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ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

Volume 108, No. 5

May 2022



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# PRESIDENT'S THOUGHTS

by Brian Rich  
Illinois PHCC President

Today I write my very last President's Thoughts to say Goodbye, Adios, Arrivederci, Au Revoir & Sayonara. My feelings today are twofold. On one hand I have a sense of relief, writing my last article and on the other hand a sense of sorrow. As I reflect, I wonder, do I have any accomplishments? Did I make a difference? One thing I do know, being a member of PHCC has helped shape me into the person I am today. It's so easy in today's world to say, "I'm just too busy" or if I need that information "I'll Google it". The thing that many people are missing is the connection. This association has opened many doors and provided many opportunities to communicate with, socialize with and learn from successful contractors from across the nation. I've had the opportunity to meet with politicians, other trade associations, union and nonunion members, as well as plumbing inspectors and code officials. I have been fortunate to be able to take advantage of these connections and bring back new ideas that benefit GA Rich. I know the association has accelerated our growth by sharing ideas about new technologies, the latest and greatest equipment for our industry, and forecasting economic trends. Membership in PHCC allows you to be a part of a community. A community I'm proud to be a part of and a community that will always remain near and dear to my heart.

I would like to conclude my tenure by saying Thank You. Thank you to the men and women who work hard each day to make the Plumbing, Heating & Cooling industry one of the best trades out there. Thank you to our local and state inspectors for their commitment to this industry. Thank you to the Illinois PHCC Auxiliary for being the "right hand people" of the PHCC. Thank you to my fellow officers for serving alongside me. Thank you to Associate Director Shelly Lott for making sure I'm where I'm supposed to be and for being that behind-the-scenes person making sure everything and I mean everything gets done right and on time. Thank you to Executive Director Bev Potts for her knowledge of and passion for this industry. I do not know what we would do without you. You're the best Bev!! Thank you to my parents, Jerry and Sue Rich, for instilling in me the value of serving. Speaking of family, one last family update. Garrett is a senior at DePaul University studying Business Finance and on the Dean's List.

Amanda is in her final year of Vet School at Mizzou. Jacob is a 353 Pipefitter and starting to cut his teeth on estimating. Rachel is now 3 and in charge of all of us. My beautiful wife Angela is in partnership with her sister and brother in-law and killing it in their steel fab business. Which leads me to my last thank you. Thank you to my wife and family for allowing me to be on this journey, to grow as a person and to hopefully leave this association just a little bit better than I found it.

Brian 



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# CALENDAR OF EVENTS

**MAY 21, 2022**

Illinois PHCC Online CEU Class

**JUNE 17, 2022**

Illinois PHCC & Auxiliary Board Meetings  
Par-A-Dice Hotel  
East Peoria, IL

**MAY 24-25, 2022**

PHCC National Virtual Legislative Conference  
Washington, D.C.

**SEPTEMBER 9, 2022**

Illinois PHCC Online CEU Class

**JUNE 16, 2022**

Illinois PHCC Annual Meeting &  
Officer Installation Event  
Par-A-Dice Hotel  
East Peoria, IL

**OCTOBER 5-7, 2022**

PHCC Connect '22  
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# WHAT'S WRONG WITH THIS PICTURE?

Was there a violation of the Illinois Plumbing Code on last month's cover photo?

Yes, there certainly was.

As you may have noticed, the piping used for the relief valve discharge was black iron pipe. **Section 890.1230 Safety Devices**, subpart d) 3) states "Any piping used for discharge from the relief valve shall be of metallic material, shall comply with Appendix A, Table A (Approved Materials for Water Distribution Pipe) for potable water piping, and shall drain continuously downward to the outlet. That table of course does not include black iron pipe.

What is really concerning about this scenario is that it was installed by a representative of a utility company. The utility had recently replaced gas service



lines and were inspecting premises following their installation. The representative of the utility was going to red tag this property because the relief valve discharge was not extended to the floor. He insisted that the only allowable material to do this was this piece of black iron pipe that he then installed on the relief valve. This case was later discovered by a plumber. But how many other properties was this done in that may never be noticed until it is too late?

**This month's winner was Wendell Stevens.**

Is there a violation on this month's cover? Let us know your thoughts by emailing the Illinois PHCC at [bev@ilphcc.com](mailto:bev@ilphcc.com) for a chance to receive for a free registration to an Illinois PHCC CEU class.



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# 2022/23 ILLINOIS PHCC CEU SCHEDULE

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The Illinois PHCC has announced its schedule for online and in-person classes for the 2023 renewal year. 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 plumbing portions of the Illinois Energy Conservation Code, 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](http://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.

## 2022-2023 Continuing Education Dates

**Saturday, May 21, 2022 - 8:00 am -12:00 pm (Online)**

**Must be registered by May 13th.**

**Friday, September 9, 2022 – 12:00 pm – 4:00 pm (Online)**

**Friday, October 14, 2022 – 12:00 pm – 4:00 pm (Online)**

**Saturday, November 12, 2022 – 8:00 am – 12:00 pm (Online)**

**Saturday, January 14, 2023 – 8:00 am – 12:00 pm (Online)**

**Friday, February 17, 2023 – 12:00 pm – 4:00 pm (Online)**

**Friday, March 17, 2023 – 9:00 am – 1:00 pm –  
Drury Lane Conference Center, Oakbrook Terrace, IL**

**Friday, April 21, 2023 – 12:00 pm – 4:00 pm (Online)**



## Illinois PHCC Annual Meeting & Installation Event

The Illinois PHCC would like to invite you to our 129<sup>th</sup> annual meeting and dinner to be held on June 16<sup>th</sup> at the Par-A-Dice Hotel in East Peoria. Please join us in East Peoria as we thank our outgoing officers and install our newly elected leaders.

The annual meeting and installation of officers will be held at 5:00pm on Thursday, followed by dinner at 6:00pm and the Auxiliary's Silent & Live Auction. There is no charge for PHCC Contractor and Auxiliary members to attend Thursday's event, but registration is required.

The event concludes on Friday morning with meetings of the Illinois PHCC and the Auxiliary Board of Directors. As always, these meetings are open to all members.

There is no charge for PHCC contractor members and Auxiliary members (and spouses/guests) to attend, but you will need to **RSVP by June 6, 2022** so that you don't miss this great opportunity for networking and participating in your state association's meetings. We look forward to seeing you in East Peoria.

Illinois PHCC has a special group rate of \$99.00. Reservations can be made by calling 1-800-547-0711 or 309-699-7711 and reference code PHCF22C. Reservations can also be made by going to this exact web address <https://www.paradicecasino.com/groups> and enter code PHCF22C. The special rate will be available until May 26, 2022.

Attire for the event is business casual.

### Thursday, June 16, 2022

- 5:00 pm Annual Meeting
- 6:00 pm Reception/Installation Dinner  
Auxiliary's Silent & Live Auction

### Friday, June 17, 2022

- 7:30 am Breakfast
- 8:30 am PHCC Board Meeting
- 8:30 am Auxiliary Board Meeting

Name (s) _____
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# LEAD SERVICE LINE REPLACEMENTS IN ACCORDANCE WITH PUBLIC ACT 102-0613 ILLINOIS PLUMBING CODE VARIANCE SEWER/WATER SERVICE SEPARATION - TITLE 77 ILL. ADM. CODE 890.1150

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## I. Purpose and Background

The Lead Service Line Replacement and Notification Act, Public Act 102-0613, was signed into law August 27, 2021 with an effective date of January 1, 2022. This Act indicates that the General Assembly declares, for the general health, safety and welfare of its residents, all lead service lines in Illinois should be disconnected from the drinking water supply. This Act created Section 17.12 of the Environmental Protection Act (415 ILCS 5/17.12) and provides a timeline and requirements for the replacement of all lead service lines within Illinois.

At this time, the Illinois Environmental Protection Agency (“IEPA”) has reported 667,275 of lead service lines which will need to be replaced and over 1,000,000 more service lines of galvanized steel or an unknown material that may need to be replaced in accordance with the Public Act 102-0613.

Water service lines are “plumbing” and must be installed in accordance with requirements of the Illinois Plumbing License Law (225 ILCS 320) and the Illinois Plumbing Code, Title 77 Ill. Adm. Code Part 890. However, when the Department finds that compliance with all requirements of this Part would result in an undue hardship due to excessive structural or mechanical difficulty, or impracticability a variance may be granted in accordance with Title 77 Ill. Adm. Code Section 890.140.

The Illinois Plumbing Code Section 890.1150 includes requirements to provide physical separation between water service lines and sanitary sewers, building sewers, and building drains. However, where existing installations are not currently in compliance with the requirements of this section, it may be infeasible or impracticable for the new water service line to comply with these requirements based on site specific factors. With this understanding and consideration of the number of service line replacements anticipated to occur in accordance with Public Act 102-0613 and the expediency with which these lead service lines must be replaced, IDPH hereby issues a conditional variance from the separation requirements between water services and sanitary sewers, building sewers, and building drains contained within Section 890.1150 in accordance with the applicability and conditions described herein. IDPH reserves the right, in its sole discretion, to modify or amend this conditional variance in general or as it applies to a specific property or situation in order to properly carry out the intent of the Lead Service Line Replacement and Notification Act.

## II. Applicability

This variance shall be applicable only at locations where all of the following criteria are met:

1. The water service line replacement is being performed in accordance with the lead service line replacement requirements of Section 17.12 of the Environmental Protection Act.
2. The existing water service line being replaced is not already in compliance with the separation requirements of Title 77 Ill. Adm. Code Section 890.1150.
3. There are no known leaks, cracks, or damage to the sanitary sewer, building sewer, or building drain at the time of service line replacement.
4. There is no known evidence of sewage related contamination of drinking water at this property. This shall not be construed to require any water sampling.
5. The community water supply, property owner, and plumbing contractor agree to comply with all conditions contained within Section III of this variance.

## III. Conditions

This determination is made conditional upon the following:

1. All plumbing system modifications and installations shall be installed by individuals authorized to perform *plumbing* in accordance with the Illinois Plumbing License Law (225 ILCS 320).
2. Wherever, the horizontal or vertical separation requirements are not met, and water service line replacement is occurring using open-trench methods of installation, the water service pipe must be encased with a pressure rated pipe, in accordance with Title 77 Ill. Adm. Code 890.1150 b) 3).
3. Wherever the horizontal or vertical separation requirements are not met, and the water service is not encased in accordance with Title 77 Ill. Adm. Code 890.1150 b) 3), then the water service line must be replaced using Type K copper.
4. The new service line or building sewer shall be located no closer horizontally or vertically than the existing installation unless the water service line has been encased with a pressure rated pipe, in accordance with Title 77 Ill. Adm. Code 890.1150 b) 3).
5. Any observed leak, crack or damage to the sanitary

sewer, building sewer, or building drain must be repaired prior to replacing the water service line.

6. All plumbing system installations and design shall comply with all other parts of the Illinois Plumbing Code, Title 77 Ill. Adm. Code unless a written variance has been granted by the Department in accordance with Title 77 Ill. Adm. Code Section 890.140 b).
7. Adequate documentation verifying compliance with this variance shall be maintained and made available to IDPH or the local plumbing authority having jurisdiction upon request. Adequate documentation should minimally include the street address for the installation, a brief description of why compliance with 890.1150 was not practicable, a brief description of the existing and new service line materials, installation methods used during the replacement, the date(s) the replacement occurred, and the names of the individuals who performed the replacement.

8. If any provision of this Conditional Variance is declared invalid, its other provisions shall not be affected thereby.

This variance is not precedential and may not be applied to any other occurrence, other than to those conditions described within. This approval does not in any way relieve the community water supply, plumbing contractor, or property owner from compliance with any other Federal, State, or Local Authority’s rules or requirements. Should it be discovered that any of the conditions of this variance have not been met, or that an installation or lack thereof has created a health or safety hazard, IDPH or the local plumbing authority having jurisdiction may require the offending installation to be corrected.

Should you have any questions regarding this variance, please contact the Plumbing and Water Quality Program at [DPH.Plumbing@illinois.gov](mailto:DPH.Plumbing@illinois.gov).



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# ILLINOIS PHCC LEGISLATIVE UPDATE

By Bev Potts

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The Spring Session of the Illinois General Assembly adjourned as scheduled. With the primary election moved from March until June, the scheduled adjournment date for the General Assembly was earlier than the traditional May 31st. Legislators will return to Springfield this fall for the annual Veto Session, which is expected to be very active. Following are some of the bills we have been watching and working on, and their current status. Bills listed in Rules or Assignments are considered dead for this session, but could be revisited in the fall.

## Plumbing/Piping/Trade Related Bills:

**HB 2538 (D. Stoneback)** Creates the General Contractors Licensing Act; provides for the licensure of general contractors (including plumbing contractors and all other trades) by the Department of Financial and Professional Regulation. While we are not opposed to the concept of licensing general contractors, we do not think the contractors in our trade who are already licensed, bonded, and insured should be included. This bill was on 3rd Reading in the House and then re-referred back to House Rules.

**HB 4245 (J. Hoffman)** Amends the Regulatory Sunset Act to extend the repeal date of provisions of the Illinois Plumbing License Law concerning irrigation contractors from January 1, 2024 to January 1, 2029. Passed the House and on 3rd Reading in the Senate.

**HB 4295 (D. Stoneback)** In provisions regarding lead service line replacement, provides that as LSLs are replaced an owner or operator of a community water supply shall comply with specified provisions of the Illinois Plumbing Code regarding sewer crossings. Provides that when doing so will create an undue hardship due to excessive structural or mechanical difficulty, or impracticability, the owner or operator of the community water supply shall automatically be granted a variance by IDPH and be exempt from the separation requirements of the specified provisions. Assigned to the House Labor & Commerce Committee and later re-referred to Rules.

**HB 4482 (D. Conroy)** Creates the Water Heater Safety Valve Act. Provides that a manufacturer or supplier of a hot water heater for use in a residential home or facility must supply or attach a temperature mixing valve or other safety valve to the hot water heater or tank that prevents water temps above 120 degrees Fahrenheit from coming out of an outlet. Amends the Illinois Plumbing License Law to apply the same requirements to plumbers. Assigned to House Labor & Commerce Committee; re-referred to Rules.

**HB 4810 (K. Wheeler)** Amends the Fire Sprinkler Contractor Licensing Act to remove requirements for persons performing inspection or testing of any fire sprinkler system to possess proof of an appropriate level in level II & III NICET certification in Inspection and Testing. Re-referred to House Rules.

**HB 5566 (L. Robinson, Jr.)** Provides that the EPA shall provide grants to municipalities to provide filters for areas with lead service lines whose areas do not have a plan to replace the LSLs. Re-referred to House Rules.

**HB 5576 (C. Ammons)** Provides that the State shall not regulate a profession, occupation, industry, business or trade in a manner that will unreasonably and adversely affect either the competitive market or equitable access to quality jobs and economic opportunities. Adds a requirement that the OMB's study on the performance of regulatory agencies shall include in its report whether the agency or program restricts a profession, occupation, business, industry or trade any more than is necessary to protect the public health, safety or welfare from significant and discernible harm or damage. Provides that the OMB's study can examine the termination, modification, or continuation of a regulatory agency or program. Passed in both the House and Senate.

**SB 3014 (R. Villivalam)** Amends the Swimming Facility Act to provide that seasonal events of religious institutions are exempt from rules adopted by IDPH requiring the installation

of permanent structures. Referred to Senate Assignments.

**SB 3741 (R. Villivalam)** Provides that every municipality shall inspect all single-family residences and multi-family buildings in the municipality built before 1978 for the presence of lead paint and lead piping by June 1, 2024. Referred to Senate Assignments.

### Other Construction/Business Related Bills:

**HB 4268 (J. Mason)** Provides that a duty of the regional superintendent of schools is to inspect the energy conservation measures of schools. Various issues regarding school energy conservation, guaranteed energy savings contract proposals, performance reviews, the award of a contract, and cost savings. Re-referred to House Rules.


**HB 4384 (E. Dina Delgato)** Provides that within 45 days after the date that a written request for a change order is submitted by a contractor to a State agency, if the State agency fails to either issue the change order with an agreement on price or give

specified written notice to the contractor, then the contractor may stop work. Provisions apply only to contracts for construction and construction-related services entered into by IDOT, the Capital Development Board, and public institutions of higher education. Passed the House and assigned to the Senate Executive Committee.

**HB 5088 (W. Davis)** Creates the Wage Theft Act. Re-referred to House Rules.

**HB 5412 (M. Evans)** Amends the Illinois Wage Payment and Collection Act in relation to primary contractor responsibility for wage claims in the construction industry. Also applies to subcontractors of subcontractors. Amended and passed the House and Senate.

**SB 178 (L. Holmes)** This is an initiative of IMSCA which continues their work on retainage reform. Re-referred to Senate Assignments.

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

## PLUMBING BUSINESS, BUILDING, AND TOOLS FOR SALE

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# NEWS FROM OSHA

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## **US Department of Labor proposes \$796K in fines for Missouri contractor who continued to expose workers to cave-in hazards in unprotected trench**

### ***Despite worker's death in 2016, Arrow Plumbing repeatedly fails to abide by safety standards***

Nearly five years after an employee died in a trench collapse, a Missouri contractor exposed two workers to the life-threatening risk of being buried by thousands of pounds of soil as they worked in an unprotected trench weakened by water pooling in an excavation site.

On Oct. 14, 2021, U.S. Department of Labor Occupational Safety and Health Administration inspectors observed two employees of Arrow Plumbing installing water piping in a trench at an Eagle One residential construction site and identified 12 alleged violations. The agency cited the Blue Springs company and owner Rick Smith for four willful violations, one repeated violation and seven serious violations of federal standards. OSHA proposed \$796,817 in penalties.

“Even though Arrow Plumbing and owner Rick Smith agreed to implement a comprehensive trench safety program after a previous fatal trench collapse, employees were again found to be working in an unprotected trench,” said OSHA Area Director Karena Lorek in Kansas City, Missouri. “This conduct is unacceptable, and OSHA will do everything possible to hold Mr. Smith accountable for failing to protect his workers.”

Following the October investigation, OSHA cited Arrow Plumbing for two instances of willfully allowing workers to enter the trench without providing cave-in protection, as well as willful citations for allowing water to accumulate in the trench, which compromised the integrity of the excavation's walls, and failing to keep soil piles at least 2 feet from the edge of the excavation. The company also allowed workers to walk under suspended loads, failed to provide hardhats, used ladders improperly, failed to train workers and exposed them to struck-by hazards.

Arrow Plumbing has a significant history of OSHA violations. Following the fatality investigation in 2016, the company resolved federal safety citations

by agreeing to comply with the terms of a settlement agreement entered before the Occupational Safety and Health Review Commission in 2018. The agreement required the company to hire a safety consultant to design and implement a trench safety program and ensure employees complete OSHA construction and trenching and excavation training courses. However, Arrow Plumbing did not hire a safety consultant until Feb. 1, 2021 – three years after it promised to do so. The agreement also called for the company to pay \$225,000 in previous fines via five payments of \$45,000 over four years. To date, Arrow has only made one payment.

In August 2020, OSHA cited the company again after it discovered an employee working in another unprotected trench in Grain Valley. The company has contested the citations.

“Arrow Plumbing and Rick Smith's extensive history of OSHA inspections and their agreement with OSHA appear to have had little impact on their daily operations and their promise to implement OSHA and industry-recommended safety precautions. All of this, despite knowing firsthand how deadly a trench collapse can be,” said OSHA acting Regional Administrator Steven J. Kaplan.

From 2011-2018, the Bureau of Labor Statistics reports that 166 workers died in trench collapses. In 2019, OSHA reports at least 24 workers died while working on trenching and excavation projects.

OSHA has a National Emphasis Program on trenching and excavations. Trenching standards require protective systems on trenches deeper than 5 feet, and soil and other materials kept at least 2 feet from the edge of a trench. Additionally, trenches must be inspected by a knowledgeable person, be free of standing water and atmospheric hazards and have a safe means of entering and exiting prior to allowing a worker to enter.

The National Utility Contractors Association has declared June 2022 “Trench Safety Month.” OSHA will collaborate with the association for “Trench Safety Stand-Down” week, June 20-24.

OSHA's trenching and excavation webpage provides additional information on trenching hazards and solutions, including a safety video.

Learn more at [www.osha.gov](http://www.osha.gov).





# HR Question OF THE MONTH

## AT-WILL EMPLOYMENT?

### Question

I want to make sure that our company is compliant with all applicable requirements when we terminate an employee. I need to ensure that I understand exactly what “at-will” means. I believe if we have an at-will employment relationship, then we can terminate an employee at any time. Can you confirm my understanding?

### ANSWER

Employment-at-will is a legal doctrine that states that the relationship between an employer and employee may be terminated by either party at any time, with or without reason, as long as the reason is not illegal (for example, due to illegal discrimination). This doctrine holds true in every state except Montana, which protects employees from wrongful discharge after they complete a probationary period. Otherwise, employment-at-will is a default presumption in the United States, but this presumption can be overcome by implied or explicit employment contracts, by governmental regulation or for public policy reasons. For example, it is generally against the public interest to terminate an employee’s employment for refusing to perform an illegal activity.

Employment contracts exist when employers and individuals define the terms and expectations of the employment relationship. These can be defined over time, and they do not need to

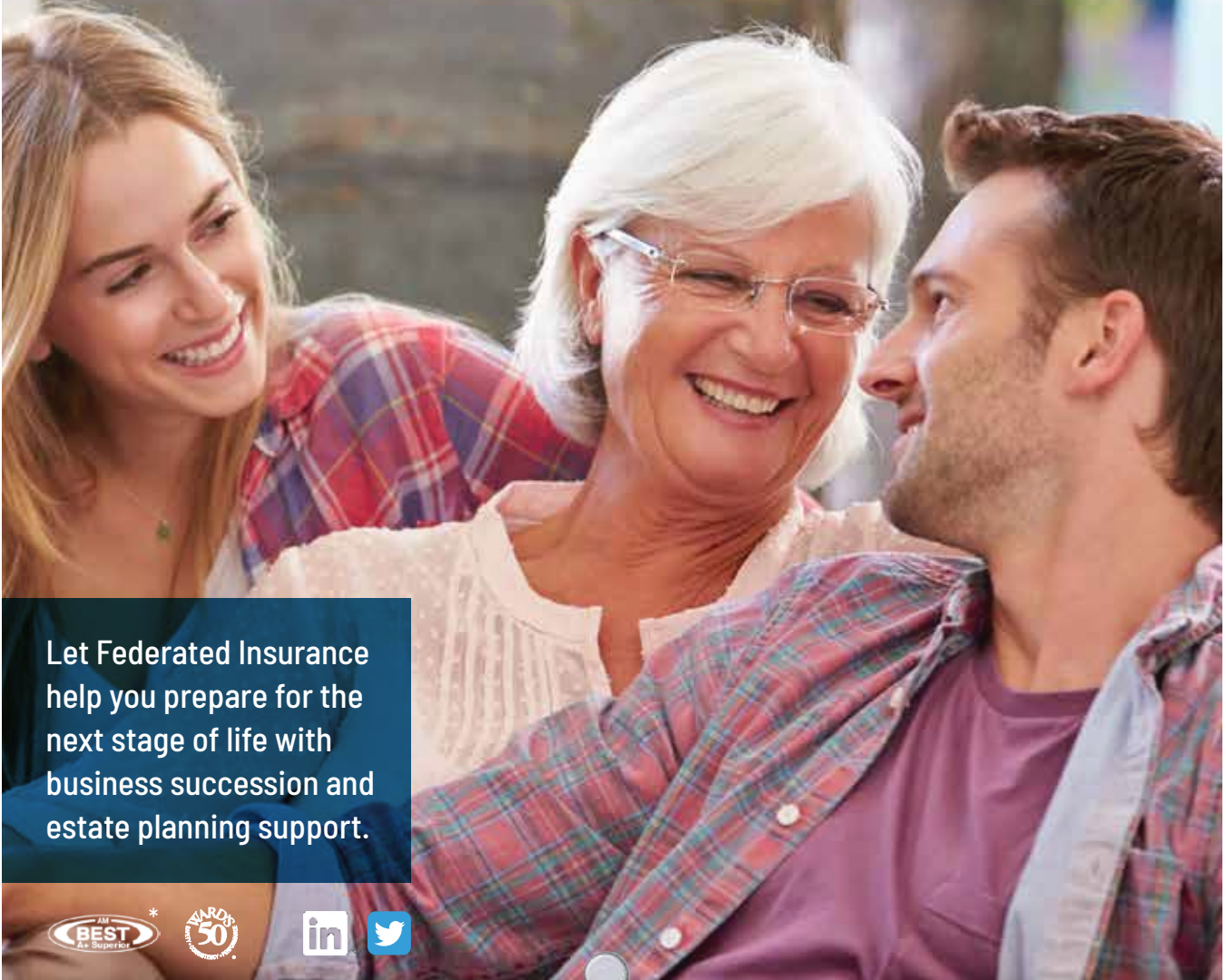
be in writing. Depending on your state law, it could be possible to create an implied contract with an employee by making oral promises of employment for a specific period of time.

It is a best practice for employers be clear when hiring a new employee that the employment is at-will. It is also generally recommended for employers to state in their employee handbooks that all employment with the company is at-will employment and that no contract of employment is being made with any employee.

While it is correct that an at-will employee can generally be terminated at any time and for any reason, employers should also be sure that there were no illegal reasons for the termination, such as discrimination on the basis of a protected status like age, sex, race, religion or disability, or the exercise of any legally protected right, such as taking certain types of leave. Employers should be sure to document the reasons for each termination in the event that there is a dispute.



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# **I.P.E.A**

**of CENTRAL ILLINOIS  
ANNUAL SCHOLARSHIP  
FUNDRAISER  
HOLE SPONSOR FORM**

**Thank you for supporting our Scholarship Fundraiser Golf Outing by choosing to sponsor a hole for \$100.00. Our hole sponsors make this endeavor a success and enable I.P.E.A. to award \$1000.00 scholarships to deserving college bound students.**

**Date: June 24, 2022**

**Location: Brookhill Golf Course, Rantoul, Il**

**Sponsor: \_\_\_\_\_**

**Donation: \_\_\_\_\_**

**Thank you for your generosity.**

**Please send a copy of this form with your check to the following address, and keep a copy for your records.**

**Illinois Plumbing Education Association of Central Illinois  
Scholarship Program  
1297 East 1600 North Road  
Monticello, IL 61856**



# I.P.E.A

**of CENTRAL ILLINOIS  
26TH ANNUAL SCHOLARSHIP  
FUNDRAISER GOLF SCRAMBLE**

*Brookhill Golf Course*

*Rantoul, IL*

*June 24, 2022*

Shotgun Start 12:00p.m.

**(Check in course by 11:00)**

\*Free \$20,000.00 Hole in One Contest

\* Dinner Provided by Lil' Porgy's

\*50/50 Drawing

\*Raffle

*Application And Entry Fee must be received by June 17, 2022*

\$60.00 Fee Includes: Golf, Cart, and Food

*Makes Checks payable to: IPEA of Central Illinois*

*1297 East 1600 North Road*

*Monticello, IL 61856*

*(217) 202-3780 or for (details)*

---

**Entry Fee \$ 60.00 Per Golfer**

NAME \_\_\_\_\_ PH# \_\_\_\_\_

NAME \_\_\_\_\_ PH# \_\_\_\_\_

NAME \_\_\_\_\_ PH# \_\_\_\_\_

NAME \_\_\_\_\_ PH# \_\_\_\_\_



## 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](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**

# IT'S YOUR LIFE

## The Who, When, and How to Business Succession Planning

A business succession plan is important to help ensure a smooth transition when you are no longer able to run your business. Many business owners think about what they would like to have happen to their business, but fail to actually put a succession plan in place.

So how do you create a succession plan? One of the first questions that needs to be considered is who is going to take over your business. For some business owners, it might be a son, a daughter, or more than one child who has been working in the business and is ready and willing to step in at any time. Others may have a key employee with years of service who has expressed an interest in taking over someday. In any case, finding the right person is a very important decision. It can mean the difference between financial security and financial hardship for you, your family, and even your employees if your successor is not able to keep the business operating successfully.

Once you have identified who you would like to take over your business, the next step is to figure out the details, especially the when and the how of your transition plan. There are two ways ownership of a business could be transferred: by sale, or by gift or inheritance.

- **Sale** — A sale of the business can help provide the departing owner, or their family, with financial resources to meet ongoing income needs during retirement or after the death or disability of the owner. Document the future sale of a business is documented using a written buy-sell agreement that outlines, among other things, when the sale will take place: at the owner's death, disability, divorce, or retirement, the purchase price, and the terms of the sale. The sale is often funded with life insurance on the life of the owner.
- **Gift or Inheritance** — Transferring the business through a lifetime gift or by inheritance will most likely be reserved for close family members, and generally only where the business owner or family does not need proceeds from the transfer to meet retirement or income needs. These transfers may be subject to gift or inheritance tax to the extent the value exceeds the owner's available exclusions or lifetime exemption. If you are contemplating a gift, or a series of gifts, of your business interests, consult with your legal advisors to review the tax consequences of doing so, and draft the appropriate estate planning documents.

The best option for your business – whether it's a sale, a gift, or a combination of the two – will depend on a variety of considerations and your individual circumstances. When you're ready to put your plan in place, or review an existing plan, your Federated Insurance<sup>®</sup> [marketing representative](#) may be able to refer you to an independent attorney who specializes in estate and business succession planning to help.

This article is for general information and risk prevention only and should not be considered an offer of insurance or legal, financial, tax or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all losses. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. This information is current as of its publication date and is subject to change. Some of the services referenced herein are provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states. Qualified counsel should be sought with questions specific to your circumstances. All rights reserved.



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# Illinois Association of Plumbing-Heating-Cooling Contractors

## Application for Membership

Please print or type

Business Name \_\_\_\_\_

Contact Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Illinois Plumbing Contractor's Registration Number \_\_\_\_\_

(For those involved in Plumbing Contracting)

Union Shop    Open Shop

### Type of Business Activities

(CHECK ALL THAT APPLY)

- |   |  |
|---|--|
| <input type="checkbox"/> Plumbing               | <input type="checkbox"/> Backflow Inspection...EPA Backflow                          |
| <input type="checkbox"/> HVAC                   | Cert. # _____  |
| <input type="checkbox"/> Hydronics              | <input type="checkbox"/> Refrigeration   |
| <input type="checkbox"/> Process Piping         | <input type="checkbox"/> Commercial  |
| <input type="checkbox"/> Fire Sprinkler Systems | <input type="checkbox"/> Industrial  |
| <input type="checkbox"/> Underground Utilities  | <input type="checkbox"/> Residential   |
|   | <input type="checkbox"/> Service/Repair..... <input type="checkbox"/> 24 hr. service |

Signed \_\_\_\_\_ Date \_\_\_\_\_

The State Investment is \$245.00. The National Membership Investment is \$538.00. State and National are presented as a package for \$783.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

***QUESTIONS....1.800.795.7422***

# 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

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# 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**

---

# 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



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



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