

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 108, No. 2

February 2022



PRESORTED
STANDARD
U.S. POSTAGE
PAID
Springfield, IL
Permit No. 137



ONCE
+
DONE



STA-TITE[®]
COMMERCIAL FASTENING SYSTEM™



EASY

Simple, integrated
nut and washer

FAST

Reduces installation
time by 33%

SECURE

Eliminates callbacks
for loose seats

ToiletSeats.com

INLANDSALESGROUP.COM



INFO@INLANDSALESGROUP.COM



OFFICERS

President
Brian Rich
Deer Creek

Secretary
Paul Brush
Bloomington

President-Elect
Brian Wilk
DesPlaines

President Emeritus
Mike Ehret
Belleville

Treasurer
John Baethke
Chicago

Executive Director
Beverly Potts

Associate Director
Shelly Lott

CONTENTS

President's Thoughts 4

In Memory 5

Calendar of Events 6

2022 Illinois PHCC CEU Schedule 7

Illinois PHCC EXPO and Education Day 8

Illinois PHCC Expo Tickets! 9

License Renewal Time – Don't Delay!! 9

Get Your Backflow Test Kit Calibrated at the Expo 9

Statement From Secretary Of Labor Marty Walsh On Vaccination, Testing 10

Risk Management Corner 11

Plumbing Codebook Order Form 12

News from PHCC National 13

Past President's Club Scholarship Fund 14-15

HR Question of the Month? 17

Employers Must Post OSHA Form 300A 18

PHCC Illinois Auxiliary Scholarship Rules 19

PHCC Illinois Auxiliary Scholarship Application-2022 20

Auxiliary T-Shirts 21

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

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

POSTMASTER: Please Forward Change of Address Notice on Form 3578 and Copies Returned Label Form 3579

To: Illinois PHCC
821 South Grand Avenue West
Springfield, Illinois 62704
Telephone (217) 522-7219
BEV@ILPHCC.COM
WWW.ILPHCC.COM

ADVERTISERS

Bradford White 18

Connor Company 23

Federated Insurance 22

Inland Sales 2

Hodes 13

H.R. Stewart 10

Rheem 16

Test Gauge Back Cover

Torvac 6

TS Brass 5

EDITORIAL AND EXECUTIVE OFFICES

821 South Grand Avenue West
Springfield, Illinois 62704
Telephone: (217) 522-7219
FAX: (217) 522-4315
1(800) 795-PHCC



PRESIDENT'S THOUGHTS

by Brian Rich
Illinois PHCC President

January was a great month for our family. We were blessed to celebrate my mother's birthday and our son Jacob's 25th birthday. In February Angi and I will celebrate our 26th year of marriage. We plan to take a couple of trips Up North snowmobiling to celebrate. I will also get the pleasure of spending time with both of my sons, along with some coworkers, going on a Euro Style Pheasant hunt. I'm very thankful for COVID cancelling my ability to attend several business functions so we can enjoy the awesome outdoors this winter. I will say COVID has taught me that my priorities were in the wrong place. I'm definitely more productive at work after I take a little time off.

Present time seems to be moving at the same pace as work, every month seems to go by faster and faster. For those of us in the plumbing, heating & cooling industry there is never enough time. The lead times for materials has increased, the pool of qualified techs has decreased and the amount of training our employees need is ever increasing as we strive to keep up with technology. This all may sound negative, but I feel it is extremely positive. It must mean work is good! As I see it, bad times drag on and good times never last long enough. There has been a bounty of work available, and we can't get enough of it. That's why we don't have enough time, material or employees. It does feel good though partnering with other contractors, GC's, Subs, Suppliers, Engineers and Unions that want to move as fast as we do.

I'd like to remind everyone of the upcoming opportunity to find a variety of plumbing products and business solutions at the Illinois PHCC Expo coming up on Friday, March 18th in Oakbrook Terrace, IL. You will find more information on this event in this month's magazine. As I stated last month, in order for us to have a great workforce we have to make sure our Licensed Plumbers have their required 4 hours of continuing ed. You will find a list of CEU classes and registration information in this issue of the magazine.

We at GA Rich are fortunate to be involved in many contractor associations like the PHCC that are "dedicated to the advancement and education of the plumbing and HVAC-R industry for the health, safety and comfort of society and the protection of the environment". Speaking of dedication and protection, our very own Executive Director, Bev Potts spends hours and hours of her time working to protect the Illinois Plumbing License Law and your business. I've asked Bev to give us a glimpse behind the scenes of what it takes to protect the plumber and the businesses that employ them.

From Bev:

Every time a new session of the Illinois General Assembly begins, legislation is introduced by your senators and representatives. Over 6,000 pieces of legislation were introduced last year, and we are currently in the period when legislation is introduced. As these bills are introduced, I read the synopsis of every bill to see if and how it will affect not only our industry, but the contracting business in general. From there, an active list and a watch list are created so that we can accurately track and work on the legislation as it progresses through the legislative process. Last year we had over 250 bills on the watch list and around 45 on the active list. Legislative reports are then created which I email to our officers, directors, local associations, and other industry partners on a regular basis, and also print in the Illinois Master Plumber magazine. Legislative alerts are issued when we need people to make contact with their representative or senator on a particular issue. Legislators often reach out to me to ask our stance on a particular bill, or for a bit of education on what we are all about.

Once laws are passed, often times rules must be written to implement the law. This goes through the Joint Committee on Administrative Rules (JCAR) process. The Illinois Register comes out weekly and I monitor that closely for any rulemaking that would affect what we do. For example, changes to the Illinois Plumbing Code and Title 35 (cross connection control) would go through this process.

I work closely with Jessica Newbold at IMSCA on various pieces of legislation that are of interest to both groups. We have a great working relationship that benefits both organizations.

This is just a short explanation of how we work diligently to promote and protect our industry within the state of Illinois. At some point in the future, maybe I can provide an article that is more encompassing on "how the sausage is made".

Brian



IN MEMORY

Neil Y. Duvall, 49, of Brighton, son of Midwest Mechanical Contractors Executive Director and Illinois Auxiliary member Barb Miller, passed away unexpectedly, on January 3, 2022.

Surviving are his wife Chasidy of Brighton; sons Dakota (Ayla) Duvall of Virden, Dylan Duvall of Brighton; his mother, Barbara Miller; one granddaughter, and one brother. Neil was preceded in death by his father, Michael, and step father, Danny Miller.

Neil was a pipefitter, by profession, for UA Local 553. He had completed a 4-year plumber's apprenticeship.

Visitation was held on January 6th with his funeral on January 7th both at Anderson Family Funeral Home in Brighton. Burial was in Brighton Cemetery.

Memorials may be made to St. Jude Children's Hospital.

Elaine Marett, 72, of Urbana, passed away on Tuesday, January 11th at Carle Medical Center, Urbana. She was the mother of Illinois Auxiliary board member Janice Graybeal.

She is survived by her husband John, two daughters, Janice (Erik) Graybeal of Le Roy and Jen (Wojo) Marett, of Batavia; and six grandchildren, Brandon (Kate), Caleb, Alexis, Evan, Lia and Will.

Her memorial visitation and service was held on January 22, 2022 at Sunset Funeral Home and Cremation Center in Champaign, Illinois. A Celebration of her Life was held on January 23rd at the Elks Lodge in Savoy, where she was a member.

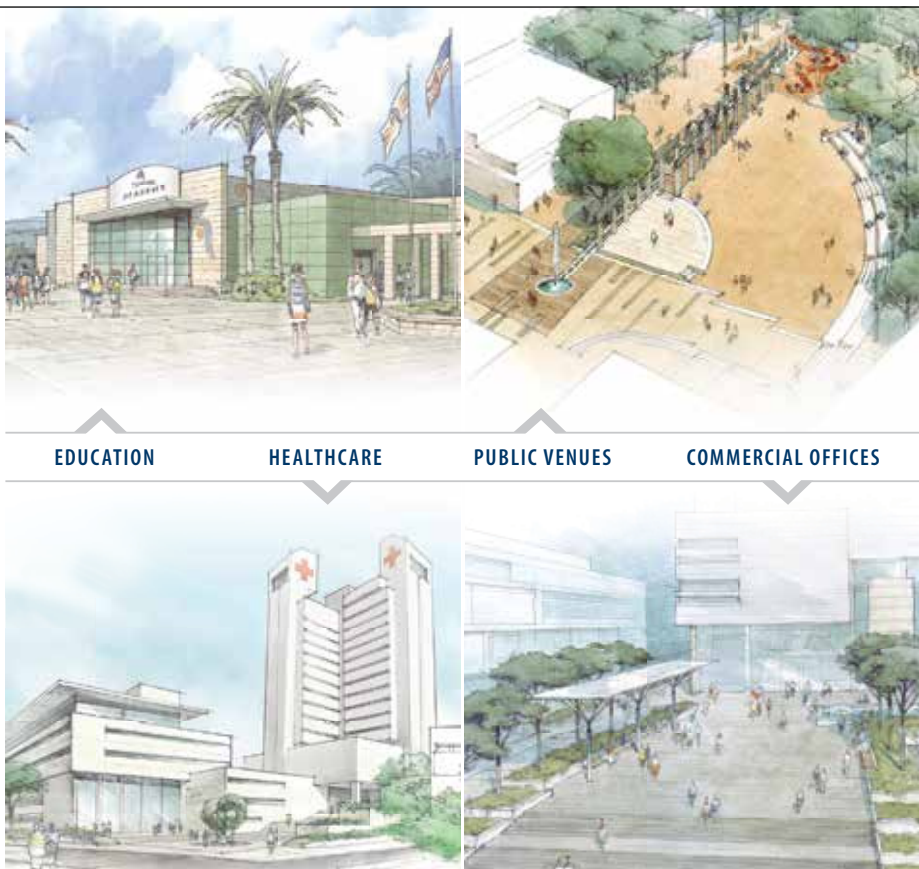
Memorials may be made in her name to The Elks Lodge #2497, 903 N Dunlap Ave, Savoy, IL. 61874



T&S IS HERE >

Contractors know how important it is to have the right resources in place — and so does T&S. That's why we offer a vast selection of high-quality plumbing products for a wide range of markets and applications, delivering world-class innovation and reliability when it matters most.

Learn more at tsbrass.com/markets.



EDUCATION

HEALTHCARE

PUBLIC VENUES

COMMERCIAL OFFICES

T&S plumbing products represented in Illinois by: (Northern) Deery-Pardue & Associates - 630-350-7575
(Southern) American Sales - 314-231-6114

CALENDAR OF EVENTS

FEBRUARY 19, 2022

Illinois PHCC Online CEU Class

APRIL 22, 2022

Illinois PHCC Online CEU Class

MARCH 18, 2022

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

JUNE TBD, 2022

PHCC Officer Installation Event & Board Meeting
Location TBD

MARCH 19, 2022

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

MAY 24-25, 2022

PHCC National Legislative Conference
Washington, D.C.

MARCH 22, 2022

IMSCA Legislative Reception
Springfield, IL

OCTOBER 5-7, 2022

PHCC Connect '22
Charlotte, NC



A division of **DARLING RESTAURANT SERVICES**

GREASE REMOVAL, PUMPING, JETTING



*Our Vactor Truck is the most powerful vehicle in the industry, which can open even the most clogged lines. Using state-of-the-art equipment like this enables **TORVAC** to do the job right the first time and every time! Trust Torvac to eliminate the headaches that come along with cooking oil removal, grease trap pumping and water jetting of your sewer lines.*

SIGN UP NOW FOR SPECIAL PRICE SAVINGS ON OUR MAINTENANCE SERVICE TO PREVENT LINE BLOCKAGES!

- **Cooking Oil Removal**
- **7 Day/24 Hour Service**
- **Fastest Response Time**
- **We Guarantee Against Sewer Backups**
- **Serving All Major Markets Across the U.S.**

**For More Information
Call Our Service Team Today
(888) 486-7822**

2022 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC is offering online and in-person classes now through April of 2022. These classes offer a minimum of 3 different speakers and topics in each class. The topics include, but are not limited to, Emergency Showers & Eye Wash Stations, Diagnosing Today's Water Heaters, Excavation Safety, Cast Iron DWV Systems, Proper Methods for Installing Copper, Tool Safety, the Illinois Accessibility Code as it Relates to Plumbing, Water Quality & Waterborne Pathogens, Regulatory Updates, and more.

All Illinois PHCC classes will provide State hours for Certified Inspectors and Licensed Plumbers.

Below is our current schedule of continuing education classes for Illinois licensed plumbers. **Please visit our website at www.ilphcc.com for the latest information and to register for a class.** Registration links will be live at least 6 weeks prior to the class date.

2022 Continuing Education Dates

Saturday, February 19, 2022 - 8:00 am - 12:00 pm (Online)

**Friday, March 18, 2022 – 9:00 am – 1:00 pm -
Drury Lane Conference Center,
Oakbrook Terrace, IL**

Friday, April 22, 2022 - 12:00 pm-4:00 pm (Online)



Illinois PHCC Expo & Educational Day

Friday, March 18, 2022
Drury Lane Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181

9:00 A.M. to 1:00 P.M. – Continuing Education Class
Noon – 5 P.M. EXPO Trade Show

Friday, March 18th, 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 2022 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 annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2022 Expo is free of charge.** After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored "After Expo" Reception.**

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$125.00 single or \$135.00 double occupancy plus tax. Remember that all rooms are 2 room suites that include a full breakfast buffet: upon check-in please inform the front desk of how many people are staying in your room. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

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

www.ilphcc.com



Questions ??? Call (217)522-7219

ILLINOIS PHCC EXPO TICKETS!

Have you been waiting for your annual **Illinois PHCC Expo & Educational Day** letter, CEU registration form, and ticket to arrive in the mail? Well, the ongoing pandemic has created problems with that. Due to paper/envelope shortages and supply chain issues, we are unable to do our usual mailing to you this year and are attempting to reach everyone by email and social media. We were able to secure enough tickets to include one in this issue of the magazine.

This outstanding event will be held at the **Drury Lane** Conference Center in Oakbrook Terrace on **Friday, March 18th**. You will have the opportunity to see the latest products/services/trucks, demo new tools, earn your CEU credit, win prizes, and network with your fellow industry professionals. You will need

to **register for the class by March 1st**. The “After Expo” Reception will give you the opportunity to relax and recap the days events while enjoying food, drinks, and prizes.

Please go to **www.ilphcc.com** where you will be able to register for the CEU class, download a complimentary ticket to the tradeshow, and obtain further information.

You can also follow us on Facebook at **https://www.facebook.com/IllinoisPHCC**.

Plan now to attend the biggest and best p-h-c tradeshow in the Midwest!

We look forward to seeing you on **March 18th!**



LICENSE 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 containing your PIN to make your online payment are scheduled to be mailed in late February. Please use the following email address for IDPH for all questions, renewal inquiries, to obtain PIN #s, to update your information, etc. DPH. Plumbing@illinois.gov.

As soon as you receive notification from the IDPH, please renew immediately. Do not wait until April to renew!

If you do not have your **continuing education credit** completed for this year, our class schedule is posted on our website at **www.ilphcc.com**.



GET YOUR BACKFLOW TEST KIT CALIBRATED AT THE EXPO

Test Gauge, Inc. will be offering on-site calibrations of your backflow test kit during the Illinois PHCC Expo on March 18th at the Drury Lane Conference Center in Oakbrook Terrace.

Test kits can be dropped off at the main entrance

of Drury Lane before the CEU that morning, beginning at 7:00AM. If you would like to drop your test kit off during the Expo, simply bring it to Test Gauge at booths 3 and 4. All test kits can be picked up at that location prior to 4:00PM.



STATEMENT FROM SECRETARY OF LABOR MARTY WALSH ON VACCINATION, TESTING

U.S. Secretary of Labor Marty Walsh issued the following statement on the Supreme Court ruling on the department's Occupational Safety and Health Administration's emergency temporary standard on vaccination and testing:

"I am disappointed in the court's decision, which is a major setback to the health and safety of workers across the country. OSHA stands by the Vaccination and Testing Emergency Temporary Standard as the best way to protect the nation's workforce from a deadly virus that is infecting more than 750,000 Americans each day and has taken the lives of nearly a million Americans.

"OSHA promulgated the ETS under clear authority established by Congress to protect workers facing grave danger in the workplace, and COVID is without doubt such a danger. The emergency temporary standard is based on science and data that show the effectiveness of vaccines against the spread of coronavirus and the grave danger faced by unvaccinated workers. The commonsense standards established in the ETS remain critical, especially during the current surge, where unvaccinated people are 15-20 times more likely to die from COVID-19 than vaccinated people. OSHA will be evaluating all options to ensure workers are protected from this deadly virus.

"We urge all employers to require workers to get vaccinated or tested weekly to most effectively fight this deadly virus in the workplace. Employers are responsible for the safety of their workers on the job, and OSHA has comprehensive COVID-19 guidance at www.osha.gov/coronavirus/safework to help them uphold their obligation.

"Regardless of the ultimate outcome of these proceedings, OSHA will do everything in its existing authority to hold businesses accountable for

protecting workers, including under the COVID-19 National Emphasis Program and General Duty Clause."



H.R. STEWART, INC. Heavy Sewer Cleaning & Televising

- Sewer Jetting – up to 72 inches
- Steerable Mainline Televising – 4 to 72 inch, lengths up to 850 feet
- Push Camera – 3 to 6 inch, lengths up to 500 feet
- Catch Basin Cleaning
- Root Cutting & Destroying
- Air & Mandrel Testing
- Hydro-Excavation
- Municipal Work



H.R. Stewart, Inc.
(847) 639-3331
WWW.HRSTEWART.COM

Safety Leadership Starts With You

Time and time again, the topics of safety leadership and risk management culture are brought up at businesses around the country. As leaders, you have a responsibility to help keep your operations running smoothly and ensuring your employees are working to the best of their abilities. But from an overarching perspective, safety leadership must start at the top — with you.

Risk Identification – When it comes to risk management, identifying the root causes of accidents and injuries and remedying them immediately using a risk management plan can help create a healthier, more stable business. Take the time to periodically conduct a workplace analysis that includes the inside and outside of the building. Focus on:

- General operations
- Machines and equipment
- Employee processes and work practices
- Housekeeping safety
- Clean walking surfaces
- Well lit and organized storage and loading zones
- Any other areas and activities necessary to perform safely well at your workplace

Take notes when potential hazards are found, gather the information, and develop plans for what is needed to control situations that may lead to unacceptable consequences. As necessary, endeavor to promptly correct workplace hazards. Safety guidelines are more effective if they are presented in a written format — create a formal safety manual and present it to employees. In this, include the means for holding employees accountable for any unsafe work habits or conditions.

Lead by Example - Your actions as a leader hold a great deal of value. As you interact with others, you should demonstrate a high level of understanding for the safety of your business, and your actions should reflect the culture of a workplace that encourages others to follow your lead.

If you see areas that need work, note them and address them. Any employee infractions should be documented and followed up on, and training should be assigned promptly. By continuously following your risk management plan and showing interest in a safe workplace, you demonstrate to your employees the level of dedication and respect that you have for them, and for your business model.

Listen to Employees – Your employees are on the front lines, and often interact with job-specific risks that you may not be entirely familiar with. If they raise safety concerns or offer suggestions about areas of their jobs, take the time to listen to them, and work to remedy the situation. Job hazard analyses are also more accurate when employees are involved.

In turn, work with them on areas that they may need further training in, along with regular refresher courses for specific tasks. By working alongside your employees to come up with relevant topics, you can keep them involved in regular training.

A risk manager is an important part of any business. Your role requires care, organization, and planning, as well as confidence and the energy to take control of a business's risk management culture. You will recognize the importance of designing and following through on a comprehensive risk management plan in order to best help protect your business's people and bottom line.

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.



Federated Mutual Insurance Company • Federated Service Insurance Company*
Federated Life Insurance Company • Federated Reserve Insurance Company* • Granite Re, Inc.**

*Not licensed in all states. **Granite Re, Inc. conducts business in California as Granite Surety Insurance Company.
federatedinsurance.com | © 2021 Federated Mutual Insurance Company



PLUMBING CODE BOOK

ORDER FORM

**PLEASE FILL OUT FORM COMPLETELY.
WE WILL USE THIS INFORMATION TO PROVIDE YOU WITH UPDATES ELECTRONICALLY.**

Name: _____

Company: _____

Street Address: _____

City/State/Zip: _____

Email: _____

Phone: _____

Cost \$60.95/Code Book

(includes tabs, Plumbing License Law, Plumbers Licensing Code,
Plumbing Contractor Registration Code and
Lawn Irrigation Contractor & Lawn Sprinkler Code)

_____ of code book(s) X \$60.95

Total amount enclosed \$ _____

Mail form with payment to:

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

Make checks payable to the Illinois PHCC.

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

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

(217) 522-7219

NEWS FROM PHCC NATIONAL



Offer Drain Cleaning as a Service with Confidence Using This Course

Take advantage of this member benefit! PHCC and Milwaukee Tool have developed a drain cleaning course just for PHCC members that – through video demonstration – explains how to perform drain cleaning safely and effectively. From proper tool selection to step-by-step instruction, this course will help techs understand how to properly clear drains and show business owners why drain cleaning should be included in the suite of services that can grow a business. With this course – a downloadable PowerPoint presentation – techs get a solid overview of proper drain cleaning procedures, how to assess situations, safety implications of the work environment, and much more.

PHCC members can access the course by visiting phccweb.org/education, clicking on the “Course Catalog” tile, and then “Manufacturer Education and Training for PHCC.” (If you need help logging onto the website, contact Heidi Salati at salati@naphcc.org.) Also, please note that many state PHCC chapters offer drain cleaning courses as well; reach out to your local chapter for those opportunities. 📞



A credit card can be a convenient and useful tool to manage your business expenses. That’s why PHCC has partnered with US Bank to offer you credit cards designed to help your business grow. Through this new program, members can access a complimentary consultation analysis on current card costs and benefits, competitive rates on business cards, and other tools to manage those costs. Bonus points and other incentives are available to qualifying applicants! 📞

HODES CO
PREFERRED PLUMBING PARTS
Family Owned and Operated Since 1943

Free Net Priced Full Line Buyers Catalog

1-800-777-6500
www.HodesCo.com

Free Same Day Shipping on Over 10,000 Pro Quality Plumbing Parts

SIX MONTH PRICE FREEZE

HONOR THY PLUMBER™

- Toilet and Tank Repair
- Tubular and Supplies
- Valves, Fittings and Pipe Repair
- Chemicals, Tools, and Utility
- Faucets and External Trim
- Internal Faucet Repair

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 2022.
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 June 1, 2022.

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 choice 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

SAVE YOURSELF EFFORT. SAVE YOUR CUSTOMERS MONEY.

Introducing the Rheem® ProTerra® Hybrid Electric Water Heater

- **Easy Installation**
0" Clearance Requirement
- **Easy Service**
All service components
on the front of the unit
- **Most Efficient¹**
Up to 4.0 UEF
- **Unmatched Savings**
Up to \$491/yr²
- **Quick Payback³**
Less than 2 years



Easy-to-use Controls

Condensate Connection

Easy-service Design

Long-lasting
Brass Drain Valve

Built-in 360° Leak
Detection Cable⁴



LeakGuard™
Auto Water
Shut-off Valve⁴



Rheem.com/HybridSolutions



¹Based on review of water heaters available. ²Based on estimated annual operating cost savings of the 40-, 50-, 65- and 80-gallon models; savings vary by gallon size. ³Based on the average retail cost difference less Federal tax credit and annual operating cost savings of a 50-gallon Rheem Hybrid Electric model compared to a standard electric water heater of like capacity with minimum efficiency. ⁴Leak detection and leak protection built in for ProTerra Hybrid with LeakGuard only.



HR Question OF THE MONTH

Question

We are looking ahead to 2022 and trying to plan out what HR issues our company should be prepared for. What are some of the things our HR dept. should focus on this year?

ANSWER

In addition to the normal workplace concerns that HR always has to deal with, 2022 will present some new challenges to consider. The effects of the COVID-19 pandemic are still being felt in the workplace and will affect HR in a number of ways. Other top concerns include a focus on diversity, equity and inclusion in the workplace, employee well-being, and the competitive hiring market.

One effect of the pandemic is that some workplaces are just now returning to in-person work after a sudden shift to remote work. Adjusting to working with co-workers in person again may be a challenge for some employees that creates headaches for HR. Planning ahead for this re-adjustment period may smooth the way for returning to in-person work.

You may find that some employees prefer remote work to coming into the office and that others prefer a hybrid approach, with some days spent in the office and some days at home. Working with employees to successfully navigate a hybrid workplace will be a common challenge for HR departments in many industries. The best way to do this will depend on the nature of your particular workplace.

Employers will also need to be aware of required COVID protocols, which continue to evolve based on location and federal, state and local guidelines. One particular issue to pay attention to is the ongoing litigation regarding federal vaccine mandates for large

private employers, health care workers and federal contractors. The outcome of those lawsuits, which are expected to be decided by the Supreme Court, will affect many employers across the country. Other employers may be affected by state or local requirements.

Many companies are also focusing efforts in improving diversity, equity and inclusion within the workplace. These efforts include working to increase diversity in hiring so that many different groups are represented in the workplace, ensuring that all employees are fairly compensated and have access to opportunities within the company and fostering a sense of belonging for employees within the company.

Employee well-being in general is something that many employers will be concerned about in 2022. Employees are being increasingly vocal about their needs related to work-life balance, mental and physical health, flexible work, leave for personal and family needs, professional development and finding meaning and personal satisfaction in their work. How to incorporate these things into the workplace culture will be a top priority for 2022.

All of these issues will also affect the continuing challenge of a competitive hiring market. Potential candidates have the ability to be selective about positions they are considering and can expand their job searches geographically thanks to the increase in remote work. Along with more traditional things like compensation and employee benefits, company culture and flexible work options will be a critical selling point if your company is hiring in 2022. 🚗

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 2021. 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 at <https://www.osha.gov/injuryreporting/> for more information on recordkeeping requirements.



Learn more at
bradfordwhite.com/resources

©2022, Bradford White Corporation. All rights reserved. BWP/PHIL0222

We Work For You. Because We Are **FOR THE PRO®**

- **A COMMITMENT TO PROFESSIONAL INSTALLATION.**

At Bradford White, we focus on you. Our quality products deserve a quality installation and that's why we stand behind the professional every step of the way.



- **FOR THE PRO® TRAINING ACADEMY.** Improve your skills with Self-Paced eLearning, Live Training Broadcasts, Hands-On regional training or at our iTEC™ facility in Middleville, Michigan. Choose the option that works best for you. Visit bradfordwhite.com/training for more details.

- **PRODUCTS BUILT FOR THE PRO®.** Bradford White listens to your suggestions and builds our products for easier installs to save you time.



- **24/7 SUPPORT OF OUR TEAM.** Bradford White provides you with expert 24/7 technical support from our experts located at our water heater factory in Middleville, MI.

STRATEGIC PARTNER



PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION
Best People. Best Practices.



Built to be the Best®

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 27, 2022.**
 - 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 ~2022~

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!

DEADLINE TO BE CONSIDERED FOR THE SCHOLARSHIP IS MAY 27, 2022

Auxiliary



T-Shirts

by the Illinois PHCC Auxiliary

Proceeds go to Scholarship & Industry Promotion

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

_____ Medium Long/short sleeve

_____ Large Long/short sleeve

_____ X-Large Long/short sleeve

_____ 2X-Large Long/short sleeve

_____ 3X-Large Long/short sleeve

PLEASE CIRCLE SLEEVE LENGTH FOR EACH SIZE ORDERED.

Shirts are \$20.00 each plus \$5.00 for shipping.

Make Checks payable to the Illinois PHCC Auxiliary

Mail payment and order form to Illinois PHCC Auxiliary Treasurer Becky Davis.

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

The Power to Help Protect Your Employees

Federated Insurance provides innovative, industry-specific employee training and resources to help protect your team, business, and bottom line.



It's Our Business to Protect Yours®

Scan to view and register for our complimentary risk management webinars.



Commercial Insurance Property & Casualty | Life & Disability Income | Workers Compensation | Business Succession and Estate Planning | Bonding
Federated Mutual Insurance Company and its subsidiaries** | federatedinsurance.com

22.08 Ed. 12/21 *View A.M. Best Rating Guide Information at www.ambest.com. **Not licensed in all states. © 2020 Federated Mutual Insurance Company



PO Box 5007
 2800 N.E. Adams St.
 Peoria, IL 61601-5007
 309-688-1068 309-688-4120

“Best Products....Best Prices....Best Service”

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



- | | | |
|---|--|---|
| - Peoria, IL 61615
1209 W. Pioneer Parkway
PH: 309-693-7229 | - Bloomington, IL
413 E. Oakland Ave.
PH: 309-828-000 | - Quincy, IL 62301
1328 Seminary Rd.
PH: 217-228-7898 |
| - Macomb, IL 61455
433 N. Campbell
PH: 309-833-2148 | - Galesburg, IL 61401
2315 Grand Ave.
PH: 309-342-7000 | - Collinsville, IL 62234
#3 Business Center Court
PH: 618-344-9200 |
| - Kankakee, IL 60901
1600 Grinnell Road
PH: 815-933-6688 | - McHenry, IL 60051
3918 N. Richmond Road
PH: 815-385-4404 | - Decatur, IL 62526
3130 N. Grand Prix Dr.
PH: 217-875-5626 |
| - Urbana, IL 61801
1900 N. Lincoln Ave.
PH: 217-367-7601 | - Danville, IL 61832
520 E. Fairchild
PH: 217-446-1818 | - Marion, IL 62959
801 Skyline Dr.
PH: 618-993-1031 |
| - Peru, IL 61354
3 Terminal Road
PH: 815-224-1205 | - Rockford, IL 61109
3537 Merchandise Dr.
PH: 815-874-1515 | - Jacksonville, IL 62650
630 Brooklyn Ave.
PH: 217-243-3411 |
| - Sugar Grove, IL 60554
694 Heartland Dr.
PH: 630-466-3284 | - Terre Haute, IN 47802
2800 S. State Road 63
PH: 812-232-3333 | - Freeport, IL 61032
1201 W. Galena Ave
PH: 815-235-7789 |
| - Moline, IL 61265
4200 46th Ave.
PH: 309-797-3715 | - Lafayette, IN 47905
851 Farabee Court
PH: 765-448-4553 | - St. Louis, MO 63146
2374 Grissom Dr
PH: 314-994-9799 |
| - Springfield, IL 62703
1400 South 9th St.
PH: 217-544-9612 | - Frankfort, IN 46041
1599 McKinley Ave
PH: 765-659-5780 | - Comfort Supply
Peoria, IL 61603
2800 NE Adams St.
PH: 309-688-4407 |
| - Mattoon, IL 61938
1421 Old State Road
PH: 217-235-4328 | - Crawfordsville, IN 47933
2300 Indianapolis Road
PH: 765-362-0481 | |

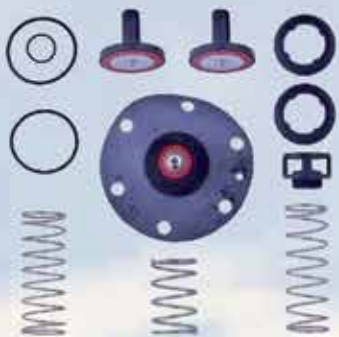


SPRING HAS SPRUNG



REPAIR PARTS | TEST KITS | CALIBRATION SERVICES | WHOLE VALVES

Test Gauge, Inc. has everything you need to
Rebuild or Replace all those improperly
winterized Irrigation Backflows!



Give us a **Call Today!** Ask about **Free Shipping.**

Toll Free: (866) 836-8692 | **LOCAL:** (847) 836-8690 | **Fax:** (847) 836-9455

Email: salesgroup@testgauge.net | **Website:** www.shopbackflow.com/il