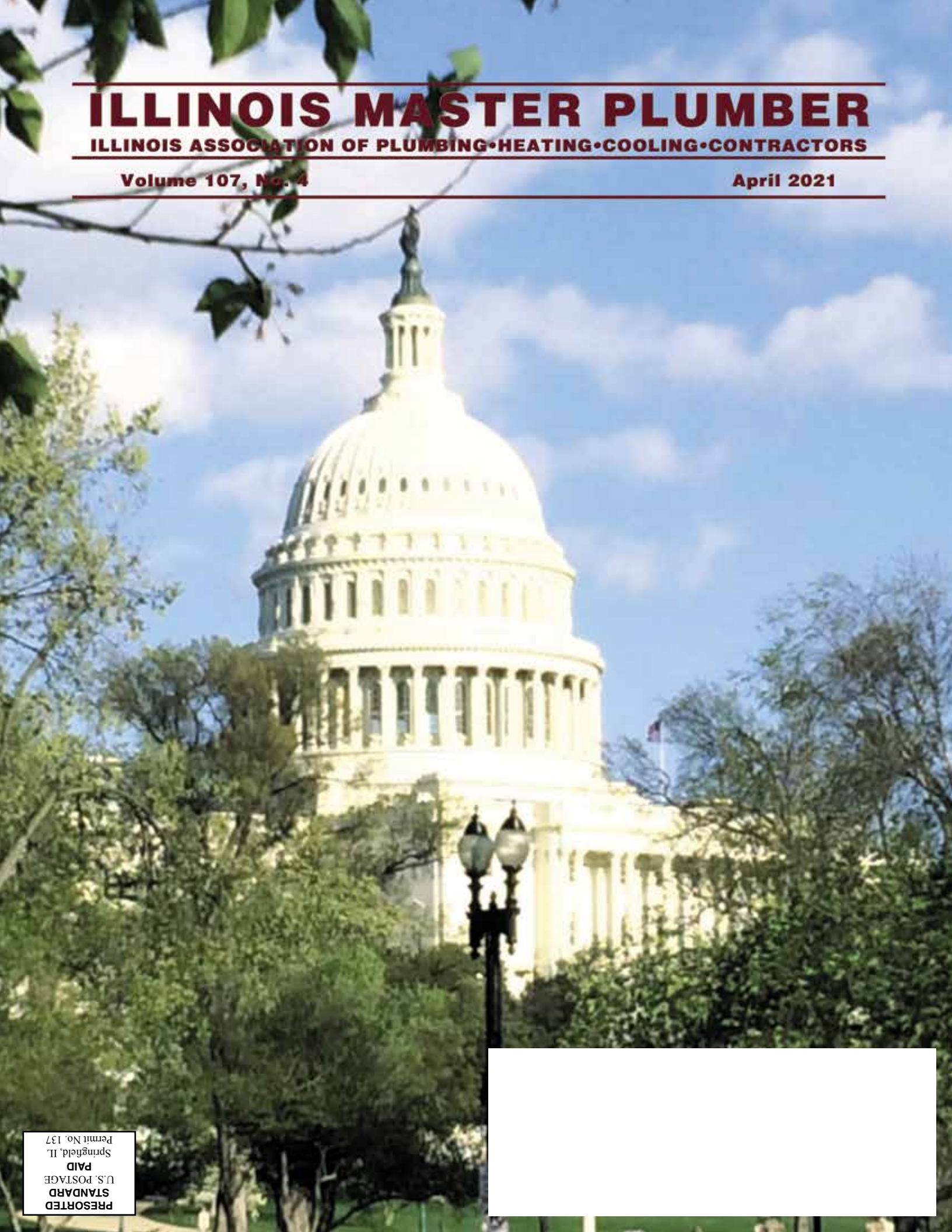

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ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 107, No. 4

April 2021



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

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PRESIDENT'S THOUGHTS

by Brian Rich
Illinois PHCC President

It's a beautiful, warm, sunny spring day outside. This may be the calm before the summer construction storm brewing on the horizon. Work in central Illinois remains strong with the new OSF Cancer Center breaking ground in Peoria and the continued surge in the Bloomington Normal market fueled by Rivian Automotive. Not much has changed on the home front. Everyone is doing well. April's article would typically be the article to recap the March Expo at Drury Lane, but not this year. Unfortunately, this is the second year in a row that the Expo had to be cancelled. I really miss that big event that brought 1500 to 2000 plumbers and industry professionals together, under one roof, for a common goal, "Protecting the Health of the Nation".

As you are all aware, many of our yearly events continue to be cancelled including IMSCA's Lobby Day. Just because we cannot meet in person does not mean that IMSCA is sitting idle. Jessica is working diligently on our top legislative priority for the spring 2021 legislative session which is SB 178 (Assistant Majority Leader Linda Holmes). This bill would amend the Public Construction Bond Act to provide that no retainage may be withheld by a unit of local government from a contractor who furnishes a surety bond as required by the Act, nor may a contractor withhold retainage from its subcontractors. SB 178 was met with some opposition, but work continues on behalf of the construction industry. Speaking of legislation, PHCC National will hold a Virtual Legislative Event on June 15th & 16th. Details to come in next month's issue. Can't wait for a PHCC event to be in person? Well neither can I. Mark your calendars for October 20-22. Plan to attend PHCC Connect 2021 in Kansas City, Missouri.

I hope you take the time to thoroughly read through the magazine each month. The magazine contains valuable information for you and your business. Each month Executive Director Bev Potts updates us on the legislative issues impacting our businesses. You can find business tips, OSHA info, HR tidbits, and risk management topics. All of this information is related to the PHCC member benefits which include: Best

Practices, Advocacy, Workforce Development, Expert & Affordable Training, Networking Opportunities, as well as Savings & Discounts. If you're not a PHCC member, why not give us a try!


As I mentioned last month, the Illinois PHCC is offering continuing education for Illinois licensed plumbers virtually. The schedule is available on the ILPHCC website, www.ilphcc.com.

Another reminder, if you have a student finishing up their freshman year of college that could use a little help paying for books, tuition and other fees that go along with getting their degree, you might want to check out the 2 scholarship applications found in this month's issue of the magazine. First, the Illinois PHCC Auxiliary not only raises funds throughout the year to help promote the p-h-c industry, but also provides assistance to college students through their scholarship award program. Who doesn't need a little help with the rising costs of higher education? Second, are you a past Illinois PHCC president? Your time served will always be greatly appreciated! As a thank you, you have the opportunity to sponsor a worthy high school senior or graduate of a secondary school for the Past President's Club Scholarship. This individual must be pursuing a course of study that will prepare them to serve in or to advance the interest of the plumbing, heating, cooling industry. You will find both applications with more specifics in this issue of the magazine.

As stated in Chapter 9 "Incubating Culture" from the book I'm reading, *Time Really Is Money* by Rob Slec; It's the owner's choice about whether to be proactive about culture. One thing seems certain: every company has a culture. The only question is whether or not the owner decides what it is. And it starts with a shared mission. When employees are passionate about their company's values and mission (like organizing the world's information at Google), they are dedicated to accomplishing the company's goal and being a part of its culture.

Brian 

EMPLOYERS Must Post OSHA FORM 300A

OSHA reminds employers that they must post a copy of OSHA's Form 300A, which summarizes job-related injuries and illnesses logged during 2020. Each year, between February 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA's Recordkeeping Rule webpage for more information on recordkeeping requirements. 

RENEWAL TIME – DON'T DELAY!!

It is now the time of year for all Illinois licensed plumbers and apprentices to renew their licenses. Renewal forms were mailed out by the IDPH Plumbing & Water Quality Program in mid-February. Please use the following email address for IDPH if you did not receive a renewal form, for any questions, renewal inquiries, or to update your information. DPH.Plumbing@illinois.gov.

If you do not have your continuing education credit completed for this year, our online class schedule is posted on the Illinois PHCC website at www.ilphcc.com. On the website you will find more information and be able to register for the classes.



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2021 ILLINOIS PHCC ON-LINE CONTINUING EDUCATION

The Illinois PHCC is now offering continuing education for licensed plumbers virtually. With the ongoing pandemic, IDPH is temporarily allowing classes to be held online. All the Illinois PHCC online classes will also be State approved hours for Certified Plumbing Inspectors.

To register go to www.ilphcc.com

Course # 750-002-C1 - IDPH Sponsor # 750-002

Each class will be 4 Credit Hours (1 CE credit for each 50 minutes of instruction)

Operating requirements necessary to properly participate in the course and receive CE credit are: A computer, tablet or phone with a broadband wired or wireless (3G or 4G/LTE) connection and be sure your speakers are connected. You will need to have a webcam in order to verify your attendance and to show your current license.

Course dates – all are central time

Saturday, April 10, 2021 – 9:00 am – 1:00 pm (200 max)

Friday, April 16, 2021 - 1:00 pm-5:00 pm (200 max)

Saturday, April 24, 2021 – 9:00 am – 1:00 pm (200 max)

The course fee is \$50.00.



LEGISLATIVE UPDATE

By Bev Potts

The Spring Session of the Illinois General Assembly has passed the deadline for House bills to be out of committee in their chamber of origin. The Senate deadline has been extended to April 16th. House bills that now show their status as “Re-referred to Rules” are most likely dead for this Session. Following are some of the bills we continue to watch and their current status.

Plumbing/Piping/Trade Related Bills:

HB 158 (C. Lilly) Amends the Nursing Home Care and Hospital Licensing Acts to require that a facility develop a policy for testing of its water supply for Legionella bacteria. Passed the House and the Senate.

HB 159 (C. Lilly) Same as HB 158, as related to water testing. Re-referred to House Rules.

HB 164 (J. Keicher) Amends the Environmental Protection Act. Requires all water main-related appurtenances, including fire hydrants and valves, to be included in the EPA’s written approval of a proposed water main installation project. Re-referred to House Rules.

HB 267 (S. Yingling) Creates the Local Government Residential Inspection Limitation Act. Provides that, except for a fire, medical, or police emergency, a unit of local government may not conduct a physical inspection of residential property without the voluntary consent of the owner or occupant of the property, a lawful warrant, or court order. Re-referred to House Rules.

HB 291 (N. Manley) Creates the Water Quality Assurance Act. Provides that new and existing health care facilities and buildings containing health care facilities shall develop and implement water management programs with specified elements to control the growth and spread of opportunistic pathogens. Re-referred to House Rules.

HB 562 (M. Evans, Jr.) Makes various changes to the Home Inspector License Act, including extension of the sunset. Assigned to House Labor & Commerce.

HB 713 (N. Hammond) Amends the Radon Industry Licensing Act. Provides that all electronic radon detection devices sold in this State to individuals licensed in accordance with the Act must be calibrated to ensure the accuracy and precision of their measurements of radon and radon progeny. On 2nd Reading in the House.

HB 798 (K. Willis) Amends the Fire Sprinkler Contractor Licensing Act. Provides for licensure of a fire sprinkler inspector, fire pump contractor, and fire pump contractor employee. Provides that fire sprinkler systems shall be registered with the OSFM.. Provides that any individual who performs inspection or testing of any fire sprinkler system shall be individually licensed and possess on his or her person a fire sprinkler inspector license. Adds provisions concerning registration and work on an unregistered fire sprinkler system; preparation of system layout documents; a designated responsible person; reporting inspection and testing activity; and unlicensed practice. Makes changes to licensing requirements for a fire sprinkler contractor license; a designated certified person; continuing education requirements. Makes other changes. Re-referred to House Rules.

HB 1181 (E. Welch) Makes a technical change to the Fire Sprinkler Dormitory Act. On 2nd Reading in the House.

HB 1556 (E. Welch) Makes a technical change to the Radon Industry Licensing Act. On 2nd Reading in the House.

HB 1557 (E. Welch) Makes a technical change to the Illinois Radon Awareness Act. On 2nd Reading in the House.

HB 1558 (E. Welch) Makes a technical change to the Radon Resistant Construction Act. On 2nd Reading in the House.

HB 1852 (J. Carroll) Provides that public funds may not be expended by a non-home rule municipality for registration fees to attend or participate in a convention or gathering of municipal personnel. Re-referred to House Rules.

HB 2123 (J. Durkin) Makes a technical change to the Illinois Plumbing License Law. Assigned to House Executive Committee. On 2nd Reading in the House.

HB 2543 (D. Ugaste) Extends the repeal date of the Water Well and Pump Installation Contractor's License Act from January 1, 2022 to January 1, 2032. Referred to House Rules. On 2nd Reading in the House.

HB 2555 (R. Gabel) Creates the Minimum Energy and Water Efficiency Standards Act. Provides that the Environmental Protection Agency shall adopt rules establishing minimum efficiency standards for types of new products. Re-referred to House Rules. **HB 3101 (D. Ramirez & K. Cassidy)** Creates the Building Energy Performance Standard Act. Re-referred to House Rules.

HB 3122 (E. Gonzalez, Jr.) Amends the Illinois Plumbing License Law to provide that each park district, municipal park and recreation agency shall test each source of potable water in a park that serves children under 6 years old for lead contamination. Re-referred to House Rules.

HB 3195 (K. Stuart) Provides that any multiple-occupancy restroom may be identified as an all-gender multiple-occupancy restroom and designated for use by any person of any gender. Requires that an all-gender multiple-occupancy restroom must include specified signage, stall dividers, and partitions for urinals; any multiple-occupancy restroom may be converted into an all-gender multiple-occupancy restroom. Provides that, where a person or entity must meet female-to-male ratio requirements, each individual toilet stall in an all-gender multiple-occupancy restroom may be counted toward the required number of either female or male toilet stalls. Requires IDPH to adopt rules to implement the provisions. Assigned to House Human Services Committee.

HB 3739 (L. Robinson, Jr.) Creates the Lead Service Line Replacement and Notification Act. Requires a water supply to perform specified activities. Creates the Lead Service Line Replacement Advisory Board. Assigned to House Labor & Commerce Committee.

SB 48 (D. DeWitte) Amends the Environmental Protection Act. Requires all water main-related appurtenances, including fire hydrants and valves, to be included in the EPA's written approval of a proposed water main

installation project. Referred to Senate Assignments.

SB 272 (L. Fine) Creates the Water Quality Assurance Act. Provides that new and existing health care facilities and buildings containing health care facilities shall develop and implement water management programs with specified elements to control the growth and spread of opportunistic pathogens. Assigned to Senate Appropriations-Health Committee.

SB 457 (M. Bush) Same as HB 3195 above. Referred to Senate Assignments.

SB 556 (M. Bush) Creates the Lead Service Line Replacement and Notification Act. Requires a water supply to perform specified activities. Creates the Lead Service Line Replacement Advisory Board. Assigned to Senate Executive Committee.

SB 1173 (D. Harmon) Makes a technical change to the Radon Industry Licensing Act. On 3rd Reading in the Senate.

SB 1921 (R. Crowe) Extends the repeal date of the Water Well and Pump Installation Contractor's License Act to January 1, 2032. On 2nd Reading in the Senate.

SB 2452 (R. Villilavam) Amends the Fire Sprinkler Contractor Licensing Act. Provides that any individual who performs inspection and testing of existing fire sprinkler systems and control equipment must possess a photo identification card issued by the State Fire Marshal as proof that the individual is in compliance with the Act. Other provisions. Assigned to Senate Licensed Activities.

SB 2467 (R. Villilavam) Amends the Fire Sprinkler Contractor Licensing Act. Provides that any individual who performs inspection and testing of existing fire sprinkler systems and control equipment must possess a photo identification card issued by the State Fire Marshal as proof that the individual is in compliance with the Act. Other provisions. Referred to Senate Assignments.

Other Construction/Business Related Bills:

HB 653 (D. Avelor) Provides that groundwater monitoring shall be required for all clean construction or demolition debris fill operations and all

uncontaminated soil fill operations. Other provisions. On 2nd Reading in the House.

HB 804 (A. Williams) Creates the Clean Jobs, Workforce and Contractor Equity Act. Various proposals related to energy/jobs. On 2nd Reading in the House.

HB 2567 (J. Hoffman) Modifies provisions concerning design-bid-build construction.. Extends the repeal date of a Section defining “single prime”. 2nd Reading in the House.

HB 2952 (J. Gong-Gershowitz) Amends the Illinois Wage Payment and Collection Act in relation to primary contractor responsibility for wage claims in the construction industry. Re-referred to House Rules.

HB 3203 (J. Andrade, Jr.) Provides that CDB and IDOT shall each implement a pilot program under which select construction contracts shall contain provisions that if a subcontractor has performed in accordance with the provisions of the subcontract and the work has been accepted by the State agency, the State agency shall pay the subcontractor directly. Re-referred to House Rules..

SB 178 (L. Holmes) (An IMSCA Initiative) Amends the Public Construction Bond Act. Provides that no retainage may be withheld by a unit of local government from a contractor who furnishes the bond or bond substitute required by the Act, nor may a contractor withhold retainage from its subcontractors. Assigned to Senate Judiciary.


SB 565 (L. Ellman) Amends the Environmental Protection Act to provide that the Pollution Control Board shall adopt amendments to require groundwater monitoring at all clean construction or demolition debris fill operations and all uncontaminated soil fill operations. Assigned to Senate Executive – Special Issues Committee.

SB 1718 (C. Castro) Creates the Clean Jobs, Workforce and Contractor Equity Act. Various proposals related to energy/jobs. Assigned to Senate Energy & Public Utilities.

SB 2351 (M. Hastings) Amends the Illinois Wage Payment and Collection Act in relation to primary

contractor responsibility for wage claims in the construction industry. Referred to Senate Assignments.

SB 2494 (R. Villilavam) (An IMSCA Initiative) Amends the Mechanics Lien Act to provide that the changes made by Public Act 97-966, to provisions governing the circumstances in which it is not necessary to fix by contract a time for the completion or a time for payment in order to obtain a lien under the Act, are operative from January 1, 2013 through December 31, 2026 (rather than December 31, 2021). Assigned to Senate Judiciary Committee.

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



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REGULATORY UPDATES FROM PHCC NATIONAL

By Chuck White, Vice President of Regulatory Affairs

Rolling Back Regulations is a Reality

The Biden-Harris Administration continues to roll back regulations enacted during the previous administration. Two proposed rulemakings that withdraw rules have been released for public comment. In the newly released proposed rules, the withdrawal of the Independent Contractor Final Rule is based on several reasons:

- The rule adopted a new “economic reality” test to determine whether a worker is an employee or an independent contractor under the Fair Labor Standards Act (FLSA).
- Courts and the Department of Labor have not used the new economic reality test, and FLSA text or longstanding case law does not support the test.
- The rule would narrow or minimize other factors considered by courts traditionally; making the economic test less likely to establish that a worker is an employee under the FLSA.

The second seeks to rescind a current regulation on joint employer relationships under the Fair Labor Standards Act. 17 states and the District of Columbia filed a lawsuit in the U.S. District Court for the Southern District of New York against the Department of Labor, arguing that the Joint Employer Rule violated the Administrative Procedure Act. The court vacated the majority of the Joint Employer Rule on Sept. 8, 2020, stating that the rule was contrary to the FLSA and was “arbitrary and capricious” due to its failure to explain why the department had deviated from all prior guidance or consider the effect of the rule on workers.

States Challenge Withdrawal of DOE Furnace Rule

The states of New York, California, Illinois, Maine, Minnesota, Nevada, New Mexico, Oregon, Vermont,

Washington, the Commonwealth of Massachusetts, the District of Columbia, and the City of New York have petitioned the U.S. Court of Appeals for the Second Circuit for review of two related final actions taken by the Department of Energy (DOE) titled “Energy Conservation Program for Appliance Standards: Energy Conservation Standards for Residential Furnaces and Commercial Water Heaters; Withdrawal.” The group opposes the final DOE rule that determined use of non-condensing technology in gas-fired residential furnaces and commercial water heaters would constitute a performance-related “feature” under the Energy Policy and Conservation Act, thus allowing it to avoid adopting energy efficiency standards. PHCC has long supported the use of non-condensing products as a solution to challenging venting installations where costs of alternate vent methods would be burdensome to consumers.

OSHA Enforcement Steps Up

Proposed penalties totaling \$205,500 have been levied against an Oklahoma construction contractor. The company was cited for serious violations related to excavation work. Inspectors arrived at a Broken Arrow job site in September 2020 and found employees in standing water as they installed water lines in two trenches as part of a street widening project. OSHA determined the company failed to ensure that required cave-in protection was used, that an appropriate means of escape existed, and that workers wore hard hats, as required. PHCC urges businesses and workers to create and engage in a culture of safety; maintaining safety every day is an effective way to avoid harsh enforcement penalties.



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WHAT EMPLOYERS NEED TO KNOW ABOUT REPAYMENT OF DEFERRED PAYROLL TAXES

To give people a needed temporary financial boost, the Coronavirus, Aid, Relief and Economic Security Act allowed employers to defer payment of the **employer's** share of Social Security tax. IRS Notice 2020-65 allowed employers to defer withholding and payment of the **employee's** Social Security taxes on certain wages paid in calendar year 2020. Employers must pay back these deferred taxes by their applicable dates.

The **employee** deferral applied to people with less than \$4,000 in wages every two weeks, or an equivalent amount for other pay periods. It was optional for most employers, but it was mandatory for federal employees and military service members.

Repayment of the employee's portion of the deferral started January 1, 2021 and will continue through December 31, 2021. Payments made by January 3, 2022, will be timely because December 31, 2021, is a holiday. The employer should send repayments to the IRS as they collect them. If the employer does not repay the deferred portion on time, penalties and interest will apply to any unpaid balance.

Employees should see their deferred taxes in the withholdings from their pay. They can check with their organization's payroll office for details on the collection schedule.

How to repay the deferred taxes

Employers can make the deferral payments through the Electronic Federal Tax Payment System or by credit or debit card, money order or with a check. These payments must be separate from other tax payments to ensure they applied to the deferred payroll tax balance. IRS systems won't recognize the payment if it is with other tax payments or sent as a deposit.

EFTPS will soon have a new option to select **deferral payment**. The employer selects **deferral payment** and then changes the date to the applicable tax period for the payment. Employers can visit EFTPS.gov, or call 800-555-4477 or 800-733-4829 for details.

If the employee no longer works for the organization, the employer is responsible for repayment of the entire deferred amount. The employer must collect the employee's portion using their own recovery methods.

Visit www.irs.gov for more information. 



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Evaluate Your Mental State Behind the Wheel

At times, our thoughts can feel like they're racing faster than the traffic around us while we're on the road – but letting our minds stray behind the wheel is a form of distracted driving. Mental distractions can be just as dangerous as physical ones, whether we're consumed by anger, worry, and stress, or just simply letting our minds wander.

This wandering is also known as “inattention blindness,” or looking but not seeing. You may have experienced inattention blindness if you've suddenly found yourself pulling into your destination and wondering how you got there. This autopilot mindset means that your brain was less focused on the important task of driving safely, leading to slower reaction times behind the wheel.

Mental distractions to be mindful of while driving include:

- Worrying
- Daydreaming
- Strong emotions, including road rage
- Being too caught up in music or podcasts
- Overly engaging in conversation
- General stressors, such as the pandemic, family matters, or future plans

Driving with intention can be a safe way to combat inattention blindness. Drivers who are in tune with their personal mental state and who use situational awareness can better anticipate the actions of others on the road and react appropriately. April is Distracted Driving Awareness Month and an excellent time to teach company drivers about inattention blindness and remind them:

- Multi-tasking is a myth. Studies have proven that our minds can only focus on one thing at a time.¹
- Take a few deep breaths when feeling strong emotions.
- Never engage with aggressive drivers on the road – emotionally or physically.
- If weather permits, open a window for fresh air to help stay alert.
- Listen to the radio as a less interfering task alternative.²
- Plan ahead: have directions ready, check the weather, and pack all needed items before leaving.
- Take care to not “zone out” when driving on familiar roads or routes. They may know the road, but they can't anticipate the actions of other vehicles, pedestrians, or animals.
- Take personal accountability for their mental state behind the wheel. Only they will recognize when inattention blindness starts, so it is their responsibility to stay focused on the road.

Above all else, remind them that you want them to make it home safe today and being cognitively aware and present while driving can help prevent a devastating crash and save lives – so evaluate your mental state before you drive.

¹ “Understanding Driver Distraction,” *National Safety Council*, 2020 <https://www.nsc.org/road-safety/safety-topics/distracted-driving/distracted-brain>

² “Driving and Multitasking: The Good, the Bad, and the Dangerous,” by Menno Nijboer, Jelmer P. Borst, Hedderik van Rijn, and Niels A. Taatgen, *frontiers in Psychology*, 2016 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5100650/>

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Qualified counsel should be sought with questions specific to your circumstances. © 2021 Federated Mutual Insurance Company.

THE DEADLY SECRETS MENTAL HEALTH & WELL-BEING IN CONSTRUCTION

By Mark Breslin, Breslin Strategies, Inc.

For an industry so concerned with **safety**, it seems either ironic or pathetic that we tell people to wear their safety goggles while they might be thinking of killing themselves – and still no one is talking about mental and emotional health **on the jobsite**.

This reluctance, as organizations and individuals, to be honest with ourselves or others plays a big role in our security and happiness in life – and at work. And **the tendency of most organizations and leaders to ignore these fears in the workplace has a significant impact**. Now some very compelling research backs it up. Besides suicide rates, construction also has higher rates of

- Opioid and substance abuse
- Depression
- Anxiety
- Anger Issues
- And related



And right now, after a year of COVID stressors, more than ever, many are pushed to the edge. Why can't our industry step back and take an authentic look at the employee as a whole person? Why is it such a stigma for construction workers to admit they are struggling?

Fear.

- Fear of looking weak.
- Fear of being vulnerable.
- Fear of being rejected.
- Fear of being judged.
- Fear of failure, and thus of risk to our self-image and esteem.

Defeating these secrets requires people to feel safe. **Safety** for and with each other builds bonds that enable people to stretch, risk and trust. They also allow people to be authentic and bring their best selves to both others and the workplace. For learning, coaching, mentoring and healing this is essential.

Mortenson, a proactive and forward-thinking client of mine, took this on in an admirable way. They built a Toolbox Talk – a Craft-focused update shared by project leaders to ensure team members have access to important information – highlighting mental health and tied it to the timing/pressures of COVID. Their field leaders reported that they have never in 20+ years had more positive feedback from the field on something they presented. Story after story about the workers, their spouses, and their kids came spilling out. The company was blown away by the response. And more importantly, earned the respect of their people because they simply showed they cared.

In many, if not most construction workplaces this willingness to deal with employee wellness at its roots does not exist. It is not valued as it should be. What takes its place are “suck it up” expectations, employee quiet desperation or worst – everyone seeing problems but not knowing what to do or say.

Many construction leaders accept this because that is what they are most accustomed to. **But those with courage and vision will put in the work to create a supportive safe and empathetic leader response.** It might sound like this;

- We accept you and don't judge you
- If you are struggling, you are not alone
- There are resources for those of us who are challenged

- I have walked in your shoes and know what you are facing
- We've got your back

For leaders it can be a challenge to prioritize emotional wellness and care. It doesn't seem to pay the bills. That is a pretty old school viewpoint. I cannot emphasize this enough; caring about people matters and pays.

In my 30 years of organizational leadership, I have seen it all. Employees with anxiety, serious health issues, crumbling marriages, depression, financial declines, substance abuse, and more. I have seen all of that in my own extended family – and I am sure you have as well. I absolutely consider it my role to create a supportive (not enabling) environment and provide resources and references to all who are in need. That is just in line with the leadership values that I believe in. Everyone is human and everyone has their own struggles.

Here are three ways to promote emotional and psychological wellness in your organization:

- 1. Be the best example with your own emotions,** behavior and communication. A leader that shows authenticity, vulnerability, and empathy gets loyalty and buy-in in return. Openness and trust follow allowing people to come to you. Being your best self, no matter what others think is real strength. Being open to and for others gives others the permission to do the same.
- 2. Communicate about resources.** Talk about mental health. Do the Toolbox Talk. Consider providing additional resources. Mortenson, the client contractor I mentioned, also purchased subscriptions to Joyable, a mental

health app, for thousands of employees to use anonymously. Make sure your people have a trusted go-to person in the company. Know what is available through your union partners (see links for some great work being done now) and let your employees know.

- 3. Do not compromise, rationalize or ignore any self-destructive behaviors** of your team. A lot of the time we (especially field leaders) see it and feel too awkward to act. A couple of times in my life, I was personally a little beat down and burnt out. And most of my team could easily see it and rallied for me for a few months. I was so incredibly grateful and came through it with more loyalty and respect for them than ever.

Do it for your people. Not because they make you money. But because it is the right thing to do and someone has to step up. When you let it go, you let down your team and yourself. This kind of safety is not about protective goggles and lift with your knees. This is about life.

What makes a healthy person; a healthy family or a healthy child? What helps them grow and thrive as they should? Yeah. Same thing. Psychological and emotional health and wellness. Even in our rough and tumble industry it's going to be worth the time and effort.



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HR Question OF THE MONTH

DIFFERENT SURNAMENES ON I-9 DOCUMENTATION?

Question

What is the responsibility of the employer when a newly hired employee provides I-9 documentation that shows two different surnames? Specifically, a driver's license and a Social Security card that do not match. The employee states that the SS card has her maiden name and her driver's license has her married name.

ANSWER

The US Citizenship and Immigration Service (USCIS) addresses this issue on its website at "Examining Documents" where it states the following:

"If your employee ... provides a document in which the name the employee wrote in Section 1 is completely or substantially different from the name on the document ... then you should ... ask the employee the reason for the name change. If your employee maintains that the name in Section 1 is his or her legal name and you are satisfied that the document reasonably appears to relate to the employee, you may accept the document." The USCIS further recommends that employers in this situation "attach a memo to the Form I-9 explaining the discrepancy. If the employee voluntarily provides proof of a name change, you may keep a copy of it with the memo."

The employee in question has presented documents with two different surnames (and presumably she used one of them when completing the Form I-9). It is certainly feasible that the married

employee in question might have her maiden name on her social security card (if she has not yet updated the document) and her married name on her driver's license. As the USCIS notes above, if the documents reasonably appear to be genuine and to relate to person presenting them, you may accept them. We do recommend attaching a memo to the I-9 to indicate that the employee advised that the discrepancy in the surnames on the documents is because one is her maiden name (SS Card) and the other is her married last name (driver's license). Should she present a copy of her marriage license or similar certificate to evidence this further -- although this is not required and we advise against mandating that she do so -- the employer can make a copy of such document and attach it to the memo and I-9 as well.

The Question of the Month is provided by Enquiron, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulation in your state. Consult with your own qualified legal counsel regarding your specific facts and circumstances.





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**Illinois PHCC
821 South Grand Avenue, West
Springfield, IL 62704**

Make checks payable to the Illinois PHCC.

There will be a \$40.00 service charge for any checks returned due to insufficient funds.

Questions? Contact the Illinois PHCC at bev@ilphcc.com or shelly@ilphcc.com

(217) 522-7219

PHCC ILLINOIS

AUXILIARY SCHOLARSHIP RULES

1. Scholarships are awarded in the amount of \$500.00 or more but not to exceed \$2,000.00 and shall be given by the Illinois Auxiliary each year in June, as funds are available, to those who desire to further their education.
2. The applicant must be at least a freshman in college having completed one full semester with at least 8 credit hours of study. Seniors in high school may NOT apply.
3. No person may receive more than one award from Illinois Auxiliary during his or her academic career, and there cannot be more than two awards per family per year. A permanent list of recipients will be kept in the scholarship files.
4. In addition to the completed application form, the applicant must submit the following:
 - A handwritten letter including personal data, family size, explanation of need for scholarship monies, and career plans. Include information about participation in high school, college, and community activities as well as work experience. Knowledge of and/or working experiences with plumbing industry may be included, but not necessary.
 - Three letters of recommendation.
 - One letter must be from a sponsor, who is a member in good standing of Illinois PHCC Auxiliary.
 - The other two letters must be from people who are not relatives, but know the applicant personally and can attest to the applicant's character and provide other pertinent information. Knowledge of parents would not necessarily qualify them for having knowledge of applicant.
 - Photo of the applicant.
 - Official transcripts—see details on application form.
5. **The deadline for submitting application is May 22, 2021.**
 - Application must be postmarked no later than this date and include all the information required. If it is incomplete, application materials will be discarded and applicant will not be considered for a scholarship. Applicants may resubmit the following year.
 - The scholarship committee will have the final decision in awarding these scholarships. If you have any further questions, please feel free to contact me using the information listed below:

Please Send Completed Applications To:

Gail McWilliams

2707 Holcomb Dr.

Urbana, IL 61802

217-384-5121 e-mail: jgmcw@comcast.net

PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2021~

Applicant Name: _____ Birth Date _____

Mailing Address: _____ City _____ State _____ Zip _____

Parents or Guardian's Full Name: _____

Phone Number: _____ E-mail _____

NAME AND ADDRESS WHERE CHECK SHOULD BE SENT:

Name _____

Address _____ City _____ State _____ Zip _____

NAME OF SPONSORING AUXILIARY MEMBER: (Sponsor **cannot** be a parent, guardian or spouse.)

Name _____

Address _____ City _____ State _____ Zip _____ Phone _____

Signature _____

SCHOLASTIC DATA:

High School Attended: _____

Year of Graduation: _____ Rank/Number in Class: _____ CUM GPA: _____

Principal's Name: _____

Name of College Attending & Career Plans: _____

Dean or Advisor's Name: _____

INSTRUCTIONS FOR APPLYING FOR SCHOLARSHIP:

Application must be complete with the items listed below for consideration. Please read Scholarship Rules.

1. Completed application above.
2. Small photo stapled to application.
3. Three letters of recommendation as follows:
 - A. One letter of recommendation from sponsoring Auxiliary member.
 - B. Two letters of personal recommendation from people not related to applicant.
4. Personal HANDWRITTEN letter—cursive not required. State request and list curricular activities you participated in high school and college.
5. Original copy of high school and college transcripts. These can be sent under separate cover. ****Note**** high school transcript is required for all graduates from 2006 to current.

I hereby certify that the above is true and accurate.

Applicant's signature: _____ Date _____

Parent, Guardian or Spouse Signature: _____

GOOD LUCK!

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¹Information on tax credit accurate at time of publishing; consult your tax advisor for details on eligibility requirements for tax credits or go to rheem.com/federal-tax-credit. ²Based on comparison of the 50-gallon Hybrid Electric model against the estimated annual operating cost of a standard electric water heater of like capacity manufactured prior to 2015 under NAECA II which is likely being replaced. Savings varies per gallon capacity. ³Leak detection and leak protection built in for ProTerra Hybrid with LeakGuard only.

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Becky Davis— P.O. Box 21—Deer Creek, IL 61733

ILLINOIS PHCC PAST PRESIDENT'S CLUB SCHOLARSHIP FUND

1. Name of the Scholarship Fund shall be the "Illinois PHCC Assn. Past President's Club Scholarship Award".
2. Scholarship is established through dues income to Past President's Club.
3. A scholarship shall be awarded to an individual who has been nominated by a member of the Illinois PHCC Past President's Club who has been a member in good standing for the past two years.
4. Applicant must have the following qualifications:
 - a. Applicant must be a member of the senior class or graduate of a secondary school.
 - b. Pursue or desire to pursue courses of study such as may prepare them to serve or to advance the interest of the plumbing-heating-cooling industry.
5. The President of the Past President's Club shall be the Chairman and appoint two members to assist him in selecting the Scholarship Winner.
6. In no case shall more than one Scholarship be awarded to any one applicant, but the Scholarship Committee may award more than one scholarship at their discretion.
7. Scholarships shall be awarded at an event of the Illinois PHCC in June 2021.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

Application must be received in the Illinois PHCC office no later than May 28, 2021

SCHOLARSHIP APPLICATION

IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

Name in Full _____ Age _____

Address _____

City and Zip _____

Parent's Name _____

Address _____

City and Zip _____

Applicant's Phone No. - Home _____ Business _____

Employed by _____

Name of Owner _____

Address _____

Address _____

City and Zip _____

Name of Sponsoring Member of the Past President's Club _____

What career do you intend to follow? - Give full details in letter form. (In addition to the letter, it would be helpful to have a short video of the applicant explaining why they are applying and their goals for the future. This is optional, but if you choose to do so, email it to bev@ilphcc.com.)

What school do you plan to attend? _____

Complete Address _____

When do you plan to enroll? _____

Scholastic Data

High School attended _____

Complete Address _____ Zip _____

Year Graduated _____ Rank In Class _____

Principal's Name _____

In what activities have you participated: Attach list.

1. Fill out application completely and mail to IL PHCC Past Presidents Club, 821 S. Grand Ave., West, Springfield, IL 62704.
2. Enclose reference letters from three people, not related to you, who know you personally, attesting to character and other pertinent information.
3. Enclose a letter from principal giving complete transcript of grades, activities, rank and number in class and scores on one of the following tests: PSAT, SAT or ACT.
4. A wallet size picture of you.

Applicant's Signature

I hereby certify that the above is true and accurate. Date: _____

Parent or Guardian's Signature



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