

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 103, No. 10

October 2017

What's **WRONG**



With This Picture?

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Illinois PHCC Convention

June 7-9, 2018

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

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

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PRESIDENT'S THOUGHTS

by Jeff Brown
Illinois PHCC President

Hello again,

Well summer has come and gone. Seems like it always flies by. At least the warm weather is still here, hopefully for a while longer before the cool temperatures set in.

I hope everyone has purchased their PVC, Copper, and other commodities. Since the storms have hit down south, everything I have been hearing is nothing but increases. I guess we have to take it on the chin, or gamble and ride it out to see when things will settle back down.

Once again, it looks like a slow fall for bidding. All I can think is look around your shop and see how best you can optimize on your business.

It's also that time of year to start registering for your CEU classes. Don't forget to sign up. You can use the form in this issue, or register online at www.ilphcc.com.

The Illinois PHCC Board of Directors will be meeting on November 11th at the Doubletree Hotel in Collinsville. These meetings are open to all members, and we welcome your input. The Convention Committee will be meeting the day before to make decisions on speakers and events for the 2018 Illinois PHCC Convention. Next year we will be celebrating the association's 125th year. Plan now to join us on June 7-9th at the famous French Lick Resort in French Lick Indiana.

Have a great fall season. Until next month, everyone be safe and take care.

Jeff Brown 



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<https://www.facebook.com/IllinoisPHCC/>



CALENDAR OF EVENTS

OCTOBER 13, 2017

IL PHCC CEU Class
Northfield Inn & Suites
Springfield, IL

NOVEMBER 3, 2017

IL PHCC CEU Class
Rend Lake College Marketplace
Mt. Vernon, IL

NOVEMBER 10, 2017

Illinois PHCC Convention Committee Meeting.
Doubletree Hotel
Collinsville, IL

NOVEMBER 11, 2017

Illinois PHCC & Auxiliary Board Meetings
Doubletree Hotel
Collinsville, IL

JANUARY 12, 2018

Illinois PHCC CEU Class
Heartland College
Normal, IL

FEBRUARY 23, 2018

Illinois PHCC CEU Class
Heartland College
Normal, IL

FEBRUARY 26-28, 2018

UAC Unity Meeting
Orlando, FL

MARCH 23, 2018

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

MARCH 24, 2018

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

APRIL 6, 2018

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

APRIL 20, 2018

Illinois PHCC CEU Class
Heartland College
Normal, IL

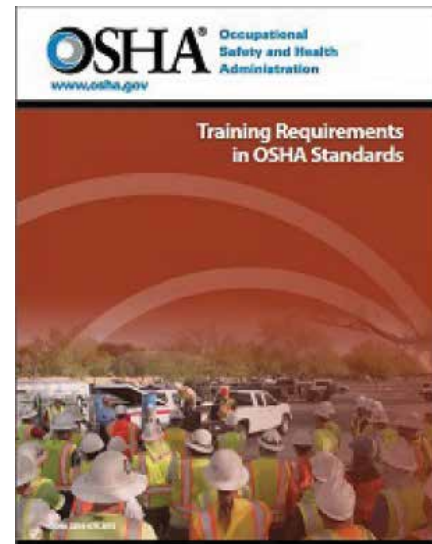
JUNE 7-9, 2018

Illinois PHCC Convention
French Lick Resort
French Lick, Indiana



OSHA's MOBILE-FRIENDLY PUBLICATION ON TRAINING REQUIREMENTS IS EASY TO USE ON THE JOB

OSHA's comprehensive guide to Training Requirements in OSHA Standards is a valuable reference to help employers, safety and health professionals, and training directors comply with the law and keep workers safe. However, at more than 250 pages, the printed version can be cumbersome to carry on some jobsites. That's why the guide is available in digital (MOBI and EPUB) formats; it can be read on a smartphone or tablet and easily searched for the standards that apply to specific industries or activities. Visit OSHA's website at www.osha.gov to download a copy.



TESTING FOR LEAD IN WATER

While great steps have been taken during the past two decades to reduce the levels of lead in water, lead may still get into water from older metal faucets, taps, or pipes. To protect Illinois children from possible exposure to lead in drinking water, Senate Bill 550 was passed by the Illinois General Assembly and signed to law by Governor Rauner. The law now requires schools (K – 5) and daycares to sample for lead contamination in water.

The completion dates for testing schools are as follows: buildings constructed prior to January 1, 1987 must complete testing by December 31, 2017; those built January 2, 1987 thru January 1, 2000 must test by December 31, 2018; schools built after January 1, 2000 are not required to test at this time. The Act requires parents and guardians of students to be notified of lead results greater than or equal to five parts per billion (ppb).

Daycares built on or before January 1, 2000 that serve children younger than 6 years old will also be

required to conduct testing once rules are developed by the Illinois Department of Children and Family Services and Illinois Department of Public Health.

Mitigation of high lead levels in water may be as simple as replacing a faucet or fixture, or as complex as replacement of entire piping systems. Methods of flushing water systems, either manually or automatically, may also be a solution.

Plumbing contractors wishing to be involved in this work should reach out to the local schools and offer their expertise. Who better than licensed plumbers to help them come up with a water quality management plan, a plumbing survey of their facilities, and offer testing and mitigation services.

The IDPH Lead in Water website has resources available for schools, daycares, contractors, and testing labs. This site is being updated as changes occur and as new resources become available. Visit <http://dph.illinois.gov/topics-services/environmental-health-protection/lead-in-water> to view these helpful tools.

WHAT'S WRONG WITH THIS PICTURE?



What's wrong? As usual, a lot. Fortunately, this project was caught by a plumbing inspector and the owner was directed to make corrections. An unlicensed person was found to be doing the work, not the actual property owner.

From the picture, it appears there is not a clean out within 5 feet of the inside of the building, but we are not able to tell if there is one within 5 feet located on the outside of the building.

One thing for sure, they used nothing but tee's and elbows. They might have accidentally used a long sweep 90 in the correct position (probably picked it up by accident).

The piping would have barely been under the finished floor, and was certainly not trenched and bedded properly as required by the Code.

Because this project was stopped and corrections made, the next owner will not have to deal with unforeseen plumbing problems. We always say, plumbing permits are cheap insurance when protecting the consumer. The protection of public health is from those handymen who preform work like shown in the picture, not a licensed plumber.

As you look at the picture you will see numerous plumbing code violations. The following are just a few of the plumbing code issues.

Section 890.1320 Drainage System Installation

a) Drain – Underground. A building drainage system installed in the ground shall be of cast iron, copper Type “K”, or non-metallic Schedule 40 or heavier. Drains shall be installed on a continuous bed of undisturbed earth or granular fill so as to support the pipe and fittings.


Section 890.420 Pipe Cleanouts

- 4) A full size cleanout shall be located within 5 feet of the building foundation, inside or outside, in direct line with the building drain and sewer.
- b) Change of Direction. A cleanout or manhole shall be installed at each change of direction of the horizontal building drainage system greater than 60 degrees; the total of the fittings between cleanouts or manholes shall not exceed 120 degrees. A manhole within a building shall be provided with an iron cover which shall be securely bolted in place and made gas and water-tight with a soft metallic gasket.

Section 890.1320 Drainage System Installation

- c) Freezing. No soil or waste pipe shall be installed or permitted outside of a building or in an exterior wall unless the piping is protected from freezing. This does not prohibit a soil or waste pipe from extending from a manufactured or mobile home unit to an approved point of discharge, provided that the waste line is protected from freezing.
- i) Changes in Direction. Changes in direction shall be made in drainage piping by the use of 45 degree wyes, long sweeps, short sweeps, quarter, fifth, sixth, eighth, or sixteenth bends, or by a combination of these fittings. Single and double sanitary tees and short sweep quarter bends shall be used in drainage lines only where the direction of flow is from the horizontal to the vertical and may be used for making necessary vertical offsets between the ceiling and floor above. (See Appendix J.Illustrations B, C and D.) Exception: A short sweep drainage quarter bend of less than 3 inches diameter and placed in a horizontal to horizontal position for a stack vent arm may be used to receive graywater.

Our winner this month was Scott Boone of Boone's Plumbing in Carterville. He will receive a PHCC logo item and be entered into a drawing for a complimentary registration to the 2018 Illinois PHCC Convention in French Lick, Indiana.

Do you see any violations in this month's cover photo? Email or mail your answer to the Illinois PHCC office for a chance to win. 

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- **Space savings** – fits in tight places with its small, compact design



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¹According to the Department of Energy's "Advantages of Tankless or Demand-Type Water Heaters," tankless water heaters can provide energy savings of up to 50% on water heating costs when installed at each hot water outlet. When used as a single tankless model to supply hot water to a residence with up to 2 bathrooms in some climates, it can provide up to 34% energy savings. ² See the Warranty Guide on Rheem.com for additional information.



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for a guide to recommending the right
model for your customers' needs.

SCHOLARSHIP MONEY AVAILABLE

Southern Illinois Radon Industry Advancement Program

In partnership with the Illinois Emergency Management Agency and the Illinois Small Business Environmental Assistance Program, the American Lung Association in Illinois is offering scholarship funding for residents of Southern Illinois interested in becoming a licensed radon measurement or mitigation professional/technician.

Southern Illinois is an extremely under-served area for both radon measurement and mitigation. Radon is the second leading cause of lung cancer in the United States, responsible for thousands of deaths each year. Every home should be tested for radon and in Southern Illinois there are counties where no testing has been completed.

The Southern Illinois Radon Industry Advancement Program will provide resources for contractors, plumbers, home inspectors, or other trade personnel interested in expanding their current services or residents looking to create a new business. A total of **FIVE SCHOLARSHIPS** are available for either measurement or mitigation.

The Scholarship includes funding to cover the cost of:

- Online Licensure Course with access to support resources
- Cost of Licensing Exam fees and License Application fees
- Hands-on training with a licensed professional
-

Program participants must be residents of Illinois, have a business address within 50 miles of these counties and must complete all coursework and exams by September 30, 2018.



Complete the online application at

<https://www.surveymonkey.com/r/SolLRadon>

For more information, contact Abby Brokaw with the American Lung Association in Illinois at 217-241-9026 or Abby.Brokaw@Lung.org.



SILICA RULE FOR CONSTRUCTION ACTIVITIES NOW IN EFFECT

The Occupational Safety and Health Administration (OSHA) final rule on Crystalline Silica for the construction industry began on September 23rd. This new OSHA standard is established to curb lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease in workers by limiting their exposure to respirable crystalline silica. New guidance documents are available to assist small entities in achieving compliance. Key provisions of the rule include:

- Reduction of the permissible exposure limit (PEL) for respirable crystalline silica to 50 micrograms per cubic meter of air, averaged over an 8-hour shift.
- Requirements for 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 protect workers from silica exposure.

Crystalline silica is an important industrial material found abundantly in the earth's crust. Quartz, the most common form of silica, is a component of sand, stone, rock, concrete, brick,

block, and mortar. Materials containing quartz are found in a wide variety of workplaces.

Silica dust is hazardous when very small (respirable) particles are inhaled. These respirable dust particles can penetrate deep into the lungs and cause disabling and sometimes fatal lung diseases, including silicosis and lung cancer, as well as kidney disease.

Occupational exposure to respirable crystalline silica occurs when cutting, sawing, drilling, and crushing of concrete, brick, ceramic tiles, rock, and stone products. Occupational exposure also occurs in operations that process or use large quantities of sand, such as foundries and the glass, pottery and concrete products industries. OSHA estimates that more than 2.3 million workers in the United States are potentially exposed to dust containing crystalline silica with **nearly 90% of those workers employed in the construction industry.**

For more
information,
visit
www.osha.gov.

PHCC LAUNCHES NEW ESTIMATING TOOL: CLOUD-BASED LABOR UNIT DATABASE

The PHCC National Association has partnered with Harrison Publishing House's CINX platform to offer a new cloud-based PHCC Labor Unit Database that can help contractors streamline the estimating process and prepare accurate bids.

The database includes more than 13,000 national average installation times, third-party verification of labor hours and cross-platform compatible data with a growing list of software vendors. Purchasers of the comprehensive database gain access to an in-depth material pricing format and options to create their own pricing workbook.

"This innovative cloud-based technology gives contractors an instant gateway to proven plumbing and piping installation times – anywhere, anytime – allowing them to become more efficient *and* more profitable," says PHCC President Patrick Wallner. "It's the latest addition to new products and services that PHCC is developing to help our members become the 'contractor of choice' in their markets."

"We are proud to partner with PHCC to provide this new labor-unit service to its membership," said Harrison President David McPhaul. "PHCC members across the country will be able to prepare more accurate estimates and improve their project performance by accessing their labor unit costs through our industry-leading CINX platform."

The PHCC Labor Unit Database is exclusively available through the PHCC Online Store, either as a standalone product through CINX or as an add-on with several estimating software platforms.

For a limited time only, a **free 30-day trial** is available to experience the flexibility of the database, accessible from both desktops in the office or mobile devices on the road. Call 800-533-7694 for the free trial.

For more information,
visit [www.phccweb.org/
LaborUnitDatabase](http://www.phccweb.org/LaborUnitDatabase).

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TRADE IN VALUE ADDED: DECLINING U.S.-PRODUCED CONTENT IN U.S. IMPORTS FROM NAFTA

It has been widely assumed that American-made parts and components constitute a substantial percentage of the products that are manufactured in Mexico and Canada and imported by the United States. But that is increasingly not the case.

Analysis of newly released “value-added” data from the Organization of Economic Cooperation and Development (OECD) shows that the share of U.S.-produced content in manufactured imports from Mexico and Canada has eroded significantly since the mid-1990s.

The share of U.S.-produced content incorporated in manufactured goods imported by the United States from Mexico was only 16 percent in 2011, down from 26 percent in 1995, the first year for which the data are available.

Meanwhile, the share of Chinese content in Mexican products imported by the United States increased from 0.3 percent in 1995 to 6 percent in 2011, and the share of content from all non-NAFTA sources increased from 14 percent to 27 percent.

The same holds true with Canada: The share of U.S. parts and components in imports from Canada fell from 21 percent in 1995 to 15 percent in 2011, while the share of Chinese content increased from 0.3 percent to 3 percent, and the share of content from all non-NAFTA sources increased from 12 percent to 21 percent.

“The declining share of American parts and components in imports from Mexico and Canada is all the more reason for us to take a fresh look at NAFTA,” said Commerce Secretary Wilbur Ross. “The assumption was that American manufacturers of intermediate goods were big beneficiaries from trade with NAFTA, but with their share declining, American companies are not benefiting nearly as much as once believed. Even more alarming is the fact that the most recent data available on value-added in trade is only through the year 2011. The trend of Mexico and Canada using more non-U.S.-made parts and components may mean even more bad news for American producers.”



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INDUSTRY LEADERS MEET WITH WHITE HOUSE STAFF TO ADDRESS LABOR SHORTAGE

The Plumbing-Heating-Cooling Contractors—National Association (PHCC) was part of a select group of p-h-c industry representatives who participated in a Sept. 14 meeting at the White House and discussed the importance of tax reform, infrastructure needs, and most importantly, workforce development. The group stressed that p-h-c industry leaders are eager to be an integral part of developing and implementing solutions. The meeting was a joint collaboration facilitated by the American Supply Association and PHCC—National Association.

“We were so pleased to meet with chief policy makers to emphasize the critical nature of our industry’s workforce shortage and discuss ways to prepare our young people to enter our industry through increased pathways to success while still in high school,” said PHCC—National Association President-elect Laurie Crigler. “Our workforce and our future workforce are critical to maintain the nation’s health and to expand the American economy. Our industry has wonderful opportunities but we cannot find enough qualified individuals with the necessary skillsets to fill our needs.”

In response to this need, the industry group offered the following as possible solutions:

- “Jump Start” training by providing applied technology training in high schools, hence enabling students to leave high school as second- or third-year apprentices.
- Support states establishing accredited plumbing programs in the high schools across the country.
- Include plumbing, water and sewage systems in any future federally funded infrastructure projects.
- Include construction issues in the Department of Labor Task Group on Apprenticeship Training (task force to be named in the near future).

In attendance from the White House were:

- George Sifakis – Office of Public Liaison, Assistant to the President
- Steve Munisteri – Office of Public Liaison, Deputy Assistant to the President
- DJ Gribbin – National Economic Council, Special Assistant to the President for Economic Policy
- Kara McKee – Domestic Policy Council, Education, Woman & Families & Workforce Policy
- Paul Ray – Department of Labor, Counselor to the Secretary of Labor
- Dianne Quebral - Office of Public Liaison, Business Liaison

Participating in the meeting from PHCC were: Laurie Crigler, PHCC President-Elect, L & D Associates, Inc.; Michael Copp, Executive Vice President; and Mark Riso, VP of Legislative Affairs.

Other industry leaders at the meeting included:

- Bradford White: Carl Pinto, Director of Marketing
- Elkay Manufacturing: Tim Jahnke, CEO
- Emerson Commercial & Residential Solutions: Tim Ferry, Group President
- American Standard Brands/LIXILWater Technology Americas: Steve DeLarge, CEO
- Win Supply: Rick Schwartz, CEO
- American Supply Association: Steve Cook, CEO & ASA President-Elect, Northeastern Supply; Michael Adelizzi, Executive Vice President; Dan Hilton, Director of Govt. Affairs

INDUSTRY LEADERS MEET WITH WHITE HOUSE STAFF TO ADDRESS LABOR SHORTAGE

CONTINUED

■ The Brightup Group LLC: Craig Brightup, CEO & Consultant

The meeting at the White House is the latest step in PHCC's ongoing efforts in advocating for workforce development, one of the key areas addressed at PHCC's June 2017 Legislative Conference. PHCC will continue to focus on this important issue at its annual conference, CONNECT 2017, when several seminars will explore how p-h-c contractors can attract and retain skilled workers and become the employer of choice in their area.



For more information, visit <http://www.phccweb.org/>.



The advertisement features a collage of four images related to plumbing: a close-up of a faucet handle, a modern chrome faucet, a faucet with water running, and a hand holding a faucet handle. A central blue circular graphic contains the text "WE KNOW PLUMBING." in white, bold, uppercase letters. Dotted lines connect the corners of this circle to the four images.



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NEW FORM I-9 REQUIRED

A new version of the Form I-9 has been issued and businesses must use it on or before September 18, 2017. Published by U.S. Citizenship and Immigration Services (USCIS) on July 17, 2017, the new I-9 form has a revision date (shown on the bottom of the form) of 07/17/17.

The form, used by employers to verify employment eligibility, should be completed for all active employees hired after November 6, 1986, and retained for former employees for the longer of one year from termination or three years from hire.

There is no small-business exception for the Form I-9. Although an independent contractor does not need to complete a Form I-9, all employers must complete and retain Forms I-9 for every person they hire for employment, which includes:

- The owner of a business if the owner is employed by the business and was hired as employee after November 6, 1986; and
- An owner hired by a partnership.

Changes on the form

The new I-9 has made very small changes to the form's instructions and the list of acceptable documents. The revisions slightly modify USCIS's List of Acceptable Documents and specifically update List C to reflect the most current version of the certification or report of birth issued by the U.S. State Department.

Although the changes might be imperceptible, employers still need to switch to the form with the revision date of 07/17/17. Technically, employers can continue to use the previous Form I-9 through September 17, but immigration experts recommend that employers immediately download and start using the new form and recycle any blank November 2016 or older versions.

Failure to comply by the September 18, 2017, deadline can result in significant fines. The U.S. Department of Justice announced increases in fines for Form I-9 violations last year, which range from \$216 to \$2,126 per form.

**For more information
visit the U.S. Citizenship
and Immigration Services
webpage containing the
most recent information
about Form I-9.**



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FEDERATED MUTUAL INSURANCE COMPANY ACQUIRES GRANITE RE, INC.

Federated Mutual Insurance Company has acquired Granite Re, Inc., a leading provider of surety bonds for small to medium sized contractors, as of January 1, 2017. The acquisition better positions Federated Insurance to partner with commercial contractors for their surety and bonding needs. Oklahoma-based Granite Re, Inc. was established in 1986, and is one of the top 40 surety writers in the United States, now with bonding capabilities in 40 states with plans to expand to all states in which Federated Mutual is license for Property and Casualty.

The company's core principles are providing tailored products to meet client needs, a commitment to quality service, and a focus on the customer. Granite Re, Inc. is now rated A (Excellent) by A.M. Best® Company and maintains a certificate of authority from the U.S. Treasury Department. Granite Re also has strong ties with associations, including National Bond Claims Association, National Association of Surety Bonds Producers, Surety & Fidelity Association of America, National Association of Independent Sureties, American Subcontractors Association, and Surety & Fidelity Claims Institute.

Jeff Fetters, Chairman, President & CEO of Federated Insurance Companies, stated, "Having a reliable bonding avenue beyond what Federated currently offers will help reinforce our position as a valued partner in the commercial contractor industry. Granite Re, Inc. fills a niche requirement that aligns with Federated's commitment to provide value-added services that put client success and well-being at the forefront." Kenneth Whittington, President of Granite Re, echoed Mr. Fetters' sentiments, "We are very excited about significantly enhancing the surety line of business for Federated's contractor base, and providing them with the impeccable service that Granite's current customers enjoy. Federated's capital

strength, coupled with their steadfast commitment to their clients, will drive Granite to new heights."

Founded in 1904, Federated Insurance is a national insurance and risk management organization that serves the property, casualty, and life insurance needs of clients in select industries. The organization has more than 500 recommendations from state, regional, and national associations and buying groups and is rated A+ (Superior) by industry analyst A.M. Best.

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ORDER FORM

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WE WILL USE THIS INFORMATION TO PROVIDE YOU WITH UPDATES ELECTRONICALLY.**

Name: _____

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



2017-2018 Continuing Education for Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 22, 2017 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 23, 2017 – 8:00 am-12:00 pm	America’s Best Value Inn, Vandalia, IL	\$50.00
<input type="checkbox"/> **October 13, 2017 – 1:00 pm-5:00 pm	Northfield Inn and Suites, Springfield, IL	\$50.00
<input type="checkbox"/> **November 3, 2017 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **January 12, 2018 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 23, 2018 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 23, 2018 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

No Walkins – No Exceptions. All Registrations for the March 23 class must be received before March 1, 2018

<input type="checkbox"/> **April 6, 2018 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **April 20, 2018 - 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.

Sponsored by the Illinois PHCC
*Co-Sponsored by SIUE-ERTC

IDPH Sponsor # 750-002
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. 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.

UNITY MEETING 2018



Save the Date
Feb. 25 - Feb. 28,
2018

Reunion: A Salamander Golf & Spa Resort
Orlando, Florida



Unity Conference 2018 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 2018 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 2018 program delivers sessions designed to help you operate more efficiently. 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.

Our room block is open and reservations can be made by calling 877-778-2243, using Group Code: UAC2018 or [online](#).

I hope to see you there.

Tom Gent, Chair
Union-Affiliated Contractors (UAC)
An Enhanced Service Group of PHCC-National Association

UAC SPONSORS

PLATINUM

Bloomington/Normal PHCC
Bradford White Corporation
Egyptian Association PHCC
United Association

GOLD

Mechanical Contractors Association of Las Vegas
Midwest Illinois Mechanical Contractors Association
Milwaukee Tool

BRONZE

Kohler & PHCC Education Foundation Seminar Series
Metro PHCC (Minneapolis, Minnesota)

HR QUESTION ? of the month



Indefinite Leave. Can You Terminate?

Question: Our employee has tendonitis. His condition has not seen any improvement, if anything he has experienced regression. To date we have conducted two ergonomic assessments. We made the recommended adjustments following both assessments. We have also accommodated the employee throughout his employment with modified duty and modified schedule as dictated by the employee's physician and the employee's feelings for what he can undertake day to day. The employee's work hours since December of 2016 have averaged 20.65 hours/week. Because of this reduction in work hours and the volume of work he is producing, we have hired a new full-time employee to handle what the employee has not been producing, as well as to meet the overall increased work load demands of our engineering department. We have three employees in this group and our work volume is such that we need all three to be productive 40 hours each week. However, we are not able to spread this out evenly and the other two engineers are having to work in excess of 40 hours to handle the volume that the employee is unable to produce. This employee sent an email today advising that "both of his hands are pretty messed up now, to the point that I cannot move them without being in a lot of pain. I cannot work anymore and I do not know if or when I will be able to. The medications I've been given are doing a bad job of dulling the pain, and it continues to get worse. I have a physical therapy appointment on Monday and a primary care appointment on Tuesday. I don't know if they will help to get me back to work, and I don't know when that will be." We are really struggling with how to move forward properly with this employee and would really appreciate some guidance here.

Response: It appears that the employer has taken reasonable and appropriate measures over the last few months to reasonably accommodate the subject employee, but he has now advised that he "cannot work anymore" and further that he does not "know if or when" he will ever be able to do so again. You indicate that he has advised the employer that he has an upcoming physical therapy appointment, but that he doesn't "know if they will help to [him] back to work, and [doesn't] know when that will be."

In some cases a full-time leave of absence can be a form of reasonable accommodation under the federal Americans with Disabilities Act (ADA), and employers need to consider this type of action in determining whether a qualified individual with a disability can be accommodated. That said, the federal Equal Employment Opportunity Commission (EEOC) has made clear that employers do not have to grant indefinite leave as a reasonable accommodation to employees with disabilities. Indeed, the EEOC has expressly stated that "[a]lthough employers may have to grant extended medical leave as a reasonable accommodation, they have no obligation to provide leave of indefinite duration. Granting indefinite leave, like frequent and unpredictable requests for leave, can impose an undue hardship on an employer's operations." See <https://www.eeoc.gov/facts/performance-conduct.html> and particularly question 21 (at example 38 the EEOC states that if an employee on leave "is unable to provide information on whether and when he could return to another job that he could perform," then "[t]he employer may terminate this worker because the ADA does not require the employer to provide indefinite leave.") Similar guidance is provided at question 44 at <https://www.eeoc.gov/policy/docs/accommodation.html> where the EEOC further states that "[p]roviding leave to an employee who is unable to provide a fixed date of return is a form of reasonable accommodation. However, if an employer is able to show that the lack of a fixed return date causes an undue hardship, then it can deny the leave. In certain circumstances, undue hardship will derive from the disruption to the operations of the entity that occurs because the employer can neither plan for the employee's return nor permanently fill the position. If an employee cannot provide a fixed date of return, and an employer determines that it can grant such leave at that time without causing undue hardship, the employer has the right to require, as part of the interactive process, that the employee provide periodic updates on his/her condition and possible date of return. After receiving these updates, employers may reevaluate whether continued leave constitutes an undue hardship."

Thus, if the employer is able to accommodate the subject employee with leave that lacks a fixed date of return, it should do so. If, however, an employee is unable to state whether or when he will ever be able to return to work (and assuming no fixed date is offered after his next therapy appointment) and accommodating would visit an undue hardship upon the employer, the EEOC supports an employer in terminating the employment relationship. If the latter situation is now upon the employer, as noted it can discharge the subject employee. In letting him go, the employer should remind the employee of its efforts to provide reasonable accommodation over the last few months, and be candid with him as to the employer's inability to do so moving forward without undue hardship, in view of the indefinite nature of the leave now needed.

The employer should, however, ensure that the employee knows that he remains eligible for (although not guaranteed) reemployment should his condition improve to the point that he is able to work again. If this occurs and he is interested in returning to the workplace, he can and should let the employer know of this situation and then the employer should consider him for positions that are then available and within his capabilities, if there are any. The employer is not required to establish a new job for this individual nor "bump" any current employees to create a vacancy for him if there is not an available position at the time the employee indicates he is interested and able to return to work. If there is such a position, of course the employer consider him for rehire, but even in this scenario the employer is not required to give the employee preference over other candidates, especially any who may be objectively more or better qualified for whatever position is then open. Indeed, the employer is entitled to hire the best qualified candidate for any available position, regardless of disability or prior-employment status. That said, as noted, at the time of separation, the employee should be apprised that he is at least eligible to apply for rehire (though again should not be promised or guaranteed an offer), rather than advising him that he will not be considered for reemployment in the future at all, which can be construed as an unlawfully discriminatory decision in itself and can subject the employer to a potential claim down the road.

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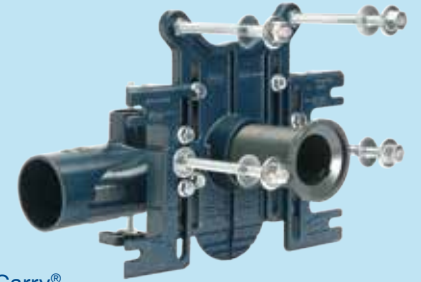
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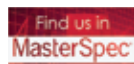
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Connor Co. has been family owned business since 1936, servicing and building relationships with companies in the Plumbing, HVAC, and Industrial PVF industries. Connor Co. has twenty-three locations that work together with vendors to provide the best products to our loyal customers. Our customers are the most valued asset to Connor Co. By staying committed to our motto **“Best Products...Best Prices...Best Service”** Connor Co. will continue to provide quality products and build customer relationships.



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BACKFLOW TRAINING

2017/2018 COURSE SCHEDULE*

2017

Thursday October 19, 2017
Tuesday November 14, 2017
Thursday December 14, 2017

2018

Tuesday January 9, 2018
Thursday January 25, 2018
Tuesday February 6, 2018
Thursday February 22, 2018
Tuesday March 6, 2018
Thursday March 15, 2018
Tuesday March 20, 2018
Thursday March 29, 2018
Tuesday April 3, 2018
Thursday April 12, 2018
Tuesday April 17, 2018
Thursday April 26, 2018

TIME: 5:00 pm to 9:00 pm

COST: \$85, dinner included.

LOCATION:

Test Gauge, Inc.
2587 Millennium Dr., Unit K2
Elgin, IL 60124

** Class schedule subject to change.
Please check our website for available classes.*



FIRE SPRINKLER BACKFLOW RETROFIT and BACKFLOW REPAIR

The goal of this 4 hour CEU class is to provide tips and information to Plumbers so that the backflow retrofit process is streamlined. During this class, we show you how to properly plan for the installation of a new backflow preventer on a fire sprinkler system, as well as backflow repair training. Items covered during this course include:

FIRE SPRINKLER RETROFIT

- Measurements needed of existing install.
- Hydraulic calculations.
- The permit process.
- Backflow preventer options/installation accessories available to make install more economical.

BACKFLOW REPAIR

- Backflow plumbing code.
- Repair & maintenance of backflow assemblies.



Register online @ testgauge.net/backflowtraining or scan the QR Code to complete your online registration.

VALID PLUMBERS LICENSE REQUIRED TO ATTEND THIS COURSE.



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