified eight Chicago Faucets electronic faucets that were able to limit the tested microbial contamination to a level statistically similar to standards set by a conventional manual faucet.

This counter study clearly indicates that, while manual faucets are accepted from a cost perspective and because they've been around for a long time, there are some touchfree faucets that do not increase the amount of bacteria in faucets and offer the added benefit of touch-free washing as a means of eradicating bacteria. If electronic, sensoroperated faucets are the preferred choice for your healthcare facility, before purchasing be sure that they have been independently tested to confirm that they don't harbor more bacteria than manual faucets.

Between the availability of touch-free faucets and ongoing education in proper hand-washing technique, you would think that hand transmission of germs would be sufficiently eradicated. Unfortunately, this is not so, because sometimes people do not follow directions. To help, healthcare facilities may install an automated, touch-free system that uses a simple, three-step hand-washing process: water and soap, a timed scrub period, and rinse. The end result is a repeatable, consistent hand-washing procedure that supports your efforts to improve hand hygiene.

Reducing the risk of HAIs is a continual struggle for healthcare administrators. Fortunately, in addition to ongoing education of patients, employees, and visitors, there are a number of products available to assist you in your efforts to keep everyone healthy, thereby reducing risk to patients and staff, as well as the expenses associated with additional medical procedures.

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2. "Handwashing: Clean Hands Save Lives." Centers for Disease Control. Web. Accessed 5/9/2016. <<http://www.cdc.gov/handwashing/>>

3. Hubbs, Steve, PE. "Addressing Legionella: Public Health Enemy #1 in US Water Systems." August 29, 2014. Web. Accessed 5/9/2016. <<http://www.waterandhealth.org/addressing-Legionella-public-health-enemy-1-water-systems/>>

4. Yu-sen E. Lin, Janet E. Stout, Victor L. Yu, and Radisav D. Vidic. "Disinfection of Water Distribution Systems for Legionella." *Seminars of Respiratory Infections*, Vol 13, No 2 {June}, 1998: pp 147-159. Web. Accessed 5/9/2016. <<http://www.legionella.org/disinfectreview.pdf>>

5. "Latest Hands-Free Electronic Water Faucets Found To Be Hindrance, Not Help, In Hospital Infection Control". News and Publications. Johns Hopkins Medicine. Web. Accessed 5/9/2016. <[http://www.hopkinsmedicine.org/news/media/releases/latest\\_hands\\_free\\_electronic\\_water\\_faucets\\_found\\_to\\_be\\_hindrance\\_not\\_help\\_in\\_hospital\\_infection\\_control](http://www.hopkinsmedicine.org/news/media/releases/latest_hands_free_electronic_water_faucets_found_to_be_hindrance_not_help_in_hospital_infection_control)>





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# GOVERNOR OPENS MINORITY ENTREPRENEURSHIP PROGRAM APPLICATIONS

Governor Bruce Rauner announced that applications for the Advancing the Development of Minority Entrepreneurship (ADME) program are now being accepted.


ADME will identify high-potential minority entrepreneurs and provide them with resources to start and grow their business. Governor Rauner announced the program earlier this year. It is run by the Illinois Department of Commerce in collaboration with Intersect Illinois.

Program participants will be selected through a competitive application process, including the Entrepreneurial Profile 10 assessment, a research based talent assessment designed specifically to measure and help develop an individual's innate entrepreneurial talent created and administered by Gallup. ADME pairs the EP10's predictive power with resources and support to help minority entrepreneurs thrive. Selected applicants will receive access to education

and training, capital, an entrepreneurial support system, connections to Illinois' business community and other tools.

The Illinois Department of Commerce will develop and administer ADME's training and facilitate investment opportunities through the Department's Advantage Illinois program and community partners. Intersect Illinois, in addition to hosting the ADME website, will manage applications and assist with program marketing.

The first year of the program will focus on minority communities, including women and veterans, in Chicago, Peoria and Rockford with the goal of expanding statewide. ADME is part of the Rauner Administration's commitment to support minority and women-owned businesses and increase diversity in businesses and within the Illinois economy.

Applications are available online at [www.admeillinois.org](http://www.admeillinois.org) and will close October 23, 2016. 



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## 2016-2017 Continuing Education for Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 23, 2016 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 24, 2016 – 8:00 am-12:00 pm	Holiday Inn Express & Suites, Vandalia, IL	\$50.00
<input type="checkbox"/> **October 14, 2016 – 1:00 pm-5:00 pm	Ramada Springfield North, Springfield, IL	\$50.00
<input type="checkbox"/> **November 4, 2016 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **January 13, 2017 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 24, 2017 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 24, 2017 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

**No Walkins – No Exceptions. All Registrations for the March 24 class must be received before March 1, 2017**

<input type="checkbox"/> **April 7, 2017 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **April 21, 2017 - 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$75.00

**\*\*State hours for Certified Plumbing Inspectors**  
Please check the session you will be attending.

**TOTAL AMOUNT ENCLOSED** \$ \_\_\_\_\_

### Fee must accompany application.

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IDPH Sponsor # 750-035

Course # 750-002-C1 & 750-006-C1  
Course # 750-035-C1

### 4 Credit Hours

To register, complete this form by checking the location you will attend, **provide your complete address, make checks payable to Illinois PHCC** and mail to **Illinois PHCC ♦ 821 South Grand Avenue, West ♦ Springfield, Illinois 62704**  
Phone (217) 522-7219

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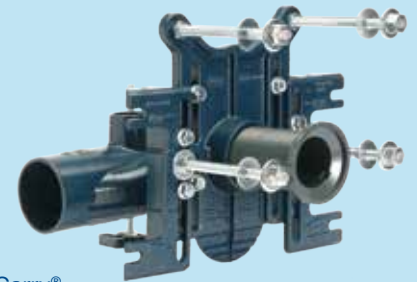
#### IMPORTANT:

You **MUST** bring your Plumbers License with you to the program. Please arrive no later than 30 minutes prior to complete the registration process. Directions are available on our website at [www.ilphcc.com](http://www.ilphcc.com)  
**Cancellation Policy: IL PHCC reserves the right to cancel a course due to insufficient enrollment. If we cancel a course, you will be notified and your pre-registration will be refunded to you or you may transfer to another location. There is no refund for any registration not cancelled (10) working days prior to the class. Cancellations made prior to (10) working days will be charged a \$15.00 cancellation fee. There will be a \$50.00 service charge for any checks returned due to insufficient funds.**

*In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 217-522-7219 with any special requests.*



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# HR QUESTION ? of the month



## ***Work injury – Is offering Over-the-Counter (OTC) medication a risk for business?***

**Question:** An employee was stung by bees while working outside. The employee refused medical treatment, and the company submitted the workers' compensation claim as first aid only. The employee was given the rest of the day off with pay, and offered modified duty until they felt ready to go back. The employee went back to work the next day with no problem. Could the company have recommended that the employee take an antihistamine? Since medical treatment was refused, all the company had available was OTC/first aid.

**Response:** We are not aware of any specific employment statute that addresses a private sector employer providing over-the-counter (OTC) medication such as Tylenol, Advil or antihistamines to its employees. That said, we generally do not recommend that employers supply employees with any kind of medication, even OTC medications, or advice concerning what OTC medicines they should take, because doing so could expose the company to unnecessary liability on a number of fronts.

For starters, there is a percentage of the population that is allergic to any given medication, and certain medications are contraindicated by even OTC pain relievers or decongestants (i.e., they could result in employees taking other medications having an adverse reaction to even common OTC medications, such as aspirin or decongestants). Thus, for example, if an employee is taking certain blood thinners, such drugs can accelerate the blood thinning properties of aspirin (or ibuprofen), and if an employee helps him or herself to such medicine provided by the employer and suffers internal bleeding as a result, not only is there the possibility that the company could be potentially liable from a negligence standpoint, but it could, perhaps, also be faced with potential OSHA violations.

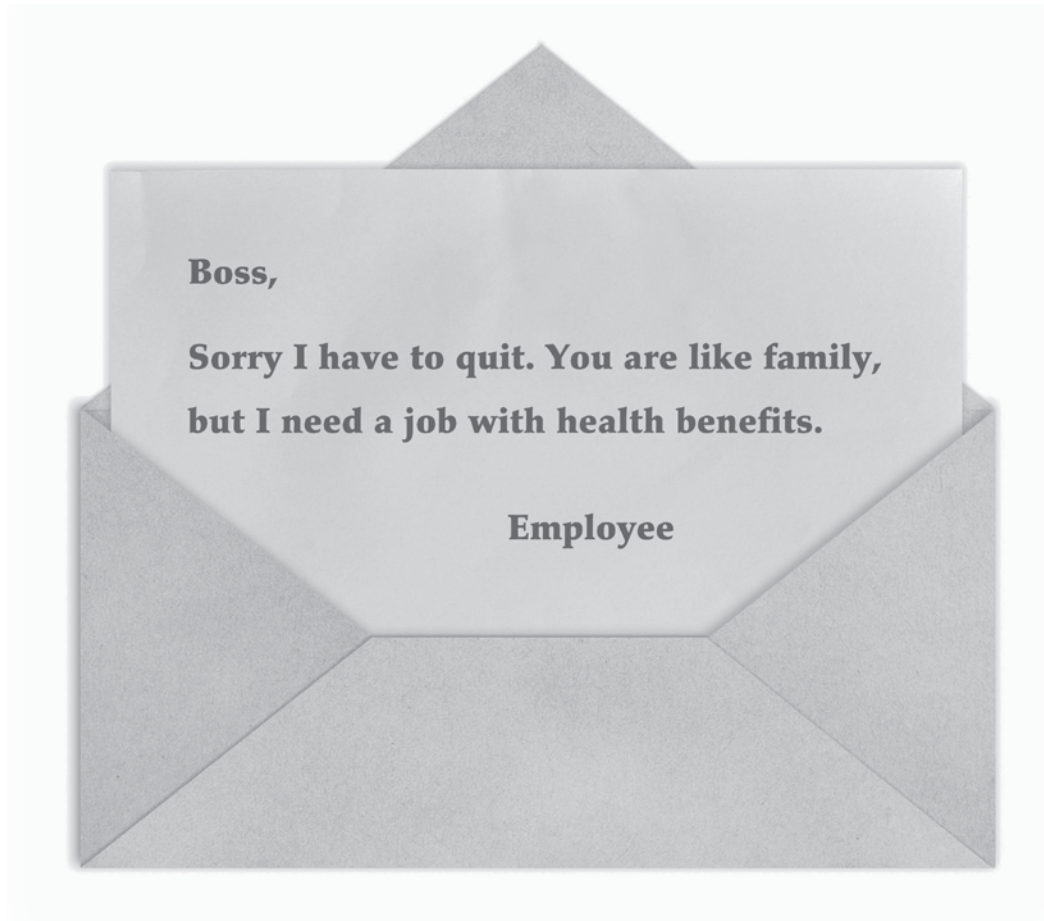
In addition, there could be added liability associated with dispensing medication (even OTC), given that the employer is not a medical practitioner or licensed druggist, etc., depending on the laws in your state as they pertain to dispensation of medication (which is not governed by employment laws and, therefore, outside the purview of this service). Also, there is potential for a choking situation when consuming OTC medications, which is another risk. Accordingly, we typically recommend that companies play it safe and tell employees to use their own OTC medications if they have a headache or minor illness or injury at work (which would include a bee sting, in most cases). Of course, a first aid kit that includes non-medicinal items such as hand sanitizer, alcohol swabs, gloves, gauze, and/or bandages to clean minor cuts and scrapes is generally fine for the employer to provide. We recommend that the employer contact the local OSHA office for further guidance on this topic: <https://www.osha.gov/html/RAmap.html>

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