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ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 102, No. 1

January 2016

Illinois PHCC 2016 EXPO

Trade Show & Continuing Education



**Friday, March 18, 2016
12:00-5:00 P.M.**

**Drury Lane Conference Center,
Oakbrook Terrace, IL**

FREE ADMISSION

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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

Editorial and personalized news stories reflect the opinions of the writers, and not necessarily that of the Association. Neither the Association nor this magazine accepts responsibility for statements or claims made by advertisers for their products or services.

POSTMASTER: Please Forward Change of Address Notice on Form 3578 and Copies Returned Label Form 3579

To: Illinois PHCC
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PRESIDENT'S THOUGHTS

by Erik Graybeal
Illinois PHCC President

Hello to everyone out there.

Happy New Year! I hope everyone had a great Christmas and New Years Eve. We host Christmas Eve and Christmas Day dinners for our family. Janice and I really enjoy hosting for the family, but it is definitely a lot of work and I am always glad it's over each year.

January is National Safety Month. This is a good time to review your safety programs and make sure they are complete. The PHCC has a safety program that you can download and use. Go to **PHCCWEB.ORG** and click on the **Tools & Resources** tab across the top, then go to the **Safety & Risk Management** left side tab. There you can download or order monthly Toolbox Talks or the PHCC Safety Program, which you can modify to fit your company's needs. Make sure that your MSDS sheets are up to date. With all the changing products that we use, these need to be updated at least yearly.

While you visit the website, please browse all the other tools that the PHCC offers. There are so many educational materials that they offer along with webinars. If you take the time to navigate the website, I guarantee you will find something new that will help your business.

Start planning to attend the Illinois PHCC Expo and Educational Day on March 18, 2016 at the Drury Lane Conference Center in Oakbrook. If you haven't yet signed up for your CEU class there is still availability, but don't wait until the last minute as this class usually fills up by February. After the class be sure to visit the many vendors in attendance there to display and educate you on their products. It is always a great show and a good way to meet the local

manufacturer's reps.

Saturday March 19, 2016 is our quarterly board meeting. Please be sure to attend as we would like to have a good turnout with some great input about issues in our industry.

Now that 2015 is behind us, whether it was good or bad, let's look ahead to 2016 and make it a great year. Remember to keep your employees safe, and may 2016 be a prosperous year.

Until next year...Erik Graybeal 🇺🇸

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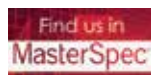


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Herkowski Stickler Associates
340 S. Lombard
Addison, IL 60101
262-512-1900

CALENDAR OF EVENTS

FEBRUARY 19, 2016

Illinois PHCC CEU Class
Heartland Community College
Normal, IL

FEBRUARY 28 – MARCH 2, 2016

UAC Unity Conference
Marriott Pompano Beach Resort
Fort Lauderdale, FL

MARCH 17, 2016

Illinois PHCC Annual Meeting
Hilton Suites Hotel
Oakbrook Terrace, IL

MARCH 18, 2016

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

MARCH 19, 2016

Illinois PHCC & Auxiliary Board Meetings
Hilton Suites Hotel
Oakbrook Terrace, IL

APRIL 8, 2016

Illinois PHCC CEU Class
Rend Lake Resort
Whittington, IL

APRIL 22, 2016

Illinois PHCC CEU Class
Heartland Community College
Normal, IL

MAY 18 – 19, 2016

PHCC National Legislative Conference
Washington, DC

OCTOBER 19 – 21, 2016

PHCC Connect '16
San Antonio, TX

Where to Buy Products in Illinois

Addison Porter Supply.....630-543-8145	Kankakee Connor Company.....815-933-6688 Rogers Supply.....815-939-0333
Alsip Munch's Supply.....708-597-2663	LaSalle Rogers Supply.....815-220-0162
Arlington Heights G.W. Berkheimer.....847-259-5596 Munch's Supply.....847-342-8498	Lombard G.W. Berkheimer.....630-932-8777 Lyons Harlem Supply.....708-447-2111
Aurora Connor Company.....630-897-9070 G.W. Berkheimer.....630-844-9000 Illco.....630-892-7904	Macomb Connor Company.....309-833-2148
Bellville Crescent Parts & Equipment.....618-277-0770	Mattoon Connor Company.....217-235-4328
Bloomington Capitol Group.....309-664-1770 Connor Company.....309-828-0000 Holt Supply.....309-820-0566 Rogers Supply.....309-827-0033 United Pipe & Supply.....309-828-8487 Winnelson.....309-828-7004	Marion Capitol Group.....800-477-0231 Connor Company.....618-993-1031 Crescent Parts & Equipment.....618-997-5608
Bradley United Pipe & Supply.....309-828-8487	McHenry Able Dist.....815-344-8899 Connor Company.....815-385-4404 G.W. Berkheimer.....815-385-0021
Carbondale Connor Company.....618-549-1012	Moline Trachtenbarg.....309-762-5581
Champaign Capitol Group.....217-351-1050 Holt Supply.....217-351-1000 Rogers Supply.....800-252-0406	New Lennox Munch's Supply.....815-723-1111
Chicago Able Dist.....773-889-5555 Allied Supply.....773-545-5492 G & O Thermal.....312-763-1300 Mid-Lakes Dist.....312-733-1033 South Side Controls.....312-226-4900	Peoria Comfort Supply.....309-688-4407 Connor Company.....309-693-7229 T.F. Ehrhart.....309-676-1588 Rogers Supply.....309-637-5199
Collinsville Connor Company.....618-344-9200	Peoria Heights Hi Line Supply.....309-685-5986
Countryside Illco.....708-579-5600	Peru Connor Company.....815-224-1205
Danville Connor Company.....217-429-4431 Rogers Supply.....217-443-4061	Pontoon Beach Crescent Parts & Equipment.....618-797-2500
Decatur Comfort Supply.....217-428-4407 Connor Company.....217-429-4431 Rogers Supply.....217-429-9151	Princeton Holt Supply.....815-872-0208
East Moline Connor Company.....309-796-2120	Quincy Connor Company.....217-228-7898 Crescent Parts & Equipment.....217-223-9750 T.F. Ehrhart.....217-222-9103
East Peoria Capitol Group.....309-699-3986	Rockford Connor Company.....815-874-1515 G.W. Berkheimer.....815-387-0230 Johnstone Supply.....815-874-8256
Elk Grove Village Illco.....847-228-1200	Springfield Capitol Group.....217-793-4300 Connor Company.....217-544-9612 Illinois Plumbing & Heating.....217-793-9800 Rogers Supply.....800-252-0405
Evanston Able Dist.....847-869-6500	Sterling Plainwell Brass.....815-625-0937
Freeport Connor Company.....815-235-7789	Streator United Pipe & Supply.....815-672-4569
Galesburg Connor Company.....309-342-7000 Holt Supply.....309-342-5161	Sugar Grove Connor Company.....630-466-3284
Glen Ellyn Controlled Eng.....708-469-7300	Summit Argo-Summit Supply.....708-458-5850
Hillside Munch's Supply.....630-547-1121	Tinley Park G.W. Berkheimer.....708-532-8100
Jacksonville Connor Company.....217-243-3411	Urbana Comfort Supply.....217-328-2300 Connor Company.....217-367-7601
Joliet Illco.....815-725-9100	Waukegan Illco.....847-473-9000



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UPDATES TO THE ILLINOIS ENERGY CONSERVATION CODE

The Capital Development Board, in conjunction with the Department of Commerce and Economic Opportunity, has updated the Illinois Energy Conservation Code from the 2012 International Energy Conservation Code (IECC) to the 2015 IECC. **The effective date for the new code is January 1, 2016.** The Illinois amendments can be viewed at www.illinois.gov/cdb. 



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2016 ILLINOIS PHCC ANNUAL MEETING AND EXPO COMBINED EVENT

In 2016, the Illinois PHCC annual meeting will be combined with the Expo & Educational Day at Drury Lane Conference Center in Oakbrook Terrace, Illinois.

The annual business sessions of the Illinois PHCC and Auxiliary will be held prior to a dinner at Maggiano's in the Oakbrook Center on March 17th. The Auxiliary will be holding their Silent Auction fundraiser during and after dinner. The event is open to all PHCC and Auxiliary members. The evening will conclude with a hospitality suite at the Hilton Suites Hotel for both members and Expo attendees. The highlight of the combined event will of course be the Expo and CEU class on Friday, March 18th. The three day event concludes with Illinois PHCC Board of Directors and Auxiliary Board meetings on Saturday, March 19th. Mark your calendar now and plan to attend this outstanding networking and educational opportunity. 

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MESSAGE FROM THE ILLINOIS PHCC AUXILIARY PRESIDENT EXPO VOLUNTEERS NEEDED!

Greetings and happy new year to all. It's that time of year when we are looking forward to again participating in the Illinois PHCC Expo & Educational Day in Oakbrook Terrace.


It takes many volunteers to make this the successful event that it is. I am personally asking all Auxiliary and PHCC members to please come and assist with the CEU class sign-in/out, and the Expo registration. Over 850 people attend the class and anywhere from 1,500 to 1,800 attend the show. This process needs lots of volunteers in order to be done successfully and in a timely manner. I want to

thank everyone who volunteered their time last year to help.

The Auxiliary will again be selling plumbing themed items at the Expo. Stop by our booth and see what the Auxiliary has to offer.

Please come show your support of the Illinois PHCC and the Auxiliary by volunteering at the Expo. I look forward to seeing all of you at the Drury Lane Conference Center on March 18th and also wish everyone a healthy and prosperous new year.

Alicia Todd

Illinois PHCC Auxiliary President 



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*Illinois PHCC Educational Day
March 18, 2016
9:00 AM to 1:00 PM – CEU Class
Drury Lane Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181*

You MUST bring your Plumbers License with you to the class. Please arrive at least 30 minutes prior to the start time to complete registration.

All registrations MUST be received before March 1, 2016.

NO WALK-INS will be accepted for the CEU class.

Additional parking is available in the parking deck.

Name: _____ **License #:** _____

Address: _____

City/State/Zip: _____

Phone: _____ **Fax:** _____

Email: _____

Mail registration form with complete address and \$35.00 fee to:

**Illinois PHCC
821 South Grand Ave., West
Springfield, IL 62704**

or register online at www.ilphcc.com

Make check payable to the Illinois PHCC

Registrations will not be processed unless accompanied by the fee.

Cancellations will be charged a cancellation fee of \$10.00

www.ilphcc.com



Questions??? Call (217) 522-7219

Remember the Expo runs from 12:00 to 5:00 PM and is FREE!

Illinois PHCC Expo & Educational Day

*Friday, March 18, 2016
Drury Lane Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181*

*9 AM – 1 PM Continuing Education Class
Noon – 5 PM EXPO Trade Show*

Friday, March 18th will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun. If you have not yet gotten your required **4 hours of continuing education credit for your 2016 license renewal**, now is the time. Multiple speakers will be presenting on a variety of industry topics. All of the day's activities are free of charge, with the exception of a \$35.00 fee for the 4 hour CEU class. **You must bring your plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00 – 5:00 PM**. Come see over 160 booths of the **latest products, tools, trucks and technologies**. Admittance to the 2016 **Expo is free of charge**. After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored “After Expo” Reception**.

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$134.00 single or \$141 double occupancy plus tax. Remember that all rooms are 2 room suites that include a full breakfast buffet; upon check-in please inform the front desk of how many people are staying in your room. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100**. Be sure to mention the Illinois PHCC to get the special rate.

Illinois PHCC
821 S. Grand Ave., West
Springfield, IL 62704


www.ilphcc.com



Questions??? Call (217) 522-7219

PAMCANI ALLIANCE AND PAMCANI IF MERGER INTO PCA MIDWEST AND PLUMBING COUNCIL MIDWEST NOW COMPLETE

PAMCANI Alliance and PAMCANI Industry Fund (IF) have officially merged with the PCA of Chicago & Cook County and the Plumbing Council. Going forward, the entities will now be known as “PCA Midwest” and “Plumbing Council Midwest.” This merger will be seamless for both contractor members and industry fund contributors. While the PCA Midwest and Plumbing Council Midwest office will continue to operate in Downers Grove and there will be no change to the staff, please delete the PAMCANI office phone number (630-960-3970) from your internal records and replace it with the PCA Midwest office phone

number (312-563-9526) or the Plumbing Council Midwest phone number (312-263-6612). Also please change any e-mails attributed to the pamcani.org address to the plumbingcouncil.org address (i.e.: sj@plumbingcouncil.org; jeff@plumbingcouncil.org; and barb@plumbingcouncil.org). The emails for the other staff remain unchanged: sharon@pcaofchicago.com and lisa@plumbingcouncil.org. Questions? Contact PCA Midwest and Plumbing Council Midwest Executive Director S.J. Peters by phone at 312-563-9526 or by email at sj@pcaofchicago.com or sj@plumbingcouncil.org. 

ILLINOIS ASSOCIATION PLUMBING, HEATING, COOLING CONTRACTORS AUXILIARY

Dear Friends of Illinois PHCC,

It is again time to start thinking about the annual 2016 Illinois PHCC Expo & Educational Day. Known as one of the best state product shows in the country, it will again be held at the Drury Lane Conference Center, Oakbrook Terrace, Illinois on Friday, March 18, 2016.

The Auxiliary will publish a Souvenir Program Book to be distributed to all Expo participants as we have for the past 36 years. The vendors and attendees are firms and individuals within the building and construction industry who influence or have authority over specifications, purchasing and/or installation related to plumbing, heating, cooling, piping and other related fields. These are the people who recommend products to the general public. This Program Book is handed out free to all attendees of the Expo, which last year totaled over 1600 people. This figure alone is one good reason to participate by advertising your business.

Through this Auxiliary project we have raised money to provide scholarships, helped to further industry public awareness, and purchased supplies for the IL PHCC office in Springfield.

We would appreciate your support by placing an ad in the 2016 Souvenir Program Book by using the following Ad Order Form. Deadline for ad submission is February 5, 2016.

Sincerely,
Barb

Barbara Miller
IL PHCC Aux. Ad Book Chairperson
1268 W County Line Rd.
Brighton, IL 62012
PH: 618-372-8367
Email: phccadbook@aol.com



ILLINOIS ASSOCIATION PLUMBING, HEATING, COOLING CONTRACTORS AUXILIARY

Name of Advertiser: _____
 Contact Person: _____
 Signature: _____
 Address: _____

 Phone Number: _____
 E Mail Address _____

1. AD SIZE:

Please check ad size below. (If submitting more than one page, please indicate.)

			TOTAL DUE
_____ Back Cover - 8" x 11"	@	\$500.00	_____
_____ Inside Front Cover - 8" x 11"	@	\$300.00	_____
_____ Inside Back Cover - 8" x 11"	@	\$250.00	_____
_____ Full page - 8" x 11"	@	\$125.00	_____
_____ 1/2 page - 5" x 7"	@	\$100.00	_____
_____ 1/4 page - 5" x 3.5"	@	\$75.00	_____
Business Card Ad	@	\$50.00	_____
Patron Ad - Auxiliary Members Only	@	\$10.00	_____

For Patron Ad please print name as it should appear in the program:

2. ARTWORK:

Please check all that apply.

_____ Camera ready ad enclosed	@	N/C	_____
_____ Printer to make up ad copy	@	\$15.00	_____
_____ Minor type change required	@	N/C	_____
_____ Reduce or enlarge ad to fit desired space	@	N/C	_____
_____ Color:	@	\$250.00	_____

(Please be sure camera ready ad is a CLEAN, DARK COPY OF AD)

3. GRAND TOTAL AMOUNT DUE:

Check enclosed _____ Bill us _____

4. IMPORTANT: All Plumbing contractors must include their Illinois Plumbers License Number in their ad. If your ad does not include your License Number, please write it on the back of the ad in pencil. Ad deadline is February 5, 2016.

5. Please enclose your check made payable to IL PHCC Aux. Program Ad Book. If you prefer to be billed, payment must be received by February 20, 2016.

Please return order form and remittance to: Barbara Miller
 1268 W County Line Rd Brighton IL. 62012
 Phone: 618-372-8367
 email: phccadbook@aol.com



2015-2016 Continuing Education for Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 18, 2015 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 19, 2015 – 8:00 am-12:00 pm	Kaskaskia College, Vandalia, IL	\$50.00
<input type="checkbox"/> **October 16, 2015 – 1:00 pm-5:00 pm	Hilton Garden Inn, Springfield, IL	\$50.00
<input type="checkbox"/> **November 6, 2015 – 1:00 pm-5:00 pm	Rend Lake Resort, Whittington, IL	\$50.00
<input type="checkbox"/> **January 8, 2016 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 19, 2016 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 18, 2016 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

No Walkins – No Exceptions. All Registrations for the March 18 class must be received before March 1, 2016

<input type="checkbox"/> **April 8, 2016 – 1:00 pm-5:00 pm	Rend Lake Resort, Whittington, IL	\$50.00
<input type="checkbox"/> **April 22, 2016 - 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

Name _____ License # 058- _____

Address: _____

City/State: _____ Zip _____

Phone: _____ Fax: _____

Email address: _____

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

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. 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.

THE RISO REPORT

by Mark Riso, PHCC National Government Relations Director

Congress completed the first half of the 114th

Congress the week of December 14th and went out of session for the rest of 2015...having passed a budget (and signed by the President) that should begin to make people more confident in the budget system on Capitol Hill...and getting back to the way Congress used to conduct its business – let me explain.

In theory – Congress must pass a budget (“appropriation”) for each federal agency (ie: the Department of Labor – the Department of Energy – the Environmental Protection Agency – etc). Years ago – the House and Senate would go through painstaking efforts to review, consider, amend, and pass each appropriation, following action by each respective authorizing committee – though tedious, it was the right way to responsibly work on budgets. In the last few years however, Congress has gotten away from that practice – passing stop gap budgets (“Continuing Resolutions”), in order to meet their budget obligations. This was done because issues (policy) tied to the appropriation process would slow down consideration – leading to government shutdowns (or the threat of a shutdown). I referred to this last month – as Congress was able to put a new budget road map together so that the appropriation process would take the pressure of the budget cycle. 2016 will be a much smoother budget cycle.

The budget that passed is getting Congress back to what Congress used to do, the way they used to do it, and what they should do. Specifically – Congress is getting back to order. That said – we (PHCC) had a few issues in play last week contained within the budget that was passed –

1. **179** - Essentially, Section 179 of the IRS tax code allows businesses to deduct the full purchase price of qualifying equipment and/or software purchased or financed during the tax year. That means that if you buy (or lease) a piece of qualifying equipment, you can deduct the **FULL PURCHASE PRICE** from your gross income. Although large businesses also benefit from Section 179, the original target of this legislation was much needed tax relief for small businesses. When your business buys certain

items of equipment, it typically gets to write them off a little at a time through depreciation. In other words, if your company spends \$50,000 on a machine, it gets to write off (say) \$10,000 a year for five years (these numbers are only meant to give you an example). Now, while it's true that this is better than no write-off at all, most business owners would prefer to write off the entire equipment purchase price for the year they buy it. This provision within the tax code was only temporary and Congress kept extending the section – which made it impossible for a business to anticipate what it needed to do. Last week's budget makes this provision **permanent**.

PHCC Chapters and members should be proud to have been part of making Section 179 permanent and for all the grassroots support over the last year

2. **179D** (not to be confused with 179) - The “Energy Efficient Commercial Building Deduction,” included in the IRS code is Section 179D. Enacted as part of the Energy Policy Act of 2005, this provision encourages building owners to increase energy efficiency in new and remodeled buildings by providing an immediate tax deduction for costs incurred which increase the energy efficiency of a building. Those costs would otherwise be generally depreciated over 27.5 or 39 years. Please note, this is a deduction, not a credit. This provision was extended for **two years** (one year retrospective for 2015 and one year prospective for 2016).
3. **Perkins Act** – though there have been many attempts to cut educational programs in the budget – the Perkins Act was restored and received “level funding” which in essence restores the national programs original levels. PHCC will continue to fight for increased funding – but for now – this is a victory.

Many other policy issues were tied into this budget – from our standpoint though – these were the highlights. 🇺🇸

IRS ANNOUNCES 2016 STANDARD MILEAGE RATES

The Internal Revenue Service has issued the 2016 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2016, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:


- 54 cents per mile for business miles driven, down from 57.5 cents for 2015
- 19 cents per mile driven for medical or moving purposes, down from 23 cents for 2015
- 14 cents per mile driven in service of charitable organizations

The business mileage rate decreased 3.5 cents per mile and the medical, and moving expense rates decrease 4 cents per mile from the 2015 rates. The charitable rate is based on statute.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.

These and other requirements for a taxpayer to use a standard mileage rate to calculate the amount of a deductible business, moving, medical or charitable expense are in Rev. Proc. 2010-51. Notice 2016-01 contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate, and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan. Visit irs.gov for more information. 

DIOSH DAY 2016

The 24th Annual Downstate Illinois Occupational Safety & Health Day is scheduled for Wednesday, March 2nd at the Peoria Civic Center. DIOSH Day is for employers, employees, and all others interested in safety and health. Experts in the field will present a program on the most current issues in safety and health today. Many governmental agencies will have booths in the exhibit area. This a great opportunity to get your workplace safety question answered in a neutral setting.

Attendees will have the opportunity to network

with hundreds of safety professionals and learn about resources available to employers. In addition to government agencies, over 40 other exhibitors will demonstrate many useful and innovative products and services.

For more information or to register, call 1-877-346-7432 or visit www.DIOSHDay.com.

The Illinois PHCC is a co-sponsor of this annual event and also has registration materials available.



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IT'S YOUR LIFE

What is “virtual estate” planning?

There’s a piece of the overall estate planning process that few think about or may even be aware of: planning the handling of their “virtual estate.”

If you’re part of the majority of Americans who use the Internet for everything from banking to shopping to socializing, you have virtual estate, because these activities require digital accounts complete with a user name and password.

If something should happen to you, what happens to your digital accounts? Who has access? If your family wants to preserve or download the content, will they be able to? Would you want them to? Even with your user IDs and passwords, accessing a deceased person’s online accounts may violate service agreements or state or federal law. Today, only seven states have passed laws related to digital assets.

Currently, you do have a few ways to plan for your heirs’ access to your virtual estate.

Check website policies. Some automatically close or delete inactive accounts. Others disable an account upon request by the family or executor.

Compile a list of user names and passwords. Then store on a flash drive or print, and keep in a safe place. Don’t include this information in your will, since a will becomes public record during probate.

Leave instructions. While there’s no guarantee your heirs or executor will be able to follow them, make your wishes known on how you would like each account handled.

Commercial digital asset services. These service companies often allow you to name a designated beneficiary to whom your account information will be released upon proof of your death.

Taking time to consider your virtual estate now can save your loved ones significant time and frustration later.◇

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WORKPLACE VIOLENCE: PRODUCTIVE WAYS TO PREPARE

From PHCC National Association

With recent security threats – as well concerns regarding mental health and gun control issues – it is smart to have a plan in place for a potential workplace violence incident. Through its Virtual University, the PHCC Educational Foundation offers a crucial course – Active Shooter – Workplace Violence – that teaches you how to recognize the warning signs plus puts valuable prevention (and response) processes in place.

In response to the recent tragedy in San Bernardino, the U.S. Department of Homeland Security (DHS) is reinforcing three key action items on how to respond if an active shooter is in your vicinity:

- Evacuate, if there is an accessible escape path, but be sure to keep hands visible and follow the orders of the police.
- Hide. If you can't exit, hide and blockade the door with heavy furniture (if possible). Remain quiet, and be sure you SILENCE your cell phone or pager. If you can't speak, you can still call 911 and leave the line open so the operator can hear what's going on.
- Attack. As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the shooter using improvised weapons (office scissors, for example), yelling, and acting as aggressively as possible.

For DHS's comprehensive educational booklet – *Active Shooter: How to Respond* – visit <http://www.dhs.gov/sites/default/files/publications/active-shooter-how-to-respond-508.pdf>.

In addition, the Department of Labor warns that potential or actual violent situations among employees

usually escalate if not defused. Read more at www.dol.gov on how to respond to early warning signs, i.e., when a person is:

- Intimidating/bullying;
- Disrespectful;
- Uncooperative; and/or
- Verbally abusive

Plus, learn what to do if an employee displays intense anger, resulting in:

- Suicidal threats;
- Physical fights;
- Destruction of property;
- Display of extreme rage; and/or
- Utilization of weapons to harm others.

These tips are provided for guidance only. For advice best suited to your unique company, consult with a Human Resources expert.



LEVERAGING MILLENNIAL TALENT: A SURPRISING OBSERVATION

by Mark Breslin

In 2015, having visited more than 20 U.S. states and 5 Canadian Provinces, I experienced something both unusual and promising. In every area, without fail, I met young millennial generation workers who were in field supervisory positions. This mostly consists of foremen. And many of them were apprentices.

The idea of having someone young running work in our industry has the obstacles of age and experience bias. Other obstacles include the idea of “paying your dues” or “apprentices should be seen and not heard”. Clearly employers are changing their ideas on the value of younger supervision rising to the task. This is not to say that all these young people are completely

ready to lead in their respective positions. And in many of my Foreman Training programs they bring more enthusiasm than perspective. But still, the revolutionary idea of having apprentices supervise journeymen is a very strong and overdue example of meritocracy on the jobsite. If you can do it, the opportunity is yours to embrace.

I would strongly suggest that union programs continue to provide practical business and leadership training in their apprentice programs and employers open their minds to bringing younger talent forward faster. Some are already doing it to their advantage. Why not you?

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ASPE AND ARCSA PARTNER TO PROMOTE RAINWATER AND STORMWATER HARVESTING

The American Society of Plumbing Engineers (ASPE) and the American Rainwater Catchment Systems Association (ARCSA) are pleased to announce the signing of a Memorandum of Understanding (MOU) to jointly advance the organizations' mutual interests in rainwater and stormwater harvesting systems design and installation.

The impetus for the MOU was ARCSA's and ASPE's desire to increase tangible results in the areas of rainwater and stormwater harvesting by promoting these strategies as a valuable water resource for a variety of potable and nonpotable uses to both alleviate water scarcity issues and improve water quality to protect the health and safety of the public. The organizations will work together to:

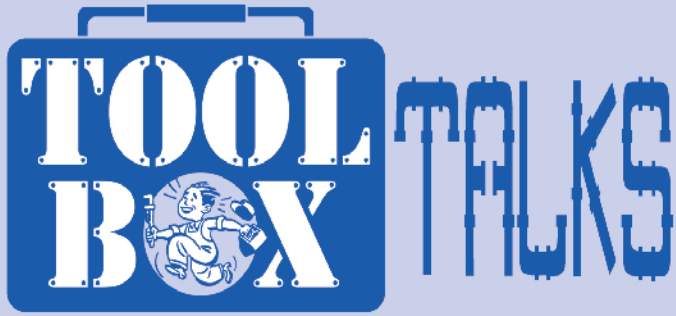
- Assess ways to jointly implement activities concerning local rain harvesting activities;
- Collaborate on capacity-building activities to reinforce knowledge in other countries and communities;
- Facilitate the dissemination of best management practices;
- Share knowledge and expertise concerning rain harvesting;

- Promote mutually beneficial standards and codes, and their adoption in model codes and regulations; and,
- Advance the science and technology of catchment systems.

ARCSA and ASPE also will support each other's research and technology programs, identify subject matter experts for respective technical initiatives, and cross-promote products and services to the organizations' members and the industry.

**For more information
visit ASPE.org or
www.arcsa.org.**





10 WINTER DRIVING TIPS

Another important ToolBox Talk brought to you by the Quality Service Contractors (QSC) – An Enhanced Service Group of PHCC, P.O. Box 6808, Falls Church, VA 22040.

Ph. 800-533-7694. Visit our website at: <http://www.qsc-phcc.org>.

10 WINTER DRIVING TIPS

- 1. Get a grip.** To have adequate snow traction, a tire requires at least 6/32-inch deep tread, according to The Tire Rack. (New passenger-car tires usually have 10/32-inch of tread.) Ultrahigh-performance “summer” tires have little or no grip in snow. Even “all-season” tires don’t necessarily have great snow traction: Some do, some don’t. If you live where the roads are regularly covered with snow, use snow tires (sometimes called “winter tires” by tire makers). They have a “snowflake on the mountain” symbol on the sidewall, meaning they meet a tire-industry standard for snow traction.
- 2. Make sure you can see.** Replace windshield wiper blades. Clean the inside of your windows thoroughly. Apply a water-shedding material (such as Rain-X) to the outside of all windows, including the mirrors. Make sure your windshield washer system works and is full of an anti-icing fluid. Drain older fluid by running the washers until new fluid appears: Switching fluid colors makes this easy.
- 3. Run the air-conditioner.** In order to remove condensation and frost from the interior of windows, engage your air-conditioner and select the fresh air option: It’s fine to set the temperature on “hot.” Many cars automatically do this when you choose the defrost setting.

4. Check your lights. Use your headlights so that others will see you and, we hope, not pull out in front of you. Make sure your headlights and taillights are clear of snow. If you have an older car with sand-pitted headlights, get a new set of lenses. To prevent future pitting, cover the new lens with a clear tape like that used to protect the leading edge of helicopter rotor blades and racecar wings. It’s available from auto-racing supply sites.

5. Give yourself a brake. Learn how to get maximum efficiency from your brakes before an emergency. It’s easy to properly use antilock brakes: Stomp, stay and steer. Stomp on the pedal as if you were trying to snap it off. Stay hard on the pedal. Steer around the obstacle. (A warning: A little bit of steering goes a very long way in an emergency. See Tip 8.) If you drive on icy roads or roads that are covered with snow, modify your ABS technique: After you “Stomp” and the ABS begins cycling — you will feel pulses in the pedal or hear the system working — ease up slightly on the pedal until the pulsing happens only once a second.

For vehicles without ABS, you’ll have to rely on the old-fashioned system: You. For non-ABS on a mixed-surface road, push the brake pedal hard until the wheels stop rolling, then immediately release the brake enough to allow the wheels to begin turning again. Repeat this sequence rapidly. This is not the same as “pumping the brake.” Your goal is to have the tires producing maximum grip regardless of whether the surface is snow, ice or damp pavement.

6. Watch carefully for “black ice.” If the road looks slick, it probably is. This is especially true with one of winter’s worst hazards: “black ice.” Also called “glare ice,” this is nearly transparent ice that often looks like a harmless puddle or is overlooked entirely. Test the traction with a smooth brake application or slight turn of the wheel.

7. Remember the tough spots. Race drivers must memorize the nuances of every track, so they can alter their path for changing track conditions. You must remember where icy roads tend to occur. Bridges and intersections are common places. Also: wherever water runs across the road. I know people who lost control on ice caused by homeowners draining above-ground pools and by an automatic lawn sprinkler that sprayed water onto a street in freezing temperatures.

8. Too much steering is bad. If a slick section in a turn causes your front tires to lose grip, the common — but incorrect — reaction is to continue turning the steering wheel. That’s like writing checks on an overdrawn account: It won’t improve the situation and may make things worse. If the icy conditions end and the front tires regain grip, your car will dart whichever way the wheels are pointed. That may be into oncoming traffic or a telephone pole. Something very similar happens if you steer too much while braking with ABS. Sadly, there are situations where nothing will prevent a crash, but turning the steering too much never helps.

9. Avoid rear-tire slides. First, choose a car with electronic stability control. Fortunately, ESC is mandatory on all 2012 and newer models. Next, make sure your rear tires have at least as much tread as your front tires. Finally, if you buy winter tires, get four.

10. Technology offers no miracles. All-wheel drive and electronic stability control can get you into trouble by offering a false sense of security. AWD can only help a vehicle accelerate or keep moving: It can’t help you go around a snow-covered turn, much less stop at an icy intersection. ESC can prevent a spinout, but it can’t clear ice from the roads or give your tires more traction. Don’t let these lull you into overestimating the available traction.

Regardless of your driving skill or vehicle preparation, there are some winter conditions that can’t be conquered. But these tips may help prevent snowy and icy roads from ruining your day.





YOU'RE INVITED

Unity Conference 2016 is THE place to be this winter. As the name implies, Unity is all about fostering strong working relationships among the industry's labor and business leaders. It is specifically geared to signatory p-h-c contractors, labor leaders, association executives and key industry suppliers.

Unity Conference 2016 will provide an opportunity to meet with the right people to discuss the issues important to you. In addition to high-level networking, the Unity Conference 2016 program delivers sessions designed to help you operate your business more effectively. Unity features presenters who have the knowledge and experience that can help you to become a more successful contractor. You don't want to miss this opportunity to build relationships with the best and brightest in the industry.

I hope to see you there.

Robert Melko, Chair
Union-Affiliated Contractors (UAC)
of the PHCC-National Association

HOTEL INFORMATION

Please contact Marriott Pompano Beach Resort directly for room reservations at 855/954-4683.

Be sure to identify yourself as a UAC Unity Conference attendee to receive the special group rate of \$225 single occupancy plus applicable tax.

Or you can register on their website at www.pompanomarriott.com using Group Code:

UACUACA for King Rooms
UACUACB for Double Queen Rooms

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Please select the appropriate registration option (s) from the choices below.

_____ UAC Member \$595.00 _____ Non-Member \$650.00 _____ Trade Associate \$595.00 _____ Spouse/Guest (Receptions Only) \$180.00
_____ Golf \$125.00 _____ Deep Sea Fishing \$125.00 _____ Evening at Isle Casino & Racing N/C

Early Bird Discount! Register by **January 22, 2016**, take \$50.00 off of the full registration rate. TOTAL AMOUNT ENCLOSED \$ _____

UAC Registration Cancellation Policy: All cancellation requests must be submitted to UAC in writing. Cancellations postmarked by January 22, 2016 will be charged a \$75 processing fee. No refunds will be made after January 22, 2016.

HOUSING, ADA REQUESTS & TRAVEL

Reminder: Please contact the Marriott Pompano Beach Resort directly for sleeping room reservations at 855/954-4683. Be sure to identify yourself as a UAC Unity Conference attendee to receive the special group rate of \$225 Single occupancy plus applicable tax. Make your reservation before **January 22, 2016** to ensure availability. If booking on-line, use group code UACUACA for King Rooms or UACUACB for Double Queen Rooms.

Special Needs: Please contact UAC directly with any special requests or needs you may have related to a disability.

Travel: Special rates for airport transportation have been arranged with VIP Limo. To schedule transportation contact Javier or Sandy at (954) 462-8245 or online at www.ftlviplimo.com. Go to "contact us tab", fill out form and in the message line state that you are with the UAC Unity conference. Group rate for 1-4 passengers \$55.00 one way, plus 20% gratuity for the driver.

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Questions? Please contact UAC offices with any questions regarding Unity Conference 2016
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