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# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

As we move into the month of November, we give thanks to those who deserve it.

The veterans – who devote their careers and lives so that we can have our freedom and country.

The two people that run Illinois PHCC, Bev & Shelly. I have realized just how easy they make my job. Most everyone, and that's including myself until lately, do not have any clue to what they do for us as an association.

To my family, especially my dad (also a veteran) who allowed me to pick this profession and then pass on our family company.

To all those who came before us in this profession, including my dad who continuously pushed for the plumbing code, inspections, state association, etc., all of which keeps this a strong profession.


And finally to all those coming up the ranks behind us that will have to continue building upon what those who came before us have done. Hopefully they continue working to improve our profession and keep us moving into the future.

Thanks for reading. Until next time...

**Mike**  


## NEW ILLINOIS ACCESSIBILITY CODE

The new Illinois Accessibility Code (71 Ill. Adm. Code 400) was accepted at the October 16, 2018 Joint Committee on Administrative Rules. It is effective immediately and can be viewed and/or printed at <https://www2.illinois.gov/cdb/announcements/2018/Documents/Register%20Page.pdf>. A reformatted and more user friendly version of the Code will be published on CDB's website in the near future.

The purpose of this Illinois Accessibility Code is to implement the Environmental Barriers Act (EBA) [410 ILCS 25]. This Code is intended to establish minimum scoping and technical design requirements to ensure that the built environment in the State of Illinois is designed, constructed, and altered to be accessible to and usable by all, including individuals with disabilities. It is also intended to resolve areas of difference between federal accessible design standards such as the Americans With Disabilities Act (ADA), standards for accessible design (28 CFR 36 (2010) and the Code. The drafters of this Code compared and primarily adopted the stricter of State or federal accessible design standards to provide the greatest access throughout the State. 



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# IN MEMORY

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**Robert F. “Bobby” Melko**, 62, owner of Bishop Plumbing & Heating in Des Plaines passed away October 9, 2018. He was a long time member of PHCC, PCA Midwest, and UAC. Bob served as PCA President (2004-05) and Plumbing Council Chairman (2013-16). He also served as past Co-Chair of the Plumbers Local 130 J.A.C.; UA International Training Fund (ITF) Trustee; UAC Chairman (Union Affiliated Contractors of the National PHCC); PAMCANI Board member; PCA Labor Relations Chairman; and World Plumbing Conference Chairman. As lead instructor for over a decade for the Advanced Plumbing Service Class (Ann Arbor), as a J.A.C. night school instructor, and as a traveling teacher of plumbing service best practices on behalf of the UA for numerous locals and contractors’ associations across the U.S. & Canada, education was Bob’s passion. An Eagle Scout, Bob’s vision of inviting the best and brightest to our industry led to the “Labor & Scouting” endeavor, which honored (former) UA General President Bill Hite in 2015. Bob’s love of dogs helped hundreds of rescues find welcoming homes through Bishop’s “Plumbers for Puppies” program, and his charitable contributions were many but always done quietly.

Visitation was held Sunday, October 14th at Oehler Funeral Home in Des Plaines, with the funeral service held on Monday, October 15th, also at the funeral home. In lieu of flowers, the family asked that donations be made to St. Jude Children’s Research Hospital or PAWS Chicago.

**The Illinois PHCC extends its sympathy to the Melko family.**

**Bob will be greatly missed by the plumbing industry and his many friends.**



## CALENDAR OF EVENTS

**NOVEMBER 2, 2018**

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

**NOVEMBER 3, 2018**

IL PHCC & Auxiliary Board Meetings  
Doubletree Hotel  
Collinsville, IL

**JANUARY 11, 2019**

Illinois PHCC CEU Class  
Heartland Community College  
Normal, IL

**FEBRUARY 22, 2019**

Illinois PHCC CEU Class  
Heartland Community College  
Normal, IL

**MARCH 21, 2019**

Illinois PHCC Annual Meeting/Dinner  
Hilton Suites Hotel  
Oakbrook Terrace, IL

**MARCH 22, 2019**

Illinois PHCC Expo  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 23, 2019**

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



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Helping its members close more sales and grow their businesses, the Plumbing-Heating-Cooling Contractors National Association (PHCC) has partnered with the GreenSky® Loan Program, a leader in home improvement financing. As a new PHCC Preferred Service Provider, GreenSky gives PHCC members the opportunity to offer their customers flexible financing plans, such as no down payment/no interest promotions, as well as deferred interest, low interest and fixed payment options.\*

“This is an exciting new member benefit for our PHCC contractors,” says PHCC Past President Laurie Crigler. “Not only is it a way for our members to improve their cash flow, but it helps them win more (and larger!) contracts and gain the competitive edge in their respective marketplaces.”

Using GreenSky’s competitive loan program and its technology platform, PHCC members can leverage a mobile app to help their customers get approved in a loan process that is paperless, fast, easy and secure. Credit limits for qualified borrowers extend up to \$55,000; credit decisions can be delivered within seconds; and payments can be accepted as fast as the day the customer is approved.

“Offering customers flexible financing options gives them the buying power to afford larger projects. For the PHCC member, that means increasing their close rates and their average order size” says Matthew Lucchese of GreenSky.

GreenSky is PHCC’s newest Preferred Service Provider, providing the association’s plumbing and HVACR contractors with exclusive member discounts on some of their biggest business expenses.

To learn more information and get started with the GreenSky program, PHCC contractors may visit [greensky.com/sponsor/phcc](http://greensky.com/sponsor/phcc).



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## 2018-2019 Continuing Education for Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 21, 2018 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 22, 2018 – 8:00 am-12:00 pm	Holiday Inn Express, Vandalia, IL	\$50.00
<input type="checkbox"/> **October 5, 2018 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **November 2, 2018 – 9:00 pm-1:00 pm	Gateway Center, Collinsville, IL	\$35.00

**No Walkins – No Exceptions for the November 2 class - All Registrations for the November 2 class must be received before October 19, 2018**

<input type="checkbox"/> **January 11, 2019 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 22, 2019 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 22, 2019 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

**No Walkins – No Exceptions. All Registrations for the March 22 class must be received before March 1, 2019**

<input type="checkbox"/> **April 5, 2019 – 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00
<input type="checkbox"/> **April 12, 2019 - 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 \$ \_\_\_\_\_**

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Course # 750-002-C1 & 750-006-C1  
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### IMPORTANT:

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

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





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- Controls 1 or 2 pumps (alternating or at the same time)

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### The Sensor

- Senses water based on pressure using solid-state technology with no moving parts to fail
- Leak resistant and extremely durable
- Multiple stainless steel screws supply optimal pressure ensuring superior sealing properties
- Rated for use in both sump and sewage applications

**Questions?**

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## ILLINOIS DELEGATION AT CONNECT 2018

Several PCA Midwest and Illinois PHCC contractors and Association staff attended the 2018 PHCC Conference at the Albuquerque Convention Center in New Mexico from October 10-12th. The annual event featured informative educational sessions, an industry product show, apprenticeship contest, and several annual business group meetings including the Union Affiliated Contractors (UAC) Trustee Meeting. Attendees also

had the opportunity to view the International Balloon Fiesta. The next PHCC Conference will be held at the Westin Hotel in Indianapolis, Indiana from October 2-4, 2019. Be on the lookout for registration dates and more information in future issues of the Illinois Master Plumber magazine, PCA Midwest and Plumbing Council Midwest "Weekly Workflow" and "At Work" newsletter, and PHCC Online.



from left: PHCC Executive V.P. Michael Copp; PCA/Plumbing Council Executive Director S.J. Peters; IL PHCC Executive Director Bev Potts; IL PHCC Auxiliary Treasurer Becky Davis; PHCC Zone 3 Director Terry McCarthy; past PHCC National Secretary and past IL PHCC President John McWilliams; PHCC President Laurie Crigler; IL PHCC Auxiliary V.P. Gail McWilliams; PCA Midwest member contractors Paul Sr. and Paul Jr. Buddy (Cannonball Mechanical/Paul L. Buddy Plumbing & Heating); and PCA/Plumbing Council Communications/Public Affairs Director Jeff Weiss.



*Photo and article courtesy of the PCA Midwest.*



## ILLINOIS AUXILIARY RECEIVES TWO ROBERT M. COX HUMANITARIAN AWARDS

The prestigious Robert M. Cox Humanitarian Awards, sponsored by InSinkErator, recognize outstanding efforts by a state or local Auxiliary in two categories: image and recruitment. Judging is based on the impact an auxiliary has made on the p-h-c industry or local community, joint cooperation between Auxiliary and contractor association, and the description of the implementation of the activity and results achieved. First and second prizes each receive a monetary award. The 2018 awards were announced during the InSinkErator sponsored Awards Luncheon at Connect '18 on October 12th in Albuquerque, New Mexico.

### Auxiliary Robert M. Cox Humanitarian Awards

- Image 1st Place – PHCC Auxiliary of Illinois and PHCC Auxiliary of Lincoln
- Image 2nd Place – PHCC Auxiliary of Delaware and PHCC Auxiliary of Nebraska
- Recruitment 1st Place – PHCC Auxiliary of Illinois
- Recruitment 2nd Place – PHCC Auxiliary of Delaware

Congratulations to the Illinois Auxiliary on these very deserving awards.



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# HIGHLIGHTS FROM CONNECT 2018

To succeed in this quickly changing industry, contractors need to take important steps now to prepare for what – and who – is ahead. That was a key message conveyed during the two keynote presentations and more than 20 education sessions offered at CONNECT 2018, Oct. 10-12, in Albuquerque, New Mexico, where nearly 740 PHCC attendees collaborated with professionals from both the Refrigeration Service Engineers Society (RSES) and the Radiant Professionals Alliance.

In video conferenced remarks during the Opening Breakfast sponsored by Bradford White, President and CEO Bruce Carnevale said, “I see your jobs as installers as secure; I don’t see this going away.” The changes, he added, are occurring “in between” (how the product gets from the manufacturer to the consumer), citing trends in ecommerce and IoT. “Let’s be smart; let’s evolve and take advantage of these opportunities.”

That set the stage for CONNECT’s numerous presentations and meetings on how attendees can *work smarter* to take their businesses to new heights.

## How to Stay Ahead of the Curve

During a keynote address sponsored by Kohler Co., economist Connor Lokar encouraged business owners to carefully review their business data, as well as industry leading indicators at the company level, to determine their current business cycle and to detect any significant changes. “Think of this as a trip to the doctor’s office,” he said. Lokar advised contractors to pay special attention to any continuing trends of slow growth. “Then you’ll know whether you can accelerate or hunker down, looking at debt position, hiring and adjusting to a slowing down economy.”

The economist predicted the remainder of this year should be good, although “mild headwinds are coming your way; we’re already seeing a decline in single-home housing, which will then go to commercial.” He added, “I am not saying you are going to stop growing next year

... you just won’t grow as quickly as 2016 and 2017. You need to set your budget planning accordingly.”

For lighter commercial work, Lokar anticipated that 2019 will be an excellent year. In fact, he recommended that contractors in the single-family home market consider targeting new commercial projects in 2019 as a way to offset declines in single-family home construction.

Looking ahead, Lokar predicted a big recession will occur in 2030. He also forecasts that “the fight for talent is not going to go away,” which will have huge implications for family businesses. And with families in the future expected to face rising expenses related to increased health care costs, higher interest payments and the expected depletion of Social Security funds, he offered this advice for parents to offer their kids:

- Live Below Your Means
- Learn a Second Language
- Each Household Should Have Multiple or Diverse Income Streams
- Choose Career(s) Oriented Toward the “Opportunities”
- Pay Off as Much Debt as Possible by 2030
- Be Ready to Buy at the Price Cycle Low in the Depression
- Be Self-Reliant

## You Only Get Out What You Put In (YOGOWYPI)

In an address on how to engage the emerging workforce, keynoter Eric Chester said, “We get frustrated on a daily basis” when it comes to finding “the people we need in our business.” To help attract these critical resources, Chester, a Hall of Fame speaker and author, encouraged attendees to identify their “sweet spot,” or the ideal qualities a candidate

## HIGHLIGHTS FROM CONNECT 2018

CONTINUED

should have to fit in and be happy with their company. “Maybe you know, but let your employees and customers know,” he said. Armed with that targeted profile, you can start “hunting” friends, employees, schools, social media, etc.

“We need to know people who are career/tech educators,” he said. “Find students who like working with their hands. Tap into the talent.”

Chester also encouraged attendees to create a culture where people want to stay. “The only way to attract and retain great techs is to offer a culture that other employers who want those same great techs cannot match,” he said of his YOGOWYPI theory – You Only Get Out What You Put In.

He also stressed that today’s employees need validation of the company’s values and of the importance of their contributions to the business. “You need to let new people in your company know the why, not the what,” he said. “Make people know they do/did something bigger than themselves.”

Finally, how do you get employees “on fire” at work? Chester said it is important to inspire people through compensation, alignment, communication and goals.

### Pillars of Success

Geared specifically for service and repair contractors, Quality Service Contractors (QSC) delivered their own full-day Strategic Planning Workshop – Pillars of Success – followed by two more days of targeted Solutions Labs in this year’s new Service Contractor Center and a Service Contractor Solutions Pavilion at the Product & Technology Showcase.

In the opening session, author and entrepreneur Mike Michalowicz shared a strategy he calls “The Pumpkin Plan,” inspired by the approach of a local farmer who dedicated his life to growing giant pumpkins. Michalowicz encouraged CONNECT attendees to plant the right seeds:

- **Identify** what your company does better than anyone

else in your market, then focus all your time, energy and money on growing in this area;

- **Weed out clients** that don’t fit your needs and then focus on those that appreciate your value proposition and provide the best growth opportunities;

- **Nurture** – discover unfulfilled needs of those clients, innovate and over deliver on promises to your best customers.

Michalowicz left the audience with three questions to help them build their strategy: 1) What does your company do really well? 2) What is wrong or missing from the industry in which you operate? 3) Where do your best customers hang out? In the end his message was clear: Stay focused.

Following the Pumpkin Plan presentation, QSC business coaches led participants on a strategic planning journey identifying concepts, tools and questions essential to this creative process. Starting with having the right strategic mindset, the day progressed through topics like examining the environment in which your business resides, establishing a detailed playing field, strategic positioning, goals and objectives, measuring success and keeping score as well as business and human capital key performance indicators. The day ended with a treasure chest filled with tools to execute the strategic plan with success. After all, strategy without execution is just a dream.

Throughout the rest of the event, QSC presented four additional sessions on getting the best ROI on your trucks, onboarding processes for new team members, keys to finding hidden profits and identifying your BEST customers. For additional information on QSC or the business coaching services we offer, please contact [qsc@naphcc.org](mailto:qsc@naphcc.org).

### Honoring the Best

CONNECT also was an opportunity to honor and celebrate the accomplishments of the people who went above and beyond this year to leverage the power of PHCC.



## HIGHLIGHTS FROM CONNECT 2018

CONTINUED

Of particular note, Charles B. Gans of Charles B. Gans Plumbing and Heating, Inc., in Havertown, Pennsylvania, took home PHCC's prestigious Col. George D. Scott Award.

Also, PHCC named Bradford White's popular Nick Giuffre as a PHCC Honorary Member. Giuffre, who retired from day-to-day activities as chief executive officer on July 31, 2018, received a standing ovation following a farewell address to the crowd during the Bradford White Breakfast.

Visit [www.phccweb.org/news](http://www.phccweb.org/news) for a full list of this year's award recipients, representing the very best contractors, apprentices, Auxiliary members, association executives and students in our industry today.

Among those are the winners of PHCC's popular Plumbing and HVAC Apprentice Contests, which put the talents of 19 plumbing apprentices and 10 HVAC apprentices on full display as they competed for top honors this year.

### Leading PHCC Forward

With an eye on the future of PHCC, the association installed new officers, with PHCC President Laurie Crigler of L&D Associates, Aroda, Virginia, passing the baton to Ken Nielsen of AccuAire, Inc., Reading, Massachusetts.

Reflecting on her term, Crigler noted several key accomplishments – from our increased social media presence and growing online apprenticeship program to an enhanced website and strong advocacy efforts in Washington, D.C. – as PHCC leveraged the “Power of A” (Apprenticeship, Advocacy, Awareness and Access) this year. “It’s inspiring to know we can overcome anything together,” Crigler concluded. “We’re all moving in the same direction. We’re all growing ... thank you for letting me be part of the pathway to success.”

In addition, the association welcomed new PHCC Vice President Hunter Botto of Botto Brothers Plumbing & Heating in Hicksville, New York. Botto was elected during the Oct. 12 PHCC Annual Business Meeting.

Also during that meeting, members approved all four proposed bylaws amendments, summarized below:

1. PHCC Enhanced Service Group representatives (i.e., chairs of PHCC's Construction Contractors' Alliance, Quality Service Contractors and Union-Affiliated Contractors) will be added to the PHCC Board of Directors to serve as voting members. In addition, the AEC president, the Auxiliary president, and a manufacturer's representative are now voting ex-officio members. This reflects the board's desire that all board members except for the Executive Vice President be afforded a voice in the management of the association unless there is a conflict of interest.
2. PHCC Board of Directors use a version of Robert's Rules of Order Newly Revised that is no older than 10 years old.
3. “No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office.” This will avoid the possibility of the PHCC Secretary-Designate running as a candidate for Vice President until after they are elected Secretary.
4. Adjust rules that govern the current chapter model and how union-affiliated chapters are structured in order to meet the needs of their contractor members that are signatory to the Collective Bargaining Agreement.

### Investing in Our Future

Promoting development of the next generation of industry leaders, the PHCC Educational Foundation and PHCC National Auxiliary announced scholarship awards totaling \$155,220 to 63 students. The Foundation and its industry partners awarded \$105,000 in scholarships to 44 students and apprentices this year, and the Auxiliary Scholarship Committee announced \$50,220 in scholarships for 19 students at CONNECT. The Foundation and the Auxiliary have now awarded more than \$4.4 million in scholarships to more than 2,300 deserving young men and women.

## HIGHLIGHTS FROM CONNECT 2018

CONTINUED

Also, during the Awards Luncheon at CONNECT, the PHCC Educational Foundation announced that it received Invest in Your Future campaign contributions totaling more than \$33,000. Thanks to generous donations from members and Industry Partners and matching funds from InSinkErator, Ferguson and NIBCO, the campaign reached its annual goal of \$165,000. The Invest in Your Future campaign funds education and scholarships.

### Planning for Indianapolis

Get ready to start your engines for CONNECT 2019, Oct. 2-4, at The Westin Indianapolis in Indianapolis, Indiana. We've already started making plans to ensure your business is on the inside track to the latest ideas, innovations and initiatives in the p-h-c industry. Save the date!

### Thank You to Our CONNECT 2018 Sponsors!

On behalf of all the attendees at CONNECT 2018, we thank our event sponsors for helping us fuel our imaginations and taking our member businesses to new heights!



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## PHCC NATIONAL OFFICERS AND BOARD OF DIRECTORS

These new officers were installed at the Oct. 12 Annual Business Meeting at CONNECT 2018 in Albuquerque, New Mexico.

### **President:**

Ken Nielsen  
AccuAire, Inc.  
Reading, Massachusetts

### **President Elect:**

Jonathan Moyer  
Cocalico Plumbing & Heating  
Denver, Pennsylvania

### **Vice President:**

Hunter Botto  
Botto Brothers Plumbing & Heating  
Hicksville, New York

### **Secretary:**

Joel Long  
GSM Services  
Gastonia, North Carolina

### **Zone 1 Director:**

Jack Cawley  
Cawley Plumbing & Heating  
Stonington, Connecticut

### **Zone 2 Director:**

Jonathan Byrd  
Ivey Mechanical Company LLC  
Stone Mountain, Georgia

### **Zone 3 Director:**

Jeremiah Wolff  
Mr. Rooter of Salem, Oregon  
Newberg, Oregon

### **Zone 4 Director:**

Kevan Gentry  
Gentry Service  
Mustang, Oklahoma

### **Manufacturer's Representative:**

Jim Lewis  
Kohler Company  
Kohler, Wisconsin

As a result of bylaws changes at the Oct. 12 PHCC Annual Business Meeting, these Enhanced Service Group representatives will be added to the PHCC Board of Directors:

### **Construction Contractors' Alliance:**

Matt Erickson, Chair  
C.J. Erickson Plumbing Co.  
Alsip, Illinois

### **Quality Service Contractors:**

Dan Callies, Chair  
Oak Creek Plumbing Inc.  
Oak Creek, Wisconsin

### **Union-Affiliated Contractors:**

Tom Gent, Chair  
France Mechanical Corp.  
Edwardsville, Illinois



These new officers were installed at the Oct. 12 Annual Business Meeting at CONNECT 2018 in Albuquerque, New Mexico. 📷



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# NATIONAL APPRENTICE CONTEST WINNERS ANNOUNCED

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The PHCC National Association's Educational Foundation is proud to announce the winners of the national plumbing and HVAC apprentice contests. The contests were held October 10th & 11th in Albuquerque, N.M. on the tradeshow floor during the PHCC—National Association's CONNECT 2018 event. A total of nineteen plumbing and ten HVAC apprentices from across the nation took part in the contests.

## Plumbing Apprentice Contest Winners

- 1st Place: James Houser, Local 27 in Pittsburgh, Pa., Sponsored by A. O. Smith
- 2nd: Kyle Mao, Lange Plumbing in Las Vegas, Nev., sponsored by AB&I Foundry
- 3rd: Steven Kroope, Deluxe Plumbing & Heating in Bethlehem, Pa., Sponsored by Reed Manufacturing

## HVAC Apprentice Contest Winners

- 1st Place: Josiah Tiegs, McDowall Comfort Management in Waite Park, Minn., Sponsored by Brasscraft Manufacturing
- 2nd: Daniel Deneve, GSM Services in Gastonia, N.C., Sponsored by NIBCO
- 3rd: Jeffrey Deuel, American Mechanical Services in Denver, Colo., Sponsored by Milwaukee Tool

The HVAC competitors were required to complete a written test, demonstrate proper brazing techniques and perform a hands-on diagnostic on an HVAC package unit, with system errors created by the Foundation's contractor volunteers for the competition. The competitors also had to perform a pressure and leak test, demonstrate proper refrigerant recovery procedures and the ability to accurately take a variety of instrument readings.


The plumbing apprentices were required rough-in a bathroom system. The set-up includes a toilet, lavatory, and shower, complete with supply, waste and vent lines, plus cleanouts and extra features designed to test the contestants' knowledge and skills. The test set-up includes a variety of pipe materials – cast iron, copper,

PVC and PEX, and corresponding joining methods.

A dedicated team of contractor volunteers, including **Tom Gent of Edwardsville, Illinois**, arrived two days before the competitions to assemble the competitor test benches, distribute the materials and supplies and setup the testing areas. They monitor the competitions, evaluate the apprentices' work and provide constructive feedback on each competitor's performance following the event.

The contests are made possible by the generous support of several industry sponsors who provide monetary support and in-kind material and tool donations. Sponsors for the 2018 competition include, with headline sponsors appearing in bold: **AB&I Foundry; A. O. Smith; Bradford White Corp.; BrassCraft Manufacturing Co.; Copper Development Association, Inc.; Daikin; Delta Faucet Co.; Emerson; Fluke; IPS Corporation; KOHLER Company; Mechanical Hub Media; Milwaukee Tool; NATE; NIBCO INC.; Oatey; Reed Manufacturing Co.; RIDGID; State Water Heaters; Tyler Pipe & Coupling; Uponor; Viega, LLC; and Zoeller Pump Company.**

Milwaukee Tool made a major contribution to the Plumbing Apprentice Contest this year by donating twenty of their M18 Force Logic Press Tools and jaw kits, with a retail value exceeding \$60,000 total. This gift allowed the competitors to gain experience and prove their skill with making press connections during the plumbing competition and will be used in future competitions as well.

"These contests are an incredible demonstration of the opportunities that exist because of the Foundation," reports Foundation Chair Craig Lewis. "You have these amazing apprentices from all over the country coming here to show off their skills. The sponsors are so generous with their support. And then our volunteer committee members and staff are pulling it all together in a new exhibit hall every year. It really is quite a thing to see and I'm very proud everyone involved with these competitions." 

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# NLRB PROPOSES RULE TO CHANGE ITS JOINT EMPLOYER STANDARD

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On September 14, 2018, the National Labor Relations Board (NLRB) published a proposed rule revising the test for whether two employers are considered joint employers and held liable under the National Labor Relations Act (NLRA).

The NLRB and reviewing courts have over the years addressed situations where the working conditions of employees are affected by two separate companies engaged in a business relationship. To be considered a joint employer under this rule, an employer must possess and actually exercise substantial direct and immediate control over the essential terms and conditions

of employment such as hiring, firing, discipline, supervision and direction.

Three years ago, the NLRB adopted a more expansive definition of joint employer that did not require direct control of an employee to be considered a joint employer.

In this rule, the NLRB has identified the following types of small businesses or entities most likely to be impacted by this rule: contractors/subcontractors, temporary help service suppliers, temporary help service users, franchisees, and labor unions. Visit [www.nlr.gov](http://www.nlr.gov) to view the NLRB Fact Sheet. 📄

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## IMSCA HONORS ILLINOIS LEGISLATORS

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Our legislative partners at the Illinois Mechanical and Specialty Contractors Association (IMSCA) hosted a “Legislator of the Year” reception on September 27, 2018 at the Carnivale restaurant in Chicago. A crowd of about fifty industry contractors and Association staff were in attendance to honor Senator John Mulroe

and Representative Luis Arroyo. These two political leaders advocated tirelessly on behalf of the Illinois subcontracting industry for passage of Retainage Reform (SB 3052) during the spring 2018 legislative session. Retainage Reform has been a top priority for the subcontracting industry for many years and this bill was a carefully crafted compromise to lower retainage held on construction

contracts to a maximum of 10% for the first half of a project and 5% for the second half. This modest reduction in retainage would benefit contractors and subcontractors as well as their employees and it will be a more efficient way to finance a construction project. While Governor Bruce Rauner’s veto of SB 3052 this

past summer prevented the bill from becoming law, it doesn’t diminish the hard work Senator Mulroe and Leader Arroyo put into this legislation. Nor, as they both boldly stated at the event, will it stop them from re-introducing it in the next General session. IMSCA will keep contractors apprised of any updates and will seek our legislative support once again when needed.



**Top right from left: IMSCA General Counsel James Rohlfing (Arnstein & Lehr, LLP); IL Representative Luis Arroyo; IMSCA Executive Director Jessica Newbold; IL Senator John Mulroe; and IMSCA V.P. Giuseppe Muzzupappa (Northeastern Illinois NECA Chapter)**



*Photo and article courtesy of PCA Midwest.*

# IMAGINE A DAY WITHOUT WATER: RAINWATER HARVESTING FILLS A WATER VOID, WITH A SAFE, RELIABLE WATER SUPPLY

Imagine...No water to drink. No water with which to shower, flush the toilet, or do laundry.

Hospitals would close without water. Firefighters could not put out fires. Farmers and ranchers could not water their crops or care for their animals. Some communities already know how impossible it is to go even a single day without our most precious resource: Water. The fourth annual Imagine a Day Without Water is dedicated to raising awareness around and educating Americans about the value of water.

Last year, over 500 organizations came together. ARCSA is joining this year to bring awareness to the importance of developing local alternate water, rainwater and stormwater, for sustainable uses of water. Reducing overuse of existing and shrinking freshwater supplies: surface waterways and reservoirs, and aquifers.

The Value of Water Campaign's Imagine A Day Without Water, <http://imagineadaywithoutwater.org/>, educates and inspires the nation about how water is essential, invaluable - and badly in need of significant reinvestment. Spearheaded by top leaders in the water industry, the Value of Water Campaign is building public and political will for investment in America's water infrastructure (<http://thevalueofwater.org>).

Now Imagine.....Making our water infrastructure more sustainable so we never have to imagine a day without water. This is where ARCSA plays important lobbying and technical roles to promote onsite rainwater and stormwater supply solutions, through both regulatory and technical approaches. Large, regional water-moving projects get headlines, but small, decentralized, onsite harvesting systems have a critical role to play, while keeping financial resources in local economies.

The mission of ARCSA, a 501(c)(6) not-for-profit trade association, is to provide resources and

information on rainwater and stormwater collection, to promote the advancement of rainwater conservation and to work with government at all levels in promoting rainwater and stormwater management. The ARCSA Foundation, a 501(c)(3) organization, serves as the global resource for rainwater and stormwater harvesting by promoting research, education and thought leadership.

For more information, please contact Jeff Falcusan, Executive Director, at 480-289-5766 or [info@arcsa.org](mailto:info@arcsa.org).

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# THE WAR FOR TALENT

By Mark Breslin

## Chapter 1: The Battle Plan

Whether you like it or not, you are in the middle of an all-out battle, a race to hire an ever-shrinking number of motivated and qualified workers. A War for Talent. How do you win?

### Planning And Strategy

Take the time to perform a simple five-step analysis to make sure your organization is still relevant in the years to come - prepare to win.

Since 2008, I have traveled over a million miles and talked to more than 300,000 people. One of my primary messages during this time period has been about the coming demographic shift and its impact on the U.S. and Canadian workplaces.

Ten years ago, this topic was met with a yawn. Five years ago, leaders said, "Yeah, well, I'm good." Today? Completely different story. Everyone's pants are on fire, to put it bluntly. The real question is, "How on fire are they, really?" In other words, how do you figure out the extent to which the demographic shift will impact your organization? I would like to provide you with a method of determining the answer to this question and discovering where YOU stand in the War for Talent.

I give all of my major clients – utilities, contractors, labor organizations and other groups – an upfront homework assignment that I suggest you complete as well. The assignment is deceptively simple, but it is the absolute best place to start if you want your organization to remain even marginally relevant in the coming years.

### 5 Action Steps For Your Organization

#### Here's What To Do:

1. Perform a demographic analysis of your entire workforce.
2. Determine how many Baby Boomers (born between 1946 and 1964) you currently employ.

3. Perform a projection of their overall retirement attrition.
4. Perform a detailed analysis of field leader and manager attrition numbers.
5. Project how many new skilled leaders and lead employees you will need between 2018-2022.

This critical numerical analysis will predict the future story of your organization. After you've finished, you will likely find that you are somewhat short of skilled talent. Now think about the news reports you see on an almost daily basis about industries that can't find enough skilled leaders and employees. One thing should become painfully clear: whether you like it or not, you are in the middle of an all-out battle, a race to hire an ever-shrinking number of motivated and qualified workers... a War for Talent.

It gets worse. You can't win this war by throwing money at it. No. The only way to win is through planning and strategy – through recruitment, retention and rewards. But it all begins with performing the simple five-step formula above. Do it today. Do it NOW.

Next time, in Chapter 2 of The War for Talent, we will look at two contractors who are facing this issue. One is succeeding. The other? Not so much.

Remember: Success is about people. Focus on your human capital first.

For more information on developing Next Gen Leaders visit our website.

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# NEWS FROM THE IRS

## Payments Under State or Local Tax Credit Programs May be Deductible as Business Expenses

Business taxpayers who make business-related payments to charities or government entities for which the taxpayers receive state or local tax credits can generally deduct the payments as business expenses, the Internal Revenue Service announced.

Responding to taxpayer inquiries, the IRS clarified that this general deductibility rule is unaffected by the recent notice of proposed rulemaking concerning the availability of a charitable contribution deduction for contributions pursuant to such programs. The business expense deduction is available to any business taxpayer, regardless of whether it is doing business as a sole proprietor, partnership or corporation, as long as the payment qualifies as an ordinary and necessary business expense. Therefore, businesses generally can still deduct business-related payments in full as a business expense on their federal income tax return. 📞

## New Employer Tax Credit for Paid Family and Medical Leave Available for 2018 and 2019

The IRS has announced that eligible employers who provide paid family and medical leave to their employees may qualify for a new business credit for tax years 2018 and 2019. In addition, eligible employers who set up qualifying paid family leave programs or amend existing programs by Dec. 31, 2018, will be eligible to claim the employer credit for paid family and medical leave, retroactive to the beginning of the

employer's 2018 tax year, for qualifying leave already provided. In Notice 2018-71, posted on IRS.gov, the IRS provided detailed guidance on the new credit in a question and answer format. The credit was enacted by the 2017 Tax Cuts and Jobs Act (TCJA).

The notice clarifies how to calculate the credit including the application of special rules and limitations. Only paid family and medical leave provided to employees whose prior-year compensation was at or below a certain amount qualify for the credit. Generally, for tax year 2018, the employee's 2017 compensation from the employer must have been \$72,000 or less. Updates on the implementation of the TCJA can be found on the Tax Reform page of IRS.gov. 📞



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## BACKFLOW TRAINING 2018/2019

### Backflow Troubleshooting and Backflow Repair

The goal of this 4hr CEU class is to provide a more in-depth look at how to use your test kit to help diagnose Backflow failures and bothersome service calls. There will also be a “hands on” portion for a more detailed look at backflow repair. Items covered in this course include:



#### Backflow Testing PROCEDURES & TROUBLESHOOTING

- Troubleshooting using test kit
- “What Not To Do” when testing
- Hands on look at backflow failures

#### BACKFLOW REPAIR

- Backflow plumbing code updates
- Repair & maintenance of backflow assemblies
- Large Backflows available for disassembly
- Small assemblies connected to water

#### 2018-2019 CEU COURSE DATES \*

Thursday Oct 11	Tuesday March 19
Tuesday Nov 13	Thursday March 28
Thursday Jan 24	Tuesday April 2
Tuesday Feb 5	Thursday April 11
Thursday Feb 21	Tuesday April 16
Tuesday March 5	Thursday April 25
Thursday March 14	Tuesday April 30

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

**TIME:** 5 to 9 pm

**COST:** \$85, dinner included.

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