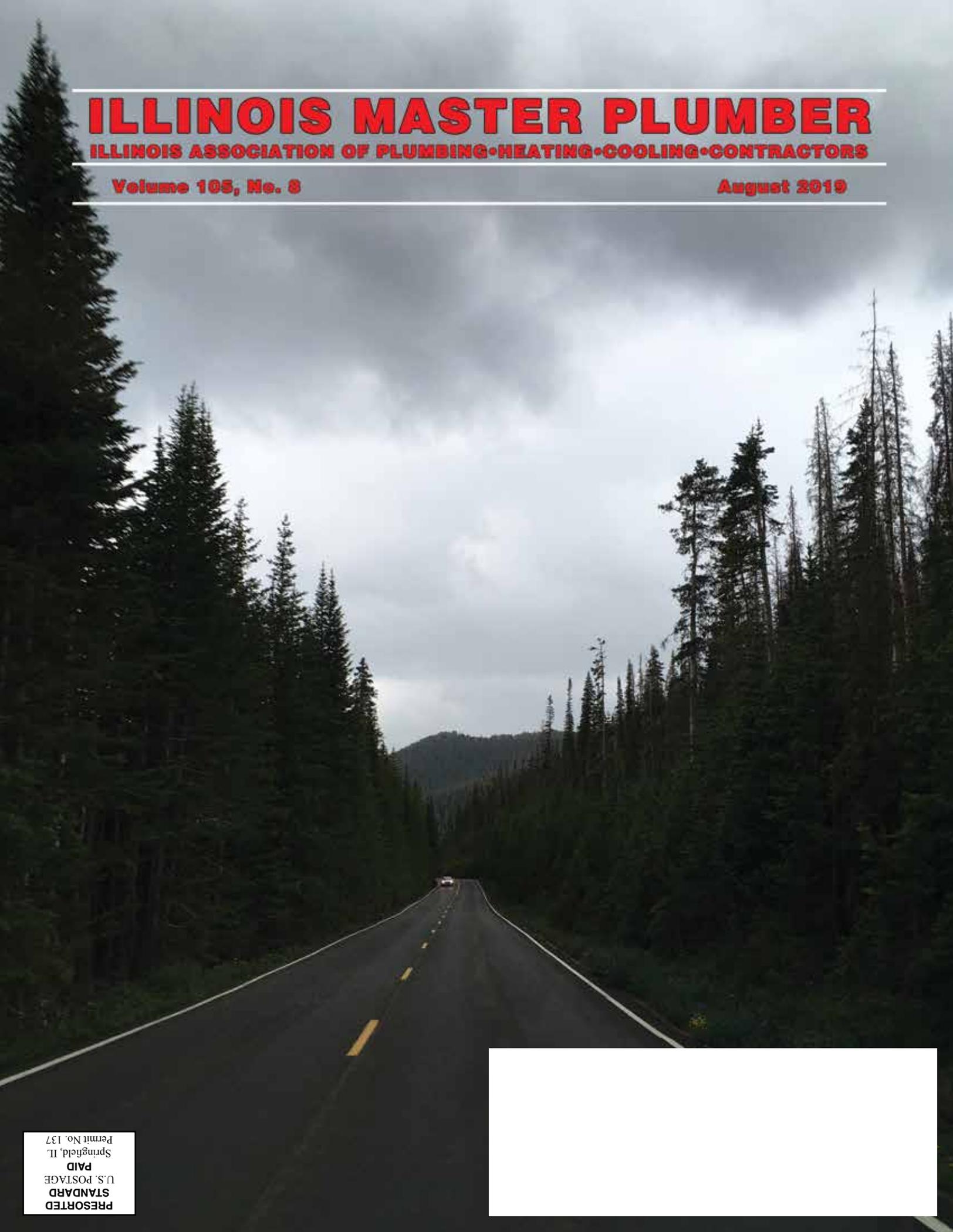


# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 105, No. 8

August 2019



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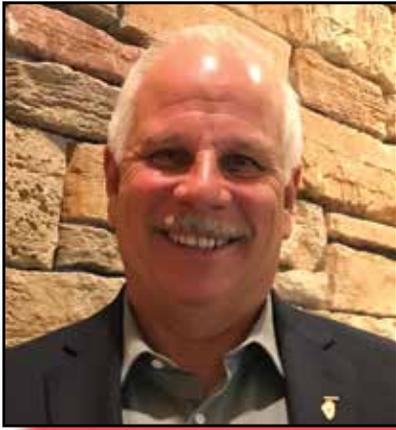
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# PRESIDENT'S THOUGHTS

by Mike Ehret  
Illinois PHCC President

As we approach the end of summer, where did it go?

I want to encourage everyone to attend our Illinois PHCC Expo South & Educational Day on Friday, November 1st at the Gateway Center in Collinsville.

The morning portion will be a continuing education class for licensed plumbers, which if you have not been before, is usually substantially different than other classes provided in the southwestern Illinois area. Different content, views, personalities, and topics. The 4 hour class will run from 9am until 1pm, with a special 2 hour class for Illinois Certified Plumbing Inspectors from 7am until 9am. This will give inspectors the opportunity to receive the additional 6 state certified hours they need for renewal.

The afternoon portion is the Expo tradeshow which features local suppliers, national manufacturers and their representatives, and dealers – all showing their latest and greatest products, tools, trucks, and technology.

The only cost for the day is a \$35 fee to attend the CEU class. The tradeshow is free of charge. If you have not received a registration form for the class, you can go to [www.ilphcc.com](http://www.ilphcc.com) and either download a form or register online. There is also one included in this issue of the magazine.

Until next time,

Mike 



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# IN MEMORY

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**PAUL W. SCHULEIN, 90**, of Evansville, Illinois, father of Illinois PHCC Auxiliary past President Donna Jany, passed away on July 27, 2019 at his residence.

Paul was a laborer for Local #459 and a farmer. Army Corporal Paul W. Schulein was in the Second Infantry Division 9th Regiment, Company G. during the Korean War. He is survived by this wife, seven children, six grandchildren, and 9 great grandchildren.

A funeral mass was held at St. Boniface Catholic Church, Evansville, Illinois with interment at St. Boniface Catholic Cemetery.

Memorials may be given to: Masses, St. Boniface Cemetery Fund, or the St. Pius V. Cemetery Fund.

The Illinois PHCC and Auxiliary extend their sympathy to the Jany and Schulein families.

The address for Donna & Steve is below for those wishing to send cards.

**541 Hillview Drive**  
**Chester, Illinois 62233** 

---

## PLUMBING CONTRACTOR REGISTRATION RENEWAL TIME

---

All plumbing contractors registered with the Illinois Department of Public Health should receive a renewal post card in mid-August. Even though you are renewing online, you must still fax or email the insurance and bonds. **Only send those documents by ONE of these methods.** Do **NOT** email and then follow up with a fax. This only causes confusion and delays the process. IDPH highly **recommends emailing**, rather than faxing.

Please make sure you look at all the materials carefully and submit your renewal as soon as possible - **DON'T DELAY**. Questions on renewals may be directed to the IDPH Plumbing & Water Quality Program at 217-524-0791 or to [dph.plumbing@illinois.gov](mailto:dph.plumbing@illinois.gov).



---

## DOL CELEBRATES 1ST ANNIVERSARY OF THE PLEDGE TO AMERICA'S WORKERS

---

Acting U.S. Secretary of Labor Patrick Pizzella joined President Donald J. Trump, members of the Cabinet and senior officials at a White House event recognizing the first anniversary of the Administration's Pledge to America's Workers.

"The nation's economy is strongest when America invests in its workforce," Acting Secretary Pizzella said. "With the number of job openings exceeding the number of job seekers for fourteen straight months, America's workforce has access to unprecedented career opportunities. This Administration is committed to opening up free markets to continue the strong economic growth that leads to family-sustaining careers."

Last July, the Trump Administration launched the Pledge to America's Workers, an initiative that called on job creators and trade organizations to commit to educate, train, and reskill America's workforce. In the past year, more than 300 companies and organizations have signed the Pledge to create nearly 12 million new opportunities for education and skills training for workers, including apprenticeships, on-the-job training, and continuing education.

The mission of the Department of Labor is to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights. The Department administers and enforces more than 180 federal laws. These mandates and the regulations that implement them cover many workplace activities for about 10 million employers and 125 million workers.



# CALENDAR OF EVENTS

**SEPTEMBER 18-20, 2019**

CCA of PHCC Fall Meeting  
Denver, CO

**SEPTEMBER 27, 2019**

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

**SEPTEMBER 28, 2019**

Illinois PHCC CEU Class  
Holiday Inn Express  
Vandalia, IL

**OCTOBER 2-4, 2019**

PHCC Connect '19  
Indianapolis, IN

**NOVEMBER 1, 2019**

Illinois PHCC Expo South & CEU  
Gateway Center  
Collinsville, IL

**NOVEMBER 2, 2019**

Illinois PHCC & Auxiliary Board Meetings  
Doubletree Hotel  
Collinsville, IL

**NOVEMBER 13, 2019**

Backflow Symposium  
DoubleTree Hotel  
Bloomington, IL

**MARCH 18-20, 2020**

UAC of PHCC Management Conference  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**MARCH 20, 2020**

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

**MARCH 21, 2020**

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



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## New Illinois PHCC Member Benefits

Dear Illinois PHCC Members,

We have been working to develop two new and exciting member benefits. These programs have been designed with our membership in mind.

The value added benefits for you and your employees are a Health Insurance Program, and a rewards and discount program called BenefitHub.

The Health Insurance Program will provide you with competitively priced, group coverage that can be tailor made for your needs. BenefitHub offers a tremendous amount of members-only discounts, special offers, and even cash back on many of the things you and your employees buy every day. There is no cost for Illinois PHCC members to use BenefitHub and offer it to their employees as a reward or incentive.

We have worked closely with Nathan Whiteman of American Central Insurance Services, Inc in Springfield, IL to develop these great offerings, and he is our main contact for these new member benefits. Nathan is a Registered Employee Benefits Consultant and has over a decade of insurance expertise working with trade industries, associations, and multi-employer groups. He will be reaching out to each member via email or phone in an effort to educate our members about these opportunities. Please take a moment when he contacts you so that you can learn more about the Health Insurance Program, and Benefit Hub. The more Illinois PHCC members who participate in the programs, the stronger and better they will become.

Nathan's contact info is below:

Nathan A. Whiteman, REBC®  
Registered Employee Benefits Consultant®  
nathan@americancentralins.com  
Office 217.732.4333 | eFax 217.280.4540  
American Central Insurance Services, Inc.  
3300 Hedley Rd. Springfield, IL, 62711

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# CODE CHALLENGE

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Each month we give you an opportunity to test your knowledge of the Illinois Plumbing License Law, Licensing Code, and Plumbing Code. Correctly answer the following questions and identify the correlating

section number for a chance to win a free Illinois PHCC CEU class registration. Email your answers to bev@ilphcc.com.

1. True or False: The water test shall be applied to the drainage system either in its entirety or in sections after the piping has been roughed-in.
2. A registered plumbing contractor shall not perform services excluded from the contractor's \_\_\_\_\_  
\_\_\_\_\_.
3. True or False: Floor drains can be located either within a cell or outside the cell.
4. Floor drains above the level of the gas and oil interceptor or basins shall connect to a \_\_\_\_\_  
\_\_\_\_\_ extending independently to the outer air.
5. \_\_\_\_\_ may be used in the drainage and venting system when accessibly located above ground.

The answers for last month's challenge were:

1. **Traps shall have a uniform and smooth interior, and shall have no partitions or movable parts. The trap seal shall be non-adjustable.** 890.410 d)
2. **True: A test tee at the base of the stack may be used as a cleanout.** 890.420 a)3)
3. **When a vitrified clay or other brittleware, acid-proof trap is installed underground, it shall be embedded in concrete to a thickness of 6 inches from the bottom and side of the trap.** 890.440
4. **A cleanout plug shall not have a plumbing fixture installed in it or be used as a floor drain.** 890.420 h)
5. **False: It is not the responsibility of the licensed plumber or contractor to expose plumbing for inspection purposes.** 890.1920 a)





## 2019-2020 Continuing Education for ALL Illinois Licensed Plumbers

<u>Date/Time</u>	<u>Location</u>	<u>Fee</u>
<input type="checkbox"/> **September 27, 2019 – 1:00 pm-5:00 pm	John A. Logan College, Carterville, IL	\$50.00
<input type="checkbox"/> **September 28, 2019 – 8:00 am-12:00 pm	Holiday Inn Express, Vandalia, IL	\$50.00
<input type="checkbox"/> **November 1, 2019 – 9:00 am-1:00 pm	Gateway Center, Collinsville, IL	\$35.00

**No Walkins – No Exceptions for the November 1 class - All Registrations for the November 1 class must be received before October 21, 2019**

<input type="checkbox"/> **January 10, 2020 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **February 21, 2020 – 1:00 pm-5:00pm	*Heartland College, Bloomington/Normal, IL	\$50.00
<input type="checkbox"/> **March 20, 2020 - 9:00 am -1:00pm	Drury Lane, Oakbrook Terrace, IL	\$35.00

**No Walkins – No Exceptions. All Registrations for the March 20 class must be received before March 1, 2020**

<input type="checkbox"/> **April 3, 2020 – 1:00 pm-5:00 pm	*Heartland College, Bloomington/Normal, IL	\$75.00
<input type="checkbox"/> **April 17, 2020 - 1:00 pm-5:00 pm	Rend Lake College Marketplace, Mt. Vernon, IL	\$50.00

**\*\*Also count as State hours for Certified Plumbing Inspectors**

**Please check the session you will be attending. TOTAL AMOUNT ENCLOSED \$ \_\_\_\_\_**

### **Fee must accompany application.**

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IDPH Sponsor # 750-002  
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](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.***

# *Illinois PHCC Expo South*

*Friday, November 1, 2019*

*Gateway Center*

*One Gateway Drive*

*Collinsville, IL 62234*

*9:00 A.M. to 1:00 P.M. – Continuing Education Class*

*Noon – 4 P.M. EXPO Trade Show*

Friday, November 1st, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun. If you have not yet gotten your required **4 hours of continuing education credit for your 2020 license renewal**, now is the time. Multiple speakers will be presenting on a variety of industry topics. All of the day's activities are free of charge, with the exception of a \$35.00 fee for the 4 hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the **Illinois PHCC trade show from 12:00-4:00 P.M.** Come see the **latest products, tools, trucks and technologies.** Admittance to the **2019 Expo South is free of charge.** Food will be available and prize drawings will be held throughout the show.

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



*Questions ??? Call (217) 522-7219*

[www.ilphcc.com](http://www.ilphcc.com)



**Illinois PHCC Educational Day  
November 1, 2019  
Gateway Center - One Gateway Drive  
Collinsville, IL 62234**

**7:00 AM to 9:00 AM – CEU Class for Certified Plumbing Inspectors Only**

Check here if you **ARE** a Certified Plumbing Inspector and will be attending the **FULL** Class.  
(The full class will count as 6 State approved hours.)

Check here **9:00 AM to 1:00 PM – CEU Class for All Plumbers**

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

**All registrations MUST be received before October 18, 2019.**

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

**Name:** \_\_\_\_\_ **License #:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City/State/Zip:** \_\_\_\_\_

**Phone:** \_\_\_\_\_ **Email:** \_\_\_\_\_

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

**Illinois PHCC**

**821 South Grand Ave. West**

**Springfield, IL 62704**

**Make checks payable to the Illinois PHCC**

**or register online at**

**www.ilphcc.com**

**Registrations will not be processed unless accompanied by the fee.**

**Cancellations will be charged a cancellation fee of \$15.00.**



**Questions ??? Call (217) 522-7219**

**Remember the Expo runs from 12:00 to 4:00 P.M. and is FREE!**





**2019 EXPO South**  
**Gateway Center ♦ One Gateway Drive ♦ Collinsville, Illinois 62234**  
**Application & Contract**  
**November 1, 2019**

Company Name: \_\_\_\_\_

Type or Print Company Name as it is to appear on Printed Material

Booth Preference: Indicate Booth Preference as Shown on Floor Plan.

# of 8'x10' Booth spaces \_\_\_\_\_ Choices 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_ 4. \_\_\_\_\_

**All distribution of materials and placement of signs MUST stay within your assigned booth space. No solicitation will be allowed outside of your booth space. No trucks, trailers or displays will be allowed outside the entrance of Gateway Center without the permission of the Illinois PHCC.**

**Booth Costs:** One to three booths - \$500 each. Four or more booths - \$450 each.

**\$150 deposit per booth must accompany application form. 10% discount if full amount of booth cost is paid prior to August 15, 2019. BALANCE MUST BE PAID NO LATER THAN SEPTEMBER 15, 2019.**

**Make check payable to: Illinois PHCC, 821 South Grand Ave. West, Springfield, IL 62704**

Company \_\_\_\_\_

Street Address or P.O. Box \_\_\_\_\_

City / State / Zip \_\_\_\_\_

Contact \_\_\_\_\_

Phone Number \_\_\_\_\_ Cell Number \_\_\_\_\_

E-mail \_\_\_\_\_ Website \_\_\_\_\_

Signature \_\_\_\_\_

The following products or services will be displayed: \_\_\_\_\_

Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to September 15, 2019 a full refund will be made. No refunds after September 16, 2019. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Gateway Center. *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 800-795-7422 with any special requests.*

Booth Assignment(s) \_\_\_\_\_

Date \_\_\_/\_\_\_/\_\_\_ Signed: \_\_\_\_\_

Illinois PHCC Executive Director/Show Manager

## Illinois PHCC Exhibitor Terms and Conditions

**Management:** This event is sponsored by the Illinois Plumbing, Heating, Cooling Contractors Association (IL PHCC), herein designated as the "Management". Management has the sole authority to accept or reject an application to exhibit in any Illinois PHCC Expo and to determine which exhibitors are the best fit for attendees. An Exhibitor is an applicant for booth space that has been accepted for participation in the trade show by Management.

**Booth Assignment:** Management reserves the right to make all final decisions for booth assignment, layout, and configuration. Every effort will be made to assign the exhibitor's requested booth choices. Participation is at the sole discretion of Management and reserves the right to cancel any exhibitor.

**Display Restrictions:** All products, services, or literature displayed must fit within the allotted 8' x 10' booth space. Exhibits may not project beyond the space allotted or interfere with traffic, other exhibits, including line of sight. Exhibits may not extend into any aisle. Management reserves the right without recourse to prohibit any portion of any exhibit, which in its opinion is not suitable, or in keeping with the character of the event. This reservation of rights by Management applies to persons, things, conduct, printed matter, catalogs, and any other material relating to or affecting the event. No signs, banners, or flyers may be displayed or distributed outside of assigned booth space. The use of any public area outside of assigned booth space for the display of signage, solicitation, products, services, demonstrations, distribution of circulars, or other material is prohibited. Anyone not assigned a booth space will not be permitted to solicit business or distribute information/samples on the show floor or anywhere inside or outside the tradeshow facility. No trucks, trailers, or displays will be allowed outside the entrance of or in the parking area of the Gateway Center without permission of the Management.

**Food and Beverage:** Absolutely no alcohol is to be given out or sold in any booth. Alcohol must be purchased from the bars provided and staffed by the trade show facility. Food and beverages must be purchased from the facility and only with prior approval of Management. Snack size or smaller candy or snacks may be given out. There is to be no use of popcorn machines, chocolate fountains, microwaves, etc. without written approval by the Management and the facility.

**Liability and Insurance:** Neither the Management nor the Gateway Center will not be responsible for lost, stolen or damaged goods, or damage to the Gateway Center. It is the sole responsibility of the exhibitor to obtain such insurance. Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

**No Conflicts:** There shall be no activities planned in conflict with this event.

**Force Majeure:** If the event venue or any part of the exhibit area is unavailable whether for the entire event, or a portion of the event as a result of wind, fire, flood, natural disaster or any other such cause or as a result of governmental intervention, malicious damage, acts of war, terrorism, strike, lockout, riot or other cause or agency over which Management has no control, or should Management decide that because of any such cause it is necessary to cancel, postpone, or re-site the event or reduce the exhibit time, Management shall not be liable to indemnify or reimburse the Exhibitor in respect of any damage, loss, direct or indirect, arising as a result thereof.

I agree to the above terms and conditions as well as those included on the contract.

Signature \_\_\_\_\_ Company Name \_\_\_\_\_

Date \_\_\_\_\_



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# SLOW DOWN: BACK TO SCHOOL MEANS SHARING THE ROAD

From the National Safety Council

School days bring congestion: School buses are picking up their passengers, kids on bikes are hurrying to get to school before the bell rings, harried parents are trying to drop their kids off before work. It's never



more important for drivers to slow down and pay attention than when kids are present – especially before and after school.

## If You're Dropping Off

Schools often have very specific drop-off procedures for the school year. Make sure you know them for the safety of all kids. The following apply to all school zones:

- Don't double park; it blocks visibility for other children and vehicles
- Don't load or unload children across the street from the school
- Carpool to reduce the number of vehicles at the school

## Sharing the Road with Young Pedestrians

According to research by the National Safety Council, most of the children who lose their lives in bus-related incidents are 4 to 7 years old, and they're walking. They are hit by the bus, or by a motorist illegally passing a stopped bus. A few precautions go a long way toward keeping children safe:

- Don't block the crosswalk when stopped at a red light or waiting to make a turn, forcing pedestrians to go around you; this could put them in the path of moving traffic

- In a school zone when flashers are blinking, stop and yield to pedestrians crossing the crosswalk or intersection
- Always stop for a school patrol officer or crossing guard holding up a stop sign
- Take extra care to look out for children in school zones, near playgrounds and parks, and in all residential areas
- Don't honk or rev your engine to scare a pedestrian, even if you have the right of way

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- Never pass a vehicle stopped for pedestrians
- Always use extreme caution to avoid striking pedestrians wherever they may be, no matter who has the right of way

## Sharing the Road with School Buses

If you're driving behind a bus, allow a greater following distance than if you were driving behind a car. It will give you more time to stop once the yellow lights start flashing. It is illegal in all 50 states to pass a school bus that is stopped to load or unload children.

- Never pass a bus from behind – or from either direction if you're on an undivided road – if it is stopped to load or unload children
- If the yellow or red lights are flashing and the stop arm is extended, traffic must stop
- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them space to safely enter and exit the bus
- Be alert; children often are unpredictable, and they tend to ignore hazards and take risks

## Sharing the Road with Bicyclists

On most roads, bicyclists have the same rights and responsibilities as vehicles, but bikes can be hard to see. Children riding bikes create special problems for drivers because usually they are not able to properly determine traffic conditions. The most common cause of collision is a driver turning left in front of a bicyclist.

- When passing a bicyclist, proceed in the same direction slowly, and leave 3 feet between your car and the cyclist
- When turning left and a bicyclist is approaching in the opposite direction, wait for the rider to pass

- If you're turning right and a bicyclist is approaching from behind on the right, let the rider go through the intersection first, and always use your turn signals
- Watch for bike riders turning in front of you without looking or signaling; children especially have a tendency to do this
- Be extra vigilant in school zones and residential neighborhoods
- Watch for bikes coming from driveways or behind parked cars
- Check side mirrors before opening your door

By exercising a little extra care and caution, drivers and pedestrians can co-exist safely in school zones. 🚗

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The advertisement features a red race car at the top with motion blur. Below it, the text '2,300HP-60HP IN 24 HOURS' is written in a bold, red, stylized font. The middle section shows a collection of various industrial pumps and equipment, including large green and black tanks, smaller black pumps, and blue components. The background is a gradient of white and grey with a checkered pattern at the top. At the bottom, there is a black banner with the SSPMA logo and the company name and contact information.

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# A MILLION MILES LATER, SOME THINGS NEVER CHANGE

By Mark Breslin

---

Last month I was flying along, minding my own business, when the flight attendant came up to me. In the crowded cabin she announced to me and the other passengers that on this flight I would pass one million miles flying on United. Everyone clapped. I sat there stunned. A thousand presentations and four hundred thousand people later -- and now, a million miles. My thoughts were interrupted by the woman next to me. She asked, "So what do you get for a million miles?" And before I could think, it just popped out of my mouth.

"You get an ex-wife."

Everyone howled with laughter.

So, after that many miles and years, **I want to take an inventory on what has changed or improved in our industry and what has remained the same.** With pretty much unlimited access to the owner community; construction CEOs and International Presidents; learning specialists, training directors, Business Managers, field leaders, rank-and-file union members and even apprentices, here are my findings for your consideration.

## The Good

1. Unions are much more businesslike and ROI-focused. The old school, status-quo dinosaurs have finally died off. The younger leaders are more professional and often getting it done.

2. Our safety culture is outstanding and remarkable in its depth and execution.
3. Accountability and performance matter. Finally.
4. Negotiated work becoming dominant has changed a lot of the low-bid mentality and bad business practices.
5. The amount of resources dedicated to training now being provided is unprecedented and noteworthy.
6. The new generation of leadership has way more emotional and social intelligence and uses it well.
7. Contractors are finally focusing on people as their most valuable assets and investing in them at a level not seen before. Recruitment and retention are part of any successful contractor's strategy for the first time.
8. The Millennial apprentices that I meet today are better educated, more open to change, highly optimistic and will change the game for our industry (despite their "issues").

## The Bad

1. The stigma about working in our industry still exists. Parents, teachers and counselors still don't get the amazing opportunity. But at least the value of a college education (and debt) is up for debate.
2. The intake system for apprentices in union construction still sucks. It is often disjointed and

lacks proper testing, interview and other protocols, leading to 10-30% drop outs and the entry of marginal candidates. We can do much better.

3. The structure of most major unions has not changed much, nor have there been the mergers or consolidation that were expected to increase resources, leverage economies of scale and reduce union politics as an obstacle to change.
4. The state of training and development by most contractors for their field leaders is pathetic. Field leaders who manage tens to hundreds of millions of dollars in a career still rarely get any form of leadership and management training – and that falls squarely on contractors for their apathy.
5. Many owners still treat contractors like shit. Transfer of risk has become a high art: brutal specifications, insane schedules, poor designs, lack of communication, untimely responses, overreach by retained CMs, and a lot more – despite a full two decades of “partnering,” it still looks to me like the owner community has a long way to go.

## The Ugly

1. The other day, at a program for 200 field leaders made up of many companies, I asked how many of them had received praise and recognition for their work in the last month. Not one of them raised their hand. That is a broken “tough guy” culture that has yet to change.
2. Last month, I asked 500 apprentices how many of them had already heard on the jobsite the phrases “You’re not paid to think” or “You get paid from the neck down.” Every hand went up. That too is a broken culture that needs to change.
3. Our industry is still often not a safe and supportive place for women and minorities to grow and succeed. Hard to believe in 2019, but there it is.

In summary, **I am actually very optimistic about change and our industry.** Yes, it is taking a while. Yes, we probably could have moved faster on a lot of this. But every day now, **I see and feel the hunger for more change and a culture of “better, faster, smarter and safer.”** And its pace can be shocking. What I thought might be a little experiment in 2018 with micro-learning leadership video training resulted in contractors and unions putting 15,000 field leaders on the system in one year – blowing my mind and confirming that there is more momentum, belief, investment and care for our workforce than meets the eye.

As well, what makes me really happy is seeing a holistic change where employers and unions are focusing on our workforce as people – not looking at them as a commodity, a vote to be reelected or a set of skills to be used for a jobsite function. I feel the care out there, and so do those working for you. I can say for certain that was absent when I got on that first flight way back when.

Finally, I’d like to correct the record. The woman who asked about the million miles? I gave her the wrong answer. The real answer is for all those miles, I was gifted an opportunity, and that was to make a difference -- for an industry and for individuals. It’s the same opportunity every reader of this article has every day in our industry. Let us all use it well to create positive change. Many are counting on us to do so.

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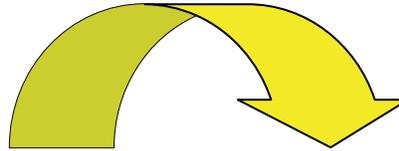
## ILLINOIS BACKFLOW PREVENTION SYMPOSIUM DOUBLE TREE HOTEL, BLOOMINGTON, IL WEDNESDAY, NOVEMBER 13, 2019

# 750-035 [ 5.0 ] State Continuing Education Hours Awarded # 750-035-C2

**MODERATOR:** Kim Bateman, SIUE-ERTC

8:00 a.m. Registration and Welcome  
9:00 a.m. Source Water Protection and its Component Adversaries  
Dave McMillan, IRWA  
9:45 a.m. Title 35 and Cross Connection Control---Steve Vance, IEPA  
10:15 a.m. Illinois Department of Public Health Update----Brian Cox, IDPH  
10:45 a.m. Break  
11:00 a.m. Legionella, Cause and Effect-----Darrah Dunlap, IDPH  
11:30 a.m. Legislative Update---Bev Potts, Illinois PHCC

12:00 – 1:00 LUNCH



**MODERATOR:** Mike Body, Northern Illinois Chapter President, ABPA

1:00 p.m. Special Applications and the Illinois Plumbing Code  
Bob Schafer, Former Illinois State Plumbing Inspector  
1:45 a.m. Syncta, Backflow Test Management Software  
Tylor Peck---Watts  
2:15 p.m. Rainwater Harvesting & Greywater Recycling Systems  
Adam Hemminger, Highland Tank  
3:00 p.m. ERTC Training Update, Adjournment

PHONE: (618) 650-2030 \* FAX: (618) 650-2210

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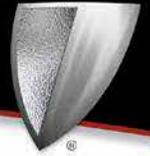
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## Active Shooter Preparedness: A Matter of Survival

The sound of gunshots breaks through the hum of a busy workplace. Chaos ensues as people scramble for safety while an active shooter fires at an unsuspecting and unprepared group of workers.

It's easy to brush off the possibility of being involved in such a situation, thinking that it could never happen to you. But the unfortunate reality of the modern American workplace is that these terrifying scenarios are becoming more and more common. Active shooters act alone or in small groups, and fire indiscriminately, choosing their victims at random. Knowing how to respond is essential for every employee.

### Survival Strategies

The U.S. Department of Homeland Security<sup>1</sup> has developed a three-part response strategy, with the goal of surviving until law enforcement arrives to end the rampage, usually about 10 to 15 minutes after the event begins. Share the following strategies with your employees to help them increase their chances of making it through a deadly situation. Drills, held once or twice per year, will help keep the information fresh in employees' minds.

**Run** — This is the first and best option. Pick an escape route and follow it, keeping your hands visible to avoid being mistaken for the shooter. Avoid grouping together. If you can help others evacuate safely, do it. As soon as it is safe, call 911 and give them as much information about the situation and the shooter as you can.

**Hide** — If you are not able to evacuate, find a place to conceal yourself. Your hiding place should be out of the shooter's view, offer options for movement or escape, and provide protection from gunfire. Lock or block the entrance if possible. Ensure mobile devices are silenced, remain quiet, and wait for the shooter to leave the area.

**Fight** — This should be the last resort, and only if you are in immediate danger. Fighting requires commitment to the course of action. Act with aggression and intent. Make as much noise as you can. Throw items or use objects as weapons to disable the attacker.

No matter what strategy you must use, always remain calm. Your survival depends on your ability to make rational decisions. When law enforcement arrives, follow officers' instructions immediately without making sudden movements, keeping your hands visible.

*Continued on Next Page*

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## Plan and Train

An emergency action plan (EAP) can help prepare employees for an emergency, including an active shooter. Your EAP should include:

1. A preferred method for reporting emergencies
2. An evacuation policy and procedure
3. Emergency escape procedures, including floor plans and safe areas
4. Information for contacts
5. Emergency service information, including hospital telephone numbers and locations
6. An emergency alert system to notify law enforcement and individuals at remote locations within your facility

It's not enough to simply have a plan. Your employees should know how to implement it. Collaborate with local law enforcement for training on recognizing and reacting to an active-shooting event. Training should include recognizing the sound of gunshots, applying the Run, Hide, Fight strategy, reacting when law enforcement arrives, and adopting a survival mindset during a crisis.

## Prevention and Intervention

The unpredictable nature of an active shooter means that there are no definitive ways to prevent a shooting. But experts have identified indications<sup>2</sup> that an employee might have violent tendencies, including sadness, depression, threats, menacing behavior, hypersensitivity, diminished work performance, and a host of others.

Teach employees to be on the lookout for warning signs and notify a supervisor or human resources representative as soon as they can. It could be a matter of life and death.

With the uncertainty of identifying a potential perpetrator and possible legal ramifications of taking pre-emptive action, prevention can be tricky. If you suspect an employee might be at risk of committing workplace violence, consult law enforcement immediately.

Federated offers resources to help you educate your employees on this vitally important topic. Seven Minute Safety Trainer<sup>®</sup> has the resources to conduct training sessions with your employees. J. J. Keller<sup>®</sup> Video on Demand offers videos on preparing for, surviving, and recovering from an active shooter threat. The Training Today<sup>®</sup> learning management system offers a course on reaction to and preparation for an active shooter. Log on to [Federated's Shield Network<sup>®</sup>](#) for access.

<sup>1</sup>Source: "Active Shooter: How to Respond," U.S. Department of Homeland Security. <https://www.dhs.gov/sites/default/files/publications/active-shooter-how-to-respond-2017-508.pdf>. Accessed June 2019.

<sup>2</sup>Source: "Workplace Violence Prevention: Readiness and Response," Federal Bureau of Investigation Law Enforcement Bulletin. <https://leb.fbi.gov/articles/featured-articles/workplace-violence-prevention-readiness-and-response>. Accessed June 2019.

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# The Northern Illinois Chapter of the ABPA is hosting a **CROSS CONNECTION EDUCATION DAY**

*This Cross-Connection Education Day is excellent for Plumbers, Water Operators, CCCDI Inspectors, and Plumbing Inspectors.*

**Date:**  
September 20, 2019

**Location:**  
Medinah Shriners  
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Addison, IL 6010

**Cost:**  
\$120 for non ABPA Members  
\$85 for all Current ABPA Members

## AGENDA

7:00 am to 8:15 am  
8:30 am to 9:15 am  
9:15 am to 10:00 am  
10:00 am to 10:15 am  
10:15 am to 11:15 am  
11:15 am to 12:00 pm  
12:00 pm to 1:00 pm  
1:00 pm to 1:45 pm  
1:45 pm to 2:30 pm  
2:30 pm to 2:45 pm  
2:45 pm to 3:30 pm  
3:30 pm to 3:45 pm

Registration  
TBD  
TBD  
**BREAK**  
TBD  
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TBD  
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# IT'S YOUR LIFE

## Can You Afford the Loss of a Key Employee?

If you're like most business owners, you have go-to employees when it comes to the day-to-day operation of your company. They have the management skills, technical know-how, experience, or customer relationships upon which you rely — you trust them to make the right decisions when you're not available. They can be at any level or in any position, but they are people your business can't do without. Now that you have them on your team, what would happen if you were to lose one of them due to a premature death, long-term illness or disability, or another employment opportunity?

Fortunately, you can offset the financial burdens your business may face as the result of the loss of a key employee. The first step is to identify them. In general, key employees are individuals whose departure could create genuine setbacks for the company, both logistically and financially. They may have years of experience with your company or the industry. Perhaps they have specialized skills that require extensive training and knowledge that would be difficult to replace. Is there someone for whom you don't have a back-up? Don't forget to include yourself — you are a key person too!

Once you have identified the people, consider the cost of replacing them. You will need to advertise to recruit potential replacements. In the current job market, you may need to adjust pay or offer a signing bonus to attract candidates with the skills and work experience you need. In addition to the monetary costs associated with hiring and training a replacement, the process will also require your time. It's estimated that the cost to replace mid- to high-level employees can range from one-and-a-half to four times their annual salary. Can your business absorb those costs, especially with little notice?

After you have determined the people and the cost, consider your options for mitigating the risks you could face. Life insurance is a cost-effective solution to help provide financial support toward your company's need to replace a key employee. Life insurance can help to keep the business running and growing, provide funds to attract, recruit, and train a replacement, and replace lost profits. It can also provide time and flexibility for survivors to make necessary business continuation decisions if the key person is you or another owner. While the policy death benefit will provide a lump sum in the event of the insured employee's death, the cash value of a permanent policy can also be accessed through policy loans and withdrawal during the employee's lifetime.

Don't risk the short- and long-term success of your business by not planning for the loss of a key employee. Consider permanent life insurance on your most important team members as part of your overall risk management strategy.

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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# GUIDELINE N UPDATES REMOVE PAINT COLOR ASSIGNMENTS FOR REFRIGERANT CONTAINERS

Significant changes to refrigerant container color protocol will commence in January 2020, as outlined in the Air-Conditioning, Heating, and Refrigeration Institute's (AHRI) Guideline N, Assignment of Refrigerant Container Colors. Guideline revisions, first published in 2015, specify that all refrigerant containers should have the same paint color, RAL 7044, to reduce confusion among similarly colored refrigerant containers.

“Misidentifying refrigerants can lead to serious safety issues because refrigerants have different operating pressures and physical properties, including potential flammability,” said Helen Walter-Terrinoni, AHRI Vice President of Regulatory Affairs. “It can also cause equipment damage if refrigerants are used in the wrong applications. The updated guideline will ensure that refrigerants continue to be used correctly and safely.”

AHRI Guideline N previously stipulated that specific colors be used for refrigerant containers as an additional means of refrigerant identification. However, with the increased number of refrigerants approved for use and the respective increase in the number of colors assigned to these refrigerants, there was concern over the potential misidentification of similarly colored containers. More than half of respondents to an AHRI survey of refrigerant users found that container colors had caused confusion. This confusion was likely to increase as new refrigerants are added to the market.

The U.S. Code of Federal Regulations (CFR) Title 49 for hazmat transportation regulations and CFR Title 29 for occupational safety and health regulations require that all hazardous material containers, including refrigerant cylinders and drums, be labeled to clearly identify the contents. These container labels and markings should always be used as the primary means of identification for hazardous materials,

including refrigerants. AHRI will continue to assign PMS colors for printed materials only, including the label on containers and the outer packaging of DOT39 cylinders, the guideline still requires that all flammable refrigerants include a red band on the shoulder or top of the container. The changes do not apply to products already packaged.

While AHRI Guidelines act as recommendations from industry and are not required by law, virtually everyone in the industry adheres to Guideline N and all users should be aware that the cylinder and drum label or silkscreen will now serve as the primary means of properly identifying the type of refrigerant in a cylinder or drum. As with all AHRI standards and guidelines, Guideline N is free to download from [www.ahrinet.org](http://www.ahrinet.org).

## About AHRI

**The Air-Conditioning, Heating, and Refrigeration Institute (AHRI) is the trade association representing manufacturers of air conditioning, heating, and commercial refrigeration, and water heating equipment. An internationally recognized advocate for the industry, AHRI develops standards for and certifies the performance of many of these products. AHRI's 300+ member companies manufacture quality, efficient, and innovative residential and commercial air conditioning, space heating, water heating, and commercial refrigeration equipment and components for sale in North America and around the world.**



# PHCC EDUCATIONAL FOUNDATION SUPPORTS PLUMBING, HVACR CONTESTS AT SKILLSUSA COMPETITION

Twelve top plumbing and HVACR students have received honors in the plumbing and HVACR competitions of the annual SkillsUSA National Leadership and Skills Championships, held last month in Louisville, Kentucky.

The PHCC Educational Foundation supports the plumbing and HVACR contests each year. The Foundation's Plumbing Apprentice and Journeyman Training Committee makes up the majority of the SkillsUSA Plumbing Technical Committee, and members were on hand to set up and help with contest judging. The PHCC Educational Foundation also has two representatives on the SkillsUSA HVACR Technical Committee, who assists with set up and contest judging. Plumbing competitors and their advisors participated in a tour of nearby Zoeller Pump Company as a part of their contest experience this year, learning about how pumps operate and are manufactured.

Throughout the week, nearly 6,400 secondary and post-secondary career and technical education students competed in more than 103 trades contests. This year's plumbing honors went to:

- 1st Place Secondary – Michael Moran, Bay Path Regional Vocational Technical High School, Charlton, Massachusetts
- 1st Place Post-Secondary – Keith Ashby, Davis Technical College, Kaysville, Utah
- 2nd Place Secondary – Jacob Brannan, Putnam Career & Technical Center, Eleanor, West Virginia
- 2nd Place Post-Secondary – Brian Ehly, Williamson College of the Trades, Media, Pennsylvania
- 3rd Place Secondary – Levi Moon, Norwich Technical High School, Norwich, Connecticut
- 3rd Place Post-Secondary – Brent Offenberger, Rowan Cabarrus Community College, Salisbury, North Carolina

## **This year's HVACR honors went to:**

- 1st Place Secondary – Ryan Oliver, Gloucester County Institute of Technology, Sewell, New Jersey
- 1st Place Post-Secondary – Blaine Feeler, State Technical College of Missouri, Linn, Missouri
- 2nd Place Secondary – Jack Carter, Franklin Technology Center, Joplin, Missouri
- 2nd Place Post-Secondary – Owen Dougherty, Penn College of Technology, Williamsport, Pennsylvania
- 3rd Place Secondary – Caleb Keebler, Lancaster County Career @ Tech Center – Brownstown, Brownstown, Pennsylvania
- 3rd Place Post-Secondary – Alex Myers, Rowan Cabarrus Community College, Salisbury, North Carolina

## **Technical committee members for this year's event included:**

- Timothy Atkins, PHCC Educational Foundation, Falls Church, Virginia (plumbing)
- Angela Collins, PHCC Educational Foundation, Falls Church, Virginia (plumbing)
- Danny Crigler, L & D Associates, Inc., Aroda, Virginia (plumbing)
- Lynn Faulkner, Kentucky Association of Master Contractors, Frankfort, Kentucky (plumbing)
- Roman Grier, Cast Iron Soil Pipe Institute, Atlanta, Georgia (plumbing)
- Robert Hahn, Co-Chair, Eastwick College, HoHoKus School of Trades, Union, New Jersey (plumbing)
- Victor Hatcher, Tyler Pipe and Coupling, Tyler, Texas (plumbing)
- Warren Lupson, Lupson Assoc., Silver Spring, Maryland (HVACR)
- Harold Moret, Copper Development Association, Sarasota, Florida (plumbing)
- Dale Powell, Copper Development Association, Gettysburg, Pennsylvania (plumbing)
- Tony Senninger, Senninger Plumbing Co., Louisville, Kentucky (plumbing)
- Jamie Simpson, Schaal Heating & Cooling, Des Moines, Iowa (HVACR)
- Maureen Vasquez, Co-Chair, PHCC Educational Foundation, Falls Church, Virginia (plumbing)
- James Walls, Cast Iron Soil Pipe Institute, Garland, Texas (plumbing)

## **The plumbing competition was made possible by the following generous industry sponsors:**

Headline Sponsors: A. O. Smith; AB&I Foundry; American Supply Association; Bradford White; Copper Development Association, Inc.; Kohler; Tyler Pipe and Coupling; Viega, LLC; and Zoeller Pump Co.

Additional prizes, materials and on-site support provided by: A. O. Smith; AB&I Foundry; American Supply Assn.; BrassCraft Manufacturing Co.; Calculated Industries; Cast Iron Soil Pipe Institute; Charlotte Pipe & Foundry; Copper Development Assn.; DEWALT Tools & Accessories; Ferguson; Greenlee; Irwin Industrial Tools; Kentucky Assn. of Master Contractors; Kohler; Lenox; Milwaukee Tool; Mueller Industries; Oatey; PHCC Educational Foundation; Plumbers Supply Co.; RIDGID; Senninger Plumbing Co.; Sioux Chief Manufacturing Co.; Tyler Pipe and Coupling; UA Local 502; Viega, LLC; and Zoeller Pump Co. 

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## KEEPING WORKERS SAFE IN THE HEAT

OSHA's Heat Illness Prevention campaign educates employers and workers on the dangers of working in the heat. Through training sessions, outreach events, informational sessions, publications, social media messaging and media appearances, millions of workers and employers have learned how to protect workers from heat. Our safety message comes down to three key words: **Water. Rest. Shade.**

### Dangers of Working in the Heat

Every year, dozens of workers die and thousands more become ill while working in extreme heat or humid conditions. There are a range of heat illnesses and they can affect anyone, regardless of age or physical condition.

### Employer Responsibility to Protect Workers

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high

temperatures should establish a complete heat illness prevention program.

- Provide workers with water, rest and shade.
- Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for working in the heat.
- Plan for emergencies and train workers on prevention.
- Monitor workers for signs of illness.

### Resources

OSHA's Occupational Exposure to Heat page explains what employers can do to keep workers safe and what workers need to know - including factors for heat illness, adapting to working in indoor and outdoor heat, protecting workers, recognizing symptoms, and first aid training. The page also includes resources for specific industries and OSHA workplace standards. Also look for heat illness educational and training materials at [www.osha.gov](http://www.osha.gov).



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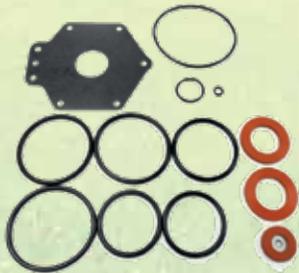


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