

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

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ILLINOIS VIETNAM VETERANS MEMORIAL

TO THOSE WHO DIED HONOR AND ETERNAL REST
TO THOSE WHO STILL IN BONDAGE REMEMBRANCE AND HOPE
TO THOSE WHO RETURNED GRATITUDE AND PEACE

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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.

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PRESIDENT'S THOUGHTS

by Brian Wilk
Illinois PHCC President

It is hard to believe that we are nearing the end of 2022. I hope you are able to get any outside construction work done before the winter weather hits.

This is the time of year when we receive renewal notices for our PHCC Member Investments. Please renew your membership when you receive the form from the Illinois PHCC in order to continue receiving the support and services that PHCC provides. Plus, there is a discount on the PHCC National dues portion for those paying prior to December 31st.

As we celebrate Thanksgiving later this month, remember to say thank you to all of our Illinois PHCC Associate Members, advertisers, exhibitors, and sponsors. When you are making purchases for your business, please support those who support the PHCC.

I hope you are able enjoy time with your family and friends this Thanksgiving.

Until next month,

Brian 

A MONTH OF THANKS

With November being the month we celebrate both Veterans Day and Thanksgiving, let us remember to thank all those that have served our country so faithfully. Without them we would not have the many freedoms that we enjoy.

The Illinois PHCC would like to also thank all of our members, local associations, exhibitors, advertisers, and sponsors for their continued support. We wouldn't be able to do what we do without you.

2022/23 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2023 renewal year is listed below. 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 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, 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)



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CALENDAR OF EVENTS

-----2023-----

JANUARY 14, 2023

Illinois PHCC Online CEU Class

FEBRUARY 17, 2023

Illinois PHCC Online CEU Class

MARCH 17, 2023

Illinois PHCC EXPO
Drury Lane Conference Center
Oakbrook Terrace, IL

MARCH 18, 2023

Illinois PHCC Board Meeting
Hilton Suites Hotel
Oakbrook Terrace, IL

MARCH 29-31, 2023

QSC of PHCC Power Meeting
Lexington, KY



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ILLINOIS AUXILIARY RECEIVES THREE ROBERT M. COX HUMANITARIAN AWARDS

The prestigious Robert M. Cox Humanitarian Awards, sponsored by InSinkEerator, recognize outstanding efforts by a state or local Auxiliary in two categories: Image, and Recruitment. Judging is based on the impact an auxiliary has made on the p-h-c industry or local community, joint cooperation between Auxiliary and contractor association, and the description of the implementation of the activity and results achieved. First and second prizes each receive a monetary award. The 2022 awards were announced during Connect '22 on October 5th in Charlotte, North Carolina.

Auxiliary Robert M. Cox Humanitarian Awards

- **Image 1st Place – PHCC Auxiliary of Illinois** (Community Service)
- **Image 2nd Place – PHCC Auxiliary of Illinois** (Industry Partners)
- **Recruitment 1st Place – PHCC of Louisiana Auxiliary** (Promoting Industry Careers)
- **Recruitment 2nd Place – PHCC Auxiliary of Illinois** (Industry Promotion)

Congratulations to the Illinois Auxiliary on these very deserving awards.



Illinois Auxiliary President Cathy McCarthy (L) and Treasurer Becky Davis accept the Robert M. Cox Awards from Rob Grimm of InSinkEerator.



ILLINOIS PHCC RECEIVES AWARDS

At the recent PHCC National convention, PHCC Connect '22, the Illinois PHCC received three awards. The Association Executive Council (AEC) of PHCC's Awards for Excellence in Communication are judged by a panel of experts against other state and local associations.

The Illinois Master Plumber magazine received an award for "Outstanding Achievement in Production of a Membership Directory", and the Illinois PHCC received awards for "Outstanding Achievement in the Production of a Website" and for "Outstanding Social Media".



Executive Director Bev Potts accepts the awards on behalf of the IL PHCC from AEC President, Darrell Fuller.



FALL MEMBERSHIP SPECIAL!

If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between now and December 31st of 2022, will have their dues paid through December 31, 2023. That gives you free bonus months of membership benefits for FREE

for the rest of 2022, and locks in your 2023 dues at the 2022 rate. See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com. 



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. # _____ |
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| <input type="checkbox"/> Process Piping | <input type="checkbox"/> Commercial |
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| <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



2023 Exposition Application & Contract March 17, 2023

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

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

of 8'x10' Booth spaces _____ Choices 1. _____ 2. _____ 3. _____ 4. _____

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

Booth Costs: One to three booths - \$795 each. Four or more booths - \$770 each.

Discount price for Illinois PHCC Associate Members:

One to three booths - \$695 each. Four or more booths - \$670 each.

\$150 deposit per booth must accompany application form. 5% discount if full amount of booth cost is paid prior to December 31, 2022. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2023.

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

Company _____

Street Address or P.O. Box _____

City / State / Zip _____

Contact _____

Phone Number _____ Cell Number _____

E-mail _____ Website _____

Signature _____

The following products or services will be displayed: _____

Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to January 1, 2023 a full refund will be made. No refunds after January 2, 2023. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Drury Lane Conference Center. *In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 800-795-7422 with any special requests.*

Booth Assignment(s) _____

Date / / Signed: _____

Illinois PHCC Executive Director/Show Manager

Illinois PHCC Exhibitor Terms and Conditions

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

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

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

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

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

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

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

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

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PHCCCONNECT2022: P-H-C CONTRACTORS CONVENE IN THE QUEEN CITY FOR CONSTRUCTIVE COLLABORATION

by Staff Writer, PHCC-National Association

The convention halls in Charlotte, North Carolina, were bustling with close to 1,300 attendees and over 130 exhibitors at PHCCCONNECT2022, Oct. 5-7. Excitement was in the air as PHCC also welcomed 61 young professionals to its new Rising Leaders Summit and hosted 74 new exhibitors on the tradeshow floor this year.

But far more important than the impressive numbers (overall attendance was up more than 79% percent over last year) were the opportunities for Constructive Collaboration – manufacturers helping contractors with today’s supply chain, workforce, and decarbonization challenges; PHCC members banding together to help a new PHCC chapter in Arkansas launch; contractors investing in their future with PHCC Educational Foundation and PHCC Political Action Committee donations; apprentices and contractors inspiring each other during the Foundation’s Plumbing and HVAC Apprentice Contests; outgoing leaders confidently passing the baton to new leadership; and everyone rolling up their sleeves and working on their businesses during the 28 educational sessions and many more networking events.

“Discover new ways to work, learn, and lead this week,” said 2021-2022 PHCC—National President Joel Long during the opening CONNECT session in his home state of North Carolina. “This is our time to build on real relationships and forge new partnerships with our plumbing, heating, and cooling family.”



Also, during the opening session sponsored by PHCC Strategic Partner Bradford White, the company’s CEO, Bruce Carnevale, presented an always-popular industry update. Contractors, he said, should monitor and prepare for these “Big 4” issues: Heat Pump Water Heaters – NAECA 4, 2028; Commercial Condensing Standard – 2026; Inflation Reduction Act; and Electrification/Decarbonization – State Actions.

Among the many other highlights of PHCCCONNECT2022:

Charlotte Pipe and Foundry Tour

The first official activity of the week was a tour of Charlotte Pipe and Foundry Company. Tour participants observed the steps to produce cast iron pipe and fittings and met the associates that make it all possible.

Two Keynote Events

The Oct. 6 keynote speakers – the Our Motorsports team from the NASCAR Xfinity Series – appealed to attendees who love both fast cars and running their businesses. Co-owners Chris Our (a construction company owner) and his daughter Mary, along with General Manager Kevin Cope, shared insider secrets on how trust, dedication, hard work, and doing the right thing lead to winning in both business and racing. Among their tips: Diversify your business; Build your team; Get marketing right; Don’t grow too fast.

During a second keynote event – a comprehensive panel discussion on “Industry Perspectives” – industry leaders shared their knowledge and professional opinions on a variety of topics including supply chain issues, workforce challenges, electrification and decarbonization, government regulations, technology, and a potential recession.



Mechanical Hub Editor John Mesenbrink served as moderator for the event, which was sponsored by Kohler. Elisabeth Sutton, Kohler's director of marketing, professional channel, Kitchen & Bath Americas, kicked off the session with a tribute to Herb Kohler, founder of the company who died in September at the age of 83. Kohler generously pledged one of the first \$1 million corporate donations to launch the PHCC Educational Foundation more than 30 years ago.

Other panelists sharing their knowledge and insider tips were: Bruce Carnevale, president and chief executive officer of Bradford White Corporation; Randy Roberts, vice president of sales and marketing, Rheem Air Conditioning; Jeff Fetters, chairman of the Federated Insurance Companies; and Scott Teson, senior vice president of skilled trades, Milwaukee Tool.

Product and Technology Showcase

The Product and Technology Showcase opened Oct. 6 with more than 130 exhibitors (including 74 new booths this year!), many announcing new products/innovations and offering show specials. The showcase experience offered one-on-one collaboration to test the "look and feel" of products and new technologies as well as provide product guidance right on the show floor.

PAC Event

The PHCC Political Action Committee (PAC) fundraising event and reception celebrated PHCC's many advocacy achievements. More than \$30,000 was raised for the PAC. PHCC also recognized PHCC of South Dakota for the 2022 PHCC Grassroots Excellence Award for their advocacy

work on preserving building codes and licensure, and New York PHCC for the 2022 PHCC Legislative Excellence Award for their work fighting back against natural gas bans in the Empire State.

Education Sessions

A strong line-up of 28 education sessions offered attendees relevant and timely topics, including *The Art of Managing Workplace Conflict*, *10 Stupid Financial Mistakes Contractors Make and How You Can Avoid Them*, *Electrification and How It Will Impact Your Business*, and *Why You're Losing Your Best People—How to Avoid the Great Resignation*.

Several sessions focused on the workforce challenges impacting the p-h-c industry. A Workforce Development Breakfast – *Ideas to Inspire the Next Generation* – sponsored by the PHCC National Auxiliary, PHCC Educational Foundation and SupplyHouse.com—featured speakers from the latest season of *American Plumber Stories*, a docuseries featuring the lives of plumbers throughout the United States who are profiled to help attract and recruit the next generation of plumbers.

Rising Leaders Summit

Billed as a one-day experience of learning, inspiration, and networking for company rock stars, this premiere event motivated and prepared future leaders to tackle business challenges. More than 60 attendees found inspiration from the speakers and panelists, as well as conversations with other rising leaders. Thanks to A.O. Smith, Sterling (a Kohler brand), Milwaukee Tool and Scorpion for sponsoring this important event!

Apprentice Contests

Set up right on the tradeshow floor, the PHCC Educational Foundation's National Plumbing and HVAC Apprentice Contests showcased 18 plumbing and 10 HVAC apprentices from across the nation testing their skills, knowledge, and accuracy.

We're always inspired by these young professionals and what they bring to our industry!

Starting Young

In addition, PHCCCONNECT2022 proved to be a prime opportunity to generate interest in the plumbing and HVAC trades among local students. More than 150 high school students from our host state of North Carolina attended a special orientation, watched the apprentices demonstrate their skills during the PHCC Educational Foundation's National Apprentice Contests, and met with vendors and contractors on the tradeshow floor.



Educational Foundation Celebrations

The PHCC Educational Foundation celebrated its 35th anniversary during a special reception at CONNECT for its donors and volunteers.

Cindy Sheridan, the Foundation's chief operating officer, announced her pending retirement before PHCCCONNECT2022 and was honored throughout the event for a job well done. Thank you, Cindy, for your 22 years of significant contributions to PHCC and the industry!

Investing in the Next Generation

Scholarships totaling \$186,600 were awarded to the next generation of industry leaders who are currently plumbing or HVAC apprentices, trade school students, or college students. The PHCC Educational Foundation awarded scholarships totaling \$155,500 to 59 students. Gifts made during CONNECT helped to push the Foundation's *Invest in Your Future* campaign total to an amazing \$280,000.

In addition, the PHCC—National Auxiliary awarded \$31,000 to 10 students. PHCC wishes the best of luck to these students who are pursuing an education and

profession in the p-h-c industry!

Honoring the Best of 2022

The best in our industry were celebrated during the Oct. 7 Awards Luncheon and at other various events during the week. Of particular note, **Charles "Chip" Greene of Macon, Georgia**, received PHCC's highest honor, the Col. George D. Scott Award. Other awards announced included chapter awards, Auxiliary awards, and scholarship winners.



2022-2023 Leadership

In his speech at the closing event, 2022-2023 PHCC—National President Dave Frame, who is also chief executive officer of Bob Frame Plumbing in South Bend, Indiana, pledged to stay the course on the PHCC strategic plan. Frame encouraged clear communication among all PHCC staff, members, and partners; "this will truly be our strong foundation for constructive collaboration," he said.

Frame also credited outgoing PHCC—National president Joel Long with being a "perfect example of positive leadership." It was announced that Long's **PHCC Rocks** podcast this past year (23 episodes featuring 49 guests) has reached nearly 5,000 people so far.

During the PHCC Annual Business Meeting, members elected Rick Whitaker, owner of Brown Brothers Plumbing and Heating Co. Inc., in Durham, North Carolina as Vice President. The members also approved Laura Ciriello-Benedict as the Association's Secretary.

Closing Night at NASCAR

There was no better way to finish the week than by attending the PHCC Installation and Closing Event at the NASCAR Hall of Fame, sponsored by Federated Insurance, NIBCO and LMH Agency. The Charlotte icon opened its doors and exhibits – many interactive. Among the highlights: the favored familiar sounds of the Milwaukee Tool Shed Band!



Thank You to Our Sponsors!
PHCCCONNECT2022 was a celebration of the positivity, unity, strength, diversity, and constructive collaboration that defines our association.
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UAC SESSION AT PHCC CONNECT CONVENTION

A special session planned for signatory contractors, union leaders and association staff took place on October 6th at the PHCC CONNECT 2022 annual convention in Charlotte,



NC. Planned and hosted by the UAC (Union Affiliated Contractors, one of the three “enhanced specialty groups” of PHCC National), the keynote speaker was UA Director of Plumbing Service Tom Bigley (seated, center). The meeting was moderated by UAC Chairman Brian Rich (GA Rich; PCA and Bloomington/Normal PHCC) and UAC Vice Chair and incoming PHCC National President David Frame (Bob Frame Plumbing Services; St. Joe Valley PHCC). Additional attendees included PCA First VP Kelly Castrogiovanni; IL PHCC Secretary Terry McCarthy (Terry Plumbing Co.); PCA Executive Director S.J. Peters, and Illinois PHCC Executive Director Bev Potts. Bigley covered a range of industry and union related topics, delved into pertinent plumbing trade issues, and fielded numerous questions.

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MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING

Public Act 101-0221 (commonly referred to as the Workplace Transparency Act), requires Illinois employers to provide sexual harassment prevention training to their employees on an annual basis, regardless of the size of the company.

Under this law, Illinois employers have until December 31st each year to train employees on sexual harassment prevention. The Act provides minimum standards that must be included in the training. To assist your business in complying with this new law, the Illinois Department of Human Rights has posted the following information on its website:

- A FAQ for Sexual Harassment Prevention Training
- Minimum Sexual Harassment Prevention Training Standards for All Employers

Employers must either develop their own sexual harassment prevention training program that equals or exceeds

the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act, or they may use the model training provided by the IDHR. The model training program can be downloaded by visiting <https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx>

**For more
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The answer is: exactly like your electrical cords, except burnt. Everyday items and equipment at your business could cost you millions if they spark a fire due to improper use, lack of maintenance, or poor housekeeping practices. In the past several years, we've seen a sharp increase in the number of devastating fires among your industry peers. We don't want you to experience the same fate. Fortunately, most fires can be prevented – but prevention starts with you. As a business owner, you are responsible for all aspects of your company's safety. And, October is an excellent time to focus on fire hazards as National Fire Prevention Week falls October 9-15, 2022.

Take Action Now

- Walk through your business and note all the potential sources of fire. Federated clients can leverage a [sample fire hazard checklist](#) to help complete this task.
- Make sure the three elements that make up a fire — fuel, oxygen, heat — are kept separate at your facility.
- Complete scheduled maintenance on all equipment and machinery per manufacturer specifications.
- Make sure your facility has adequate electrical wiring and power. Never use electrical cords as a replacement for permanent wiring.
- Keep your facility clean – clean up any combustible trash, dust, or other materials from the premises every day.
- Conduct regular fire drills and communicate emergency procedures to employees.
- Train employees on the fire hazards at your business and encourage them to report any fire concerns. As they are working, employees are the ones best positioned to notice an overloaded extension cord or discarded oily rags. They need to know what to look for to help curb risks and prevent fire hazards from sparking.

Don't become the owner of a million dollar electrical cord. You have the knowledge and responsibility to prevent fires at your business — and Federated is here to help. Federated Insurance® offers a variety of sample fire prevention plans, sample checklists, training resources, and more, which clients can access by logging in to mySHIELD®. Speak to your local Federated® [Marketing Representative](#) today to learn more.

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. Some of the services referenced herein may be 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 and applicable laws.



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HR Question OF THE MONTH

MOONLIGHTING?

Question

We just discovered that one of our full-time employees is working a second job at another company. Are we allowed to prohibit our employees from “moonlighting”? We are afraid this employee’s other job will interfere with his ability to adequately perform his position at our company.

ANSWER

Implementing a broad policy prohibiting all outside employment, or otherwise seeking to limit what employees do outside their scheduled work hours, is generally not a best practice. Most additional employment is lawful conduct that presumably would occur during non-working hours away from the employer’s premises. A policy or practice that seeks to prohibit outside employment can lead to resentment among current employees (who may, for financial reasons, need additional income) and create a disincentive for employees to be honest with their employers—in other words, employees may still take but not disclose secondary employment. Furthermore, in addition to the federal National Labor Relations Act (NLRA), which protects union and non-union employee rights, some states provide employees with protections under lawful off-duty conduct laws. Blanket employer policies that prohibit moonlighting may violate the NLRA and/or state law.

Employers who want to prohibit moonlighting by employees should outline specific business-

related concerns for doing so. Employers can generally implement conflict of interest policies, which may be enforceable if they seek to prevent an employee from taking a second job that actually and directly conflicts with the employer’s essential business-related interests. Of course, a determination as to whether a second job conflicts with the employer’s essential business-related interests should be made cautiously and on the basis of reasonable and reliable information. Given the legal complexities, an employer should consult with legal counsel before implementing any moonlighting policy.

That said, an employer can generally require that employees maintain the confidentiality of proprietary information and not use company resources and time for work on matters that are not company-related. Also, an employer should require that any employees who take second jobs satisfactorily perform the duties for the employer when they are at work. In general, an employee who is unable to perform job duties or meet scheduling obligations because he or she has another job can be disciplined or terminated. If an employee is not meeting expectations due to secondary employment, the employer should address this issue from an objective performance management standpoint and in a manner consistent with company policy and practice.



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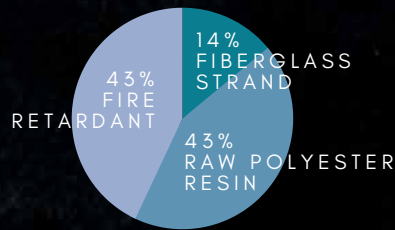


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This course is focused on refreshing the Cross Connection Tester on testing procedures as taught by the State of Illinois. This is a hands-on course. Attendees must have a valid CCCDI to attend.

- September 21st, December 7th, February 1st, March 1st, April 12th, October 5th, January 4th, February 15th, March 15th, April 26th, November 9th, January 18th, March 29th

AUTOMATIC CONTROL VALVE COURSE \$110 – Max Capacity 12 Students

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- 1. Types of ACV's 2. Basic Components and Operation 3. Proper Sizing and Sizing Problems
4. How to Commission an ACV properly 5. Repair Parts/ How to Repair

- February 8th, March 8th

LARGE BACKFLOW REPAIR (SMALL GROUP) - Max 12 attendees per class \$125 per person

Small group backflow repair class. Classes will consist of 3 individual groups working with an individual instructor to do hands on testing, diagnosis, and repair of large backflow assemblies only.

- 1. Watts 909 Large Valve Series 2. 880/860 Febco Large Valve Series 3. Wilkins 375 Large Valve Series
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