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# ILLINOIS MASTER PLUMBER

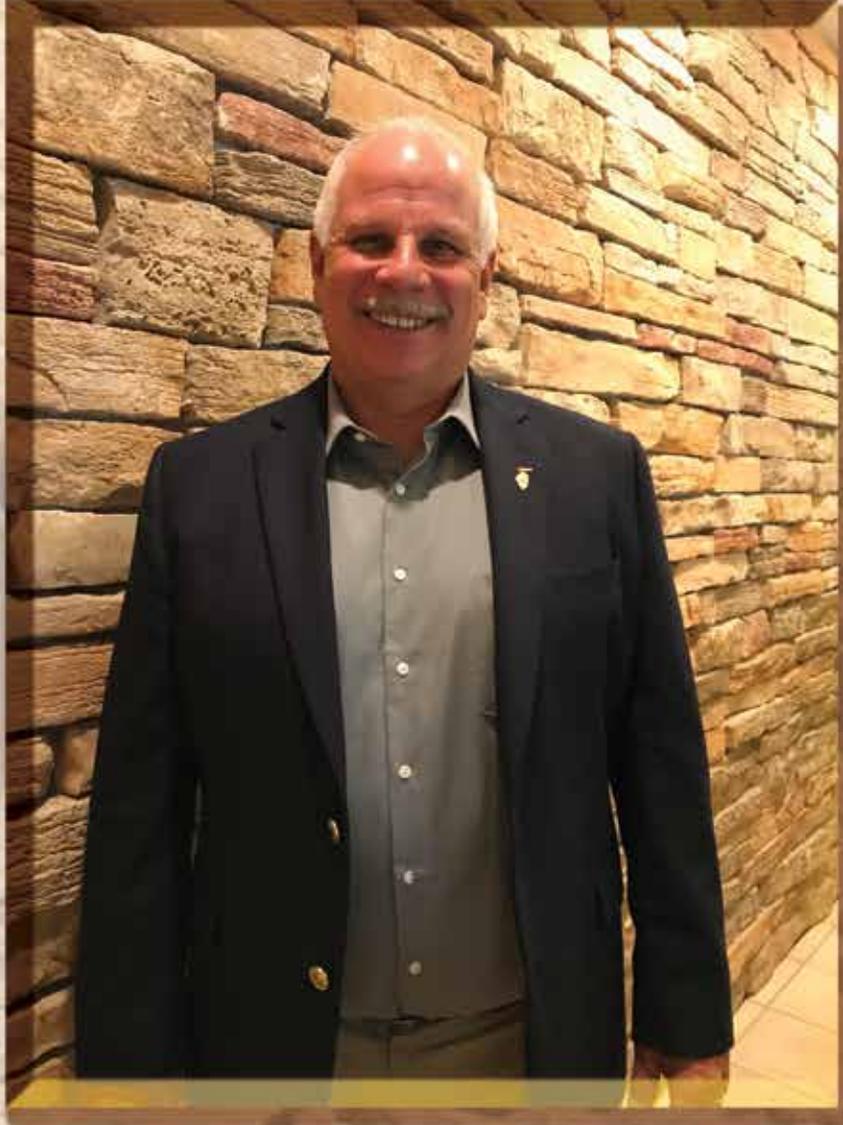
ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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Volume 104, No. 6

June 2018

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*Mike Ehret Elected Illinois PHCC President  
2018-19*

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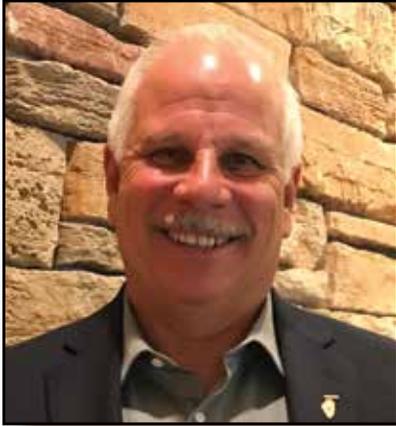
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# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

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## Hello,

I am glad for the opportunity to serve as your new President.

I, along with my brother Mark, are 4th generation owners of Ehret, Inc. My father, Grant, still works most days at 87. We now have 5th generation daughter and sons working for the company. Our family business has been involved in the PHCC since my great grandfather Stephen opened our doors in Belleville, IL in 1903, and we are a current member of the Great Southwest PHCC. I also serve as the plumbing inspector for Belleville and Fairview Heights.

Plumbing and HVAC are my passion. I also believe in promoting quality work in our field. One of the main reasons I became involved with the PHCC at the state level is to keep our industry moving forward in terms of education, compliancy, and technology. My hope is for better compliance by our counties and cities in enforcing existing plumbing codes and adopting either a county, or better yet, a statewide HVAC code.

In promoting our industry, with Bev and Shelly's help, we will be bringing an Illinois PHCC sponsored Expo and continuing education class to Southern Illinois on November 2nd, which will mirror the Expo & Educational Day in Oakbrook Terrace's offerings. We're hoping to increase participation by making it more affordable and accessible to a greater number of Illinois PHCC members. We need help recruiting and retaining members in the Illinois PHCC. Our state has many problems which in turn affect our companies. And for us to be heard and to accomplish our agenda and get our needs met, numbers count. Please help by talking to your fellow contractors about joining the PHCC.

Thanks for reading.

Until next month... **Mike**



---

# MIKE EHRET INSTALLED AS ILLINOIS PHCC PRESIDENT

---

Mike Ehret of Ehret, Inc. in Belleville, Illinois was elected President of the Illinois PHCC at the association's annual meeting on June 8th. President Ehret was installed by his father, Grant Ehret at the installation dinner held at the Doubletree Hotel in Collinsville. Other Illinois PHCC officers are Vice President, Brian Rich, G.A. Rich & Son, Inc., Deer Creek; Treasurer, John Matthews, X-Treme Mechanical, Inc., Champaign; Secretary, Jim Boos, Boos Enterprises, Inc., Effingham; and President Emeritus Jeff Brown, Pipeworks, Inc., Bloomington.

Following the installation and dinner, attendees bid for items during the Auxiliary's Silent Auction.



**Outgoing President Jeff Brown puts the President's pin on Mike Ehret.**



**President Mike Ehert being sworn into office by his father, Grant.**



**Jeff Brown receives his Past President's plaque and pin.**



# *Congratulations*

Michael S. Ehret

on his election as

President

of the

Illinois PHCC



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# ILLINOIS PHCC PAST PRESIDENTS MEET

The Illinois PHCC Past Presidents Club met on June 8th in Collinsville, Illinois to discuss business and initiate their newest member, Jeff Brown.



Pictured are (L-R): Steve Stimson, Erik Graybeal, Steve Jany, Jeff Brown, John Baethke, Jerry Rich, Tom Gent, Ed Kuhn, John McWilliams, and Terry McCarthy. 



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## PHCC MEMBER MILESTONES

During 2018 the Illinois PHCC will be celebrating its 125th anniversary. Over the course of the year we will highlighting firms who may also be celebrating (or have celebrated) milestones. Is your company 50, 75, or 100+ years old? How many generations have been involved? Are there other milestones or interesting facts that you would like to share about your firm or the industry? What about other industry related organizations that you have been involved with? Let us know and feel free to send pictures and articles that potentially may be used in an upcoming publication.



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# ILLINOIS PAST PRESIDENTS

*As we continue to celebrate our 125<sup>th</sup> anniversary and announce the new officers for the coming year, we thought it would be appropriate to list our past presidents.*

---

1893 \*Robert Loudon, Bloomington  
1894 \*John M. Simpson, Peoria  
1895-96 \*T.B. Davis, Rock Island  
1897 \*E.S. Gregory, Rockford  
1898 \*W.W. Murphy, Peoria  
1899-1900 \*John O'Neill, Jr. Peoria  
1901 \*John M. Dougherty, Ottawa  
1902-03 \*Charles J. Boyd, Chicago  
1904 \*E.J. Ryan, Danville  
1905 \*C.T. Byrne, Chicago  
1906-07 \*T.E. Walters, Aurora  
1908-09 \*William J. Lang, Chicago  
1910-11 \*Frank U. Patterson, Springfield  
1912-13 \*W.J. Hilliard, Elmhurst  
1914-15 \*John L. Robertson, Mason City  
1916-17 \*Bernard Gause, Jacksonville  
1918-19 \*C.D. Brownell, Champaign  
1920 \*E.J. Benning, Chicago  
1921 \*W.J. Johnston, Bloomington  
1922 \*John J. Cahill, Evanston  
1923 \*William Bergner, Granite City  
1924-25 \*Seward Best, Quincy  
1926 \*W.F. Hildeman, Chicago Heights  
1927 \*Charles D. Harris, Chicago  
1928 \*Dick Johnson, Champaign  
1929 \*Henry T. Strenger, Lake Forest  
1930 \*M.L. McKay, Rock Island  
1931 \*Fred R. Bailey, Rockford  
1932-33-34 \*Henry P. Reger, Chicago  
1935-36 \*J.A. Van Nattan, Springfield  
1937-38 \*Charles E. Gawne, Chicago  
1939-40 \*V.J. Killian, Winnetka  
1941-42 Joseph E. Doyle, Jacksonville  
1943-44 \*Merle J. Andrews, Springfield  
1945-46 \*Rupert J. Weber, Chicago  
1947-48 \*Alvin G. Fields, East St. Louis  
1949-50 \*C.D. Brownell, Jr., Champaign  
1951 \*Edward C. Rust, Belleville  
1952-53 \*Roscoe L. Wagner, St Charles  
1954-55 \*Arthur F. Weiskopf, Springfield  
1956-57 Arthur E. Neuf, Jr., Belleville  
1958-59 \*Ludwig H. Koepke, Chicago  
1960-61 \*Ernest A. Kraft, Murphysboro  
1962 \*William F. Wilson, Rock Island  
1963 \*Bert C. Young, Bellwood  
1964-65 \*George F. Connelly, Chicago  
1966-67 \*Robert J. Wagner, St. Charles  
1968 \*Roland E. Carlson, Rockford  
1969-70 \*James J. Tobin, Peoria

1971-72 \*Norman F. Weiskopf, Springfield  
1973 \*John Jehle, Alton  
1974 \*Luke Keefe, Chicago  
1975 \*John M. Giolitto, Rockford  
1976 \*Herman Epplin, Pinckneyville  
1977 Horst Kraus, Wheaton  
1978 \*L.E. Koetz, Zion  
1979 \*Leonard V. Stutz, Oak Park  
1980 \*William E. Rich, Normal  
1981 Joseph J. Davinroy, Freeburg  
1982 S. Jack Shull, Libertyville  
1983 \*James Brinkoetter, Decatur  
1984 \*Gerald W. Dauwalder, Aurora  
1985 John "Jack" Wagner, St. Charles  
1986 \*John B. Frye, Champaign  
1987 \*Fritz Yerkes, Algonquin  
1988 Tim Ceren, Woodridge  
1989 \*Mike Hertenstein, Mt. Vernon  
1990 John McWilliams, Champaign  
1991 Allan Stewart, Cary  
1992 William Flader, Evanston  
1993 \*Richard E. Kelly, Chicago  
1994 \*Tom DeClue, Sr., East Alton  
1995 Gerald A. Rich, Deer Creek  
1996 Don Ariano, Highland Park  
1997 William Dillon, St. Louis  
1998 Dwight Howton, Harrisburg  
1999 Robert Elbert, East Peoria  
2000 Edward Kuhn, Chicago  
2001 Steve Jany, Chester  
2002 George Curran, Mundelein  
2003 Bill Atkisson, Jr., Marion  
2004 Thomas Gent, Edwardsville  
2005 Charles Hicks, Graymont  
2006 Dan Mahoney, Highwood  
2007 Brian Rich, Deer Creek  
2008 Terry McCarthy, Chicago  
2009 John Baethke, Chicago  
2010 Paul Buddy, Aurora  
2011 Rob Page, Bloomington  
2012 Tammy Rich Stimson, Deer Creek  
2013 William Todd, Murphysboro  
2014 Steve Jany, Chester  
2015 Erik Graybeal, Bloomington  
2016 Steve Stimson, Deer Creek  
2017 Jeff Brown, Bloomington

**\*Deceased**

# CALENDAR OF EVENTS

**JULY 30, 2018**

IL Plumbing Code Advisory Council  
IDNR Building, State Fair Grounds  
Springfield, IL

**SEPTEMBER 21, 2018**

IL PHCC CEU Class  
John A. Logan College  
Carterville, IL

**SEPTEMBER 22, 2018**

IL PHCC CEU Class  
Vandalia, IL

**OCTOBER 5, 2018**

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

**OCTOBER 9 – 12, 2018**

PHCC National Convention  
Albuquerque, NM

**NOVEMBER 2, 2018**

IL PHCC Southern Illinois Expo & CEU Class  
Gateway Center,  
Collinsville, IL

**NOVEMBER 3, 2018**

IL PHCC & Auxiliary Board Meetings  
Doubletree Hotel  
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# PHCC NATIONAL LEGISLATIVE CONFERENCE FOCUSES ON PROTECTING THE FUTURE

During PHCC's Legislative Conference held May 22-23, 2018, more than 100 PHCC contractors; state and local chapter executives; and p-h-c industry partners delivered a unified message to members of Congress about ongoing challenges that will have a long-term impact on the p-h-c industry and the country.

During several events on Capitol Hill and meetings with Congressional members and their staff, PHCC members advocated for increased water system infrastructure spending, workforce development, and career and technical education, while thanking congressional members for recently passed tax reform. PHCC members expressed key support for workforce development through the Promoting Real Opportunity Success and Prosperity through Education Reform (PROSPER) Act and the reauthorization of the Water Infrastructure Finance and Innovation Act (WIFIA).

PHCC National President Laurie Crigler set the tone for the event prior to meetings on Capitol Hill. "Politics is NOT a spectator sport and your involvement is key to successful advocacy at all the levels...local, state and national. None of this works without you," she said. Crigler acknowledged several of PHCC's next generation in attendance, commending them for their interest and engagement during the event.

As usual, a highlight of this year's conference was the annual Congressional Reception at Rayburn House Office Building on Capitol Hill. Several members of Congress including Rep. Steve Chabot, Rep. Tom O'Halleran and Rep David Schweikert, attended the reception and spoke in favor of PHCC's support of WIFIA and the PROSPER Act.

At Wednesday morning's Congressional Breakfast,



**PCA Midwest contractors and Association staff on Capitol Hill from left: Kelly Castrogiovanni (Terry Plumbing/A Matrix Holdings LLC Co.); Brian Kennedy (Gehrett Plumbing); Dick Browning (Valley Fire Protection); Mike Kerrigan (F.J. Kerrigan Plumbing); S.J. Peters (PCA Midwest/Plumbing Council); Dan Yungerman (F.E. Moran); Rick Kuhn (R.J. Kuhn Plumbing); Matt Erickson (C.J. Erickson Plumbing); and Jeff Weiss (PCA Midwest/Plumbing Council). Not pictured but in attendance - Terry McCarthy (PHCC Zone 3 Director).**

guest speaker Rep. Jim Costa (D-CA) gave his insights into the president's infrastructure initiative, stating that "We've been living off the infrastructure investments of our parents and grandparents, and haven't been making the same investments (as they have)." Costa added that Congress will need to figure out how federal components can help fund infrastructure improvements, "and this can only happen in a bi-partisan fashion."

PHCC's next legislative event in 2018 will be an education session at CONNECT 2018, "Decoded: Legislative and Regulatory Rules and Regulations Solved!" during which PHCC Vice President of Legislative Affairs Mark Riso and Vice President of Regulatory Affairs Chuck White will explain the complex rules and regulations that keep contractors up at night. The next PHCC Legislative Conference is scheduled May 7-8, 2019, on Capitol Hill.



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# LEGISLATIVE UPDATE

By Bev Potts

The Spring Session of the Illinois General Assembly adjourned as scheduled on May 31st after completing a new state budget. Lawmakers will return to Springfield on November 13th for the Fall Veto Session. Bills listed as "Passed" in both chambers will now go to the Governor for his action. Work on some bills will continue over the summer and will most likely be addressed again in November. One such bill is SB 3080 dealing with lead in water.

## Plumbing/Piping/Trade Related Bills:

**SB 950 (P. Althoff)** Amends the Illinois Procurement Code; provides for executive agencies, CMS, and CDB to enter into guaranteed energy savings contracts. Requires contractors to reimburse the State for any shortfall of guaranteed energy savings projected. Re-referred to Senate Assignments.

**SB 2211 (D. Harmon)** Amends the Fire Sprinkler Contractor Licensing Act. Provides that: an individual who performs inspection and testing of fire sprinkler systems and control equipment must possess a photo ID card issued by the State Fire Marshal as proof of compliance with the Act; all inspections and testing of fire sprinkler systems and control equipment must be recorded on an inspection report issued by the State Fire Marshal; all fire sprinkler systems must be affixed with a pre-printed label bearing specified information that shall be purchased by the licensed contractor from the State Fire Marshal; a copy of the inspection report must be forwarded to the State Fire Marshal within 24 hours after completion of the inspection; the State Fire Marshal to establish a database of all persons involved in the inspection or testing of existing fire sprinkler systems or control equipment. On 3<sup>rd</sup> Reading in the Senate.

**SB 2596 (M. Sandoval)** Amends the Fire Sprinkler Contractor Licensing Act. Removes the exemption for residential fire systems from the Act. Provides: licensure requirements for fire pump testing contractors; a designated certified person; inspecting and testing fire sprinkler systems or fire pumps; renewal and CEU requirements

for contractor licenses. Re-referred to Senate Assignments.

**SB 2620 (C. Castro)** Amends the Capital Development Board Act to provide that the CDB shall maintain on its website links to all currently applicable State building codes. Requires State agencies that propose to adopt new building or construction requirements, or amendments, to report certain information to the CDB. **Passed in the Senate and the House.**

**SB 2942 (C. Rose)** Creates the Energy Performance Contracting Act. Requires each governmental unit to implement cost-effective conservation improvements and maintain efficient operation

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of its facilities in order to minimize energy consumption and related environmental impacts, and reduce operating cost. Includes water conserving plumbing fixtures and methods. Re-referred to Senate Assignments

**SB 3031 (C. Weaver)** Amends the Energy Efficient Building Act and the Green Buildings Act. Provides that the ICC’s International Energy Conservation Code, as adopted by the CDB, shall also apply to certain State facilities. Provides that new State-funded building construction and major renovations of existing State-owned facilities must be designed to achieve, at a minimum, the LEED Silver. **Passed in the Senate and the House.**

**SB 3080 (H. Steans)** Amends the Environmental Protection Act and others. Provides every community water system shall create a plan to remove all known lead service lines within 10 years from the completion of the plan. Requires IDPH to adopt rules for lead replacement that require an expedited timeline for high risk facilities and communities within 18 months. Creates the Statewide Advisory Council on Lead in Drinking Water and requires specified community water supplies to create water system advisory councils tasked with various duties related to lead in drinking water awareness. Made it to 3rd Reading in the Senate and now re-referred to Senate Assignments.

**SB 3198 (J. Mulroe)** Amends the School Code to provide that a duty of regional superintendents is to inspect the energy conservation measures of schools under the Code; in provisions concerning school energy conservation and savings measures, provides that qualified providers need to be licensed as required (reinforces that plumbing must be done by those licensed under the Illinois Plumbing License Law. Re-referred to Senate Assignments.

**HB 4247 (D. McSweeney)** Provides that a State agency shall not expend public funds to rent or pay for access to physical space for booths,

hospitality suites, or other physical space at a convention or gathering of personnel. Re-referred to House Rules.

**HB 5044 ( M. Unes)** Amends the Environmental Protection Act and others. Provides every community water system shall create a plan to remove all known lead service lines within 10 years from the completion of the plan. Requires IDPH to adopt rules for lead replacement that require an expedited timeline for high risk facilities and communities within 18 months. Creates the Statewide Advisory Council on Lead in Drinking Water and requires specified



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community water supplies to create water system advisory councils tasked with various duties related to lead in drinking water awareness. Referred to House Rules.

**HB 5740 (L. Parkhurst)** Creates the Jobs Creation Task Force, consisting of 8 members. Provides that the Task Force shall review each regulated occupation (regulated by the Dept. of Financial & Professional Regulation) every 5 years; shall review any proposal to license a new occupation. Provides that the Task Force shall seek and consider public input when considering any reports recommending the elimination of a license or a change to a regulated occupation. Re-referred to House Rules.

**HB 5810 (F. Hurley)** Amends the Building Code Violation Notice Posting Act to provide that a police officer or firefighter who, while in the performance of his or her duties, believes that a building or structure may be an unsafe structure shall immediately notify the designated building official. Other provisions. Referred to House Rules.

**Other Construction/Business Related Bills:**

**HB 4268 (A. Thapedi)** Amends the Home Repair and Remodeling Act by changing language in the home repair consumer rights brochure informing consumers of their right to obtain a sworn statement from their contractor listing subcontractors and amounts paid or due to them. Other provisions related to contractors and payment to subs. **Passed the House and the Senate.**

**HB 4324 (E. Welch)** Creates the Wage Lien Act. Provides that a lien exists on an employer’s property for the amount of unpaid wages owed to an employee. Includes provisions concerning exemptions; enforcement; other claims; successor obligations; and construction. Passed in the House and in the Senate; but the House did not concur with the amendment added in the Senate.

Re-referred to House Rules.

**HB 4363 (S. Wojcicki Jimenez)** Amends the Business Enterprise for Minorities, Females, and Persons with Disabilities Act. Provides that any contractor awarded a contract under the Act shall be required to make periodic reports to the contracting State agency on all expenditures made to achieve compliance. Allows a contracting State agency to have access to a contractor’s books and records for compliance purposes. Re-referred to House Rules.

**HB 4513 (M. Conyears-Ervin)** Amends the Illinois Procurement Code to provide that any project under a construction contract shall require at least 10% of man-hours be performed by individuals who reside in areas of poverty. Passed in the House and is in Senate Assignments.

**SB 2279 (L. Murphy)** Amends the Illinois Procurement Code. Provides that the State of Illinois shall not enter into a contract if there is not an appropriation for the funding of the contract. Re-referred to Senate Assignments.

**SB 2621 (J. Mulroe)** Amends the Mechanics Lien Act to provide that a subcontractor shall, within 90 days after the completion of the work under the contractor’s contract with the owner, (rather than 90 days of the sub’s last date of furnishing labor/material) serve a notice of lien. Re-referred to Senate Assignments.

**SB 3052 (J. Mulroe)** This bill is an initiative of IMSCA and amends the Contractor Prompt Payment Act to prohibit the withholding of a retainage from progress payments or final payments in excess of 5%. The bill was amended to say that retainage may be withheld at a rate of 10%, but once a construction project is 50% completed, retainage must be reduced to 5%. **Passed in the Senate and in the House.**

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



# IMSCA LOBBY DAY 2018

Adding a collective political voice on various construction related issues, over 50 plumbing, mechanical, electrical, sheet metal, bricklaying and decorating signatory contractors and industry executives participated in the Illinois Mechanical Specialty Contractors Association (IMSCA) annual Lobby Day on April 24, 2018 in Springfield, Illinois. The PHCC/PCA delegation included several PCA Midwest contractors including Board members John Baethke (John Baethke & Son Plumbing, Inc.), Kelly Castrogiovanni (Terry Plumbing/A Matrix Holdings LLC); Rick Kuhn (R.J. Kuhn Plumbing, Heating and Cooling, Inc.); and Tammy Rich-Stimson (G.A. Rich & Sons, Inc.). Also joining them in Springfield were PCA Midwest/Plumbing Council Executive Director S.J. Peters; PCA Midwest/Plumbing Council Communications and Public Affairs Director Jeff Weiss; and CISCO Executive Director Dan Allen. The day's activities began at the Springfield State House Inn with an IMSCA Board meeting; an update on Prevailing Wage legislation by CISCO Director Dan Allen; and a lunch sponsored by the Finishing Contractors Association of Illinois. IMSCA Executive Director Jessica Newbold and General Counsel Jim Rohlfing left the meeting for a period of time to testify on Senate Bill 3052, which they helped draft to amend the Contractor Prompt Payment Act to reduce retention on private, commercial construction projects down to 5% when a construction project is 50% complete. Despite continual opposition over the years from the Illinois Bankers' Association and Illinois Association of Realtors, the IMSCA sponsored legislation passed out of the Senate and advanced to the House, bringing it one step closer to helping ease our industry contractors' cash flow burdens and encouraging new development projects in Illinois. Contractors spent a large portion of their

lobbying efforts this year discussing the need to pass retainage reform with their individual state Senators and Representatives. Other bills of interest that they distributed to legislative offices included opposition to House Bill 4513 which mandates that construction contracts require at least 10% of the man-hours performing construction services be by individuals who reside in "areas of poverty," and opposition to House Bill 5593 which would expand the use of the design build delivery model to local school districts. For more information about IMSCA, visit [www.imsca.org](http://www.imsca.org).



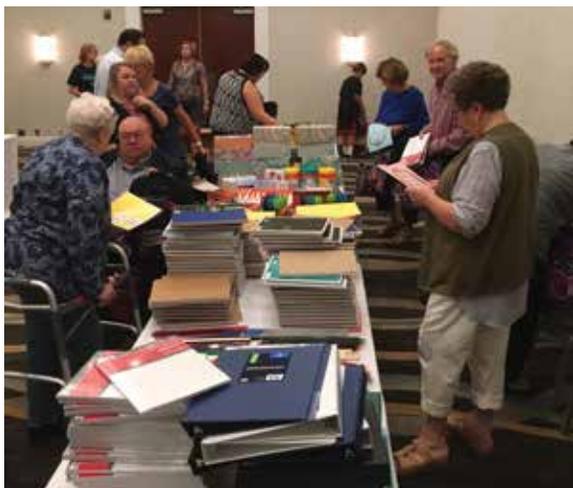
**From left: Tony Adolfs (Executive Vice President, SMACNA Greater Chicago), Rick Kuhn (R.J. Kuhn Plumbing, Heating & Cooling, Inc.); Kelly Castrogiovanni (Terry Plumbing/A Matrix Holdings, LLC); John Baethke (John Baethke & Son Plumbing, Inc.); S.J. Peters (Executive Director, PCA Midwest/Plumbing Council); Tammy Rich-Stimson (G.A. Rich & Sons, Inc.); and Dan Allen (Executive Director, CISCO).**

Article & Photo courtesy of PCA Midwest.



# ILLINOIS PHCC AUXILIARY 2018 SERVICE PROJECT

The Illinois PHCC Auxiliary's annual service project was held at the Collinsville Doubletree Hotel on June 8th with the benefactor being One Hope United. One Hope works with at-risk kids with adoption services, family support, residential care, behavior health, and foster care. Their mission is For Every Child and Family, Life Without Limits. Their biggest need (and the one that they have the hardest time filling) is back to school supplies. In Madison County they serve 300+ kids a year



in their programs ages 5-18. In order to help One Hope with this need, the Auxiliary held a **“backpack stuffing party”** at the hotel. For the two months prior to the event, Auxiliary members solicited their members, contractors, and local associations for donations of school supplies from a listed that was provided. Cash donations that were received were used to purchase additional supplies. Auxiliary and PHCC members, their kids, and other volunteers loaded school supplies into 72 new backpacks that will be delivered to clients of One Hope.

This year's project was chaired by Janice Graybeal who did an outstanding job working with One Hope, getting supplies, and organizing the “packing party”

In their past service projects, the Illinois Auxiliary has helped deployed military members, senior citizens, the Center for Prevention of Abuse, the children of St. Jude Children's Hospital, Central Illinois Riding Therapy, Midwest Food Bank, Project Linus, the Dream Center, and the afterschool program for at risk youth at the Unity Center. 



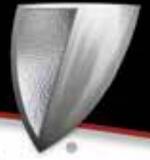
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## The Temperature is Rising

This is the time of year we look forward to warmer temperatures, and the sun responds with heating up our day. Those who were laid off for the winter look forward to getting back to work. In other areas, the jackets come off and they enjoy a warmer day. Eventually it gets hot and humid, and that is when it can become dangerous. In 2016 alone, 39 workers died and 3,310 were injured from environmental heat exposure.<sup>1</sup>

### The dangers of heat

Preparing for and handling working in heat and humidity can provide protection from potentially deadly conditions. Your body is designed to cool itself and normally does a good job. But, if you're exposed to extreme heat for too long, sweat a lot and don't rehydrate, your cooling system may fail. If that happens, watch out! A heat-related illness can start slowly—you may not even realize it's happening—but it can quickly get worse if it's not treated.

### Heat-related illnesses and warning signs<sup>2</sup>

- Basically, **heat cramps** are Charley horses and can be an early warning sign of heat-related illness.
- **Heat exhaustion** symptoms include increased body temperature (as high as 104°F) and cold, clammy skin. Untreated, it can lead to heatstroke.
- **Heatstroke** is life-threatening and can cause brain damage, organ failure, or even death. Body temperature goes over 104°F. The victim may stop sweating even though his/her skin may be hot, and could also become confused or irritable. Medical attention is critical.

Major warning signs of heat-related illness include:

- Muscle cramps
- Nausea or vomiting
- Weakness
- Headache
- Dizziness/feeling light-headed
- Confusion

### Avoiding the dangers of too much heat

Not everyone reacts to too much heat exposure the same way nor experiences all the classic symptoms of heat-related illness. If your employees ever work in hot conditions, they should know the related risks and preventive measures so they can protect themselves. Practicing basic precautions can help make working in hot weather more bearable and less dangerous.

- Pace yourself when working in the heat—don't overdo it.
- Hydrate with plenty of water or sports drinks, but no alcohol or caffeine.
- Dress appropriately—light-colored, lightweight, loose fitting clothing, including a wide-brimmed hat, if possible.
- Stay out of the midday sun whenever possible. Do the harder work during the cooler parts of the day. Take breaks in the shade.
- Wear sunscreen. A sunburn makes it harder for your body to cool itself.
- Certain medical conditions or medications can make you more vulnerable to over-heating.
- Keep an eye on co-workers. If someone is showing any of the symptoms of heat illness, notify your supervisor immediately.

For more information on environment heat exposure, contact the [Risk Management Resource Center](#) or your [local Federated representative](#).

<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics; <https://data.bls.gov/gqt/InitialPage>. Accessed 4/11/2018

<sup>2</sup> For more thorough information on topics in this article, visit the Mayo Clinic website; <http://www.mayoclinic.org/healthy-lifestyle/fitness/in-depth/exercise/art-20048167?pg=1>.

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# IT'S YOUR LIFE

## Leveraging the New Flat 21% Tax Bracket for C-Corporations

Tax rates for C-Corporations are at an all-time low. Since the tax tide frequently changes, now might be a good opportunity to take advantage of these lower tax rates before they go back up.

Previously, C-Corporations were taxed at up to 39% (federal). Some C-Corporations may have moved this higher taxed income into lower individual tax brackets by increasing the owners' salaries, paying bonuses and paying higher rent on personally owned business real estate.

Now, the C-Corporation is in a 21% bracket no matter how much income it generates. The employee/shareholders, however, could be in a personal federal tax bracket as high as 40.8%. A bonus could lead to higher overall tax.

### Cross-Purchase Funding

Life insurance funding for a cross-purchase buy-sell agreement has traditionally been done with bonuses paid to the shareholders. This may no longer be advised. In addition to higher individual tax rates, the bonus may be subject to FICA and other employment taxes that both the business and employee must pay.

Consider a dividend instead of the bonus. While a dividend is not tax deductible to the business, the shareholder is taxed at between 0% and 20% (depending on other income), rather than at his or her marginal tax rate. Additionally, there are no FICA or other payroll taxes on dividends. The dividend's "double taxation" (once at the corporate level and again at the shareholder level) maybe less than the taxation of a bonus.

### Accumulated Earning Tax

Businesses have tended to accumulate earnings inside the company in an effort to avoid the double taxation of a dividend to the shareholders. Now might be the time to pay out some of the accumulated earnings while corporate tax rates are low and dividends are taxed at a favorable rate.

### Split Dollar Life Insurance

If a C-Corporation shareholder needs personal life insurance, consider an endorsement split dollar arrangement. Premiums on a company-owned policy are paid with corporate after-tax (21%) dollars and the cash accumulation in these policies can be used to fund a non-qualified retirement plan or other benefit plan for the owners. The plan can also provide some or all of the death benefit to the owner's beneficiary income tax free.

Recent changes in the tax law bring a wide range of both questions and opportunities for business owners. Talk to your attorney and/or CPA for information about how the new corporate tax rate might impact you and your business based on your individual situation.

\* All products and services may not be available in all states

This article is for general information and risk prevention recommendations only and should not be considered legal, coverage, financial, tax, or medical advice. The information may be subject to regulations and restrictions in your state. There is no guarantee following these recommendations will help reduce or eliminate losses. The information is accurate as of its publication date and is subject to change. Qualified counsel should be sought regarding questions specific to your circumstances. All rights reserved.



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# OSHA'S NATIONAL FOCUS ON PREVENTING TRENCHING FATALITIES INCLUDES WORKSHOP AND SAFETY STAND-DOWN

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As a result of a rise in preventable trench-related fatalities, such as the tragic incident in Alabama, OSHA has made trench safety an agency priority. Outreach efforts include Alliances with industry groups and other activities:

- OSHA is joining the National Utility Contractor Association in a Trench Safety Stand-Down June 18-23. The week-long event will focus on trench and excavation hazards and reinforce the importance of using trench protective systems to keep workers safe.

- OSHA also recently partnered with the Ohio Bureau of Workers' Compensation, Allied Construction Industries, and Turner Construction to host a trench safety workshop in Cincinnati. The workshop followed a recent fatal trench injury in Ohio, and aimed to help prevent future fatalities, particularly in smaller residential construction operations.

For more on protecting workers in trenches, see OSHA's Trenching and Excavation webpage.



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# EXECUTIVE DIRECTORS SPEAK AT IPIA ANNUAL CONFERENCE

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The Illinois Plumbing Inspectors Association (IPIA) held its 21st Annual “Continuing Education Program” on May 11, 2018 at the Medinah Shrine Center in Addison. Among the invited speakers were PCA Midwest & Plumbing Council Executive Director S.J. Peters who provided an overview of their Association and Industry Fund, and Illinois PHCC State Chapter Executive Director Bev Potts who provided legislative, regulatory and Plumbing Code Advisory Board updates to the large number of attendees. The event (which was also attended by Barb Bigelow of the PCA staff) featured 6 hours of IDPH course credit, a table-top trade show, and a variety of additional sessions.

Peters explained the numerous services and benefits that the PCA/Plumbing Council provides to its affiliated contractors (including our online Code Book available only to affiliated contractors) and the customer referral program; explained the structure and key role our organizations play in the industry; provided a brief history of the PCA; and furnished information about the collective bargaining agreement and the negotiations process, the Trust Funds, and other aspects of their working relationship with Plumbers Local 130. Thank you to the IPIA and David Dertz for extending the invitation to speak at this annual event.

**Photo top left: From left: IPIA Charter Chapter President Dan Macias; IL PHCC Executive Director Bev Potts; PCA Midwest & Plumbing Council Executive Director S.J. Peters; IPIA Kankakee Chapter President William McNeeley; and IPIA Tri-County Chapter President David Dertz.**



Article & Photo courtesy of PCA Midwest.





Illinois Association of Plumbing-Heating-Cooling Contractors

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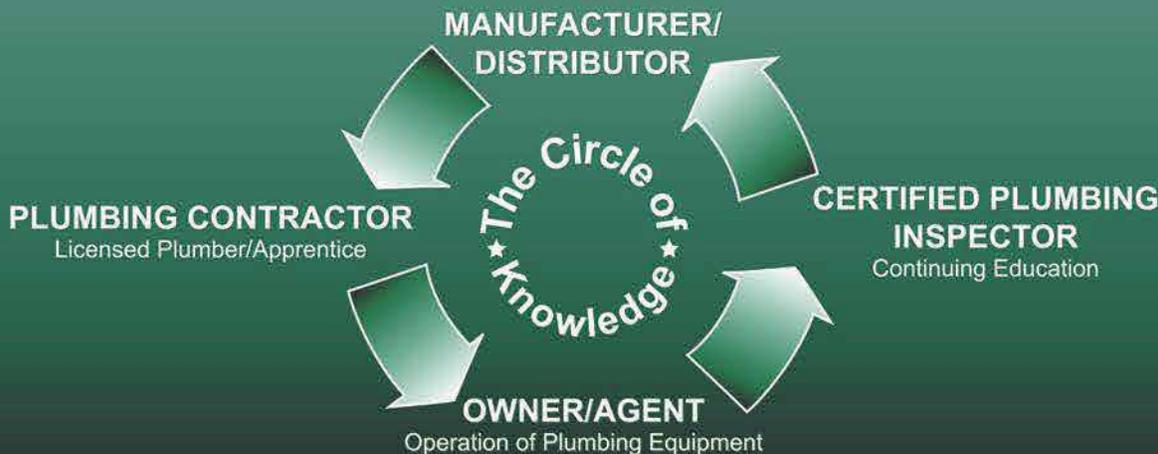
**who participated in the May 11, 2018  
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**Speakers & IPIA  
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- SJ Peters (PCA)
- Pete Prehn (IDPH)
- Scott Hamilton (ASSE)

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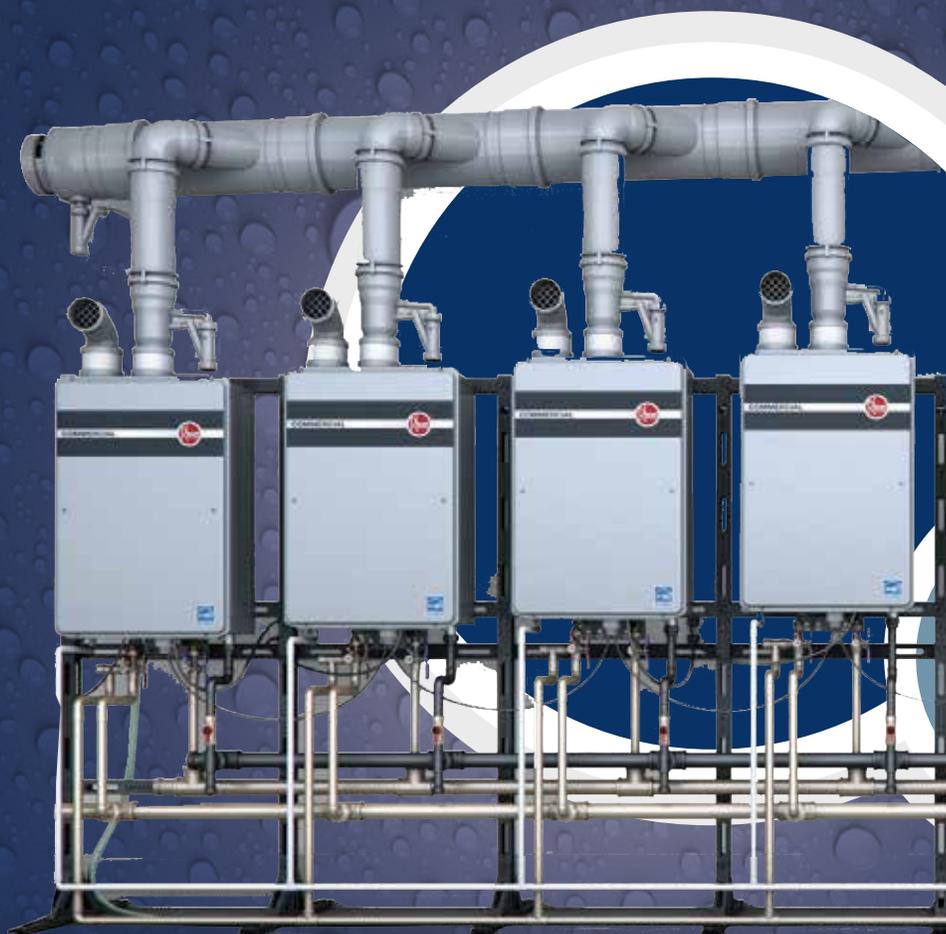
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