
ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

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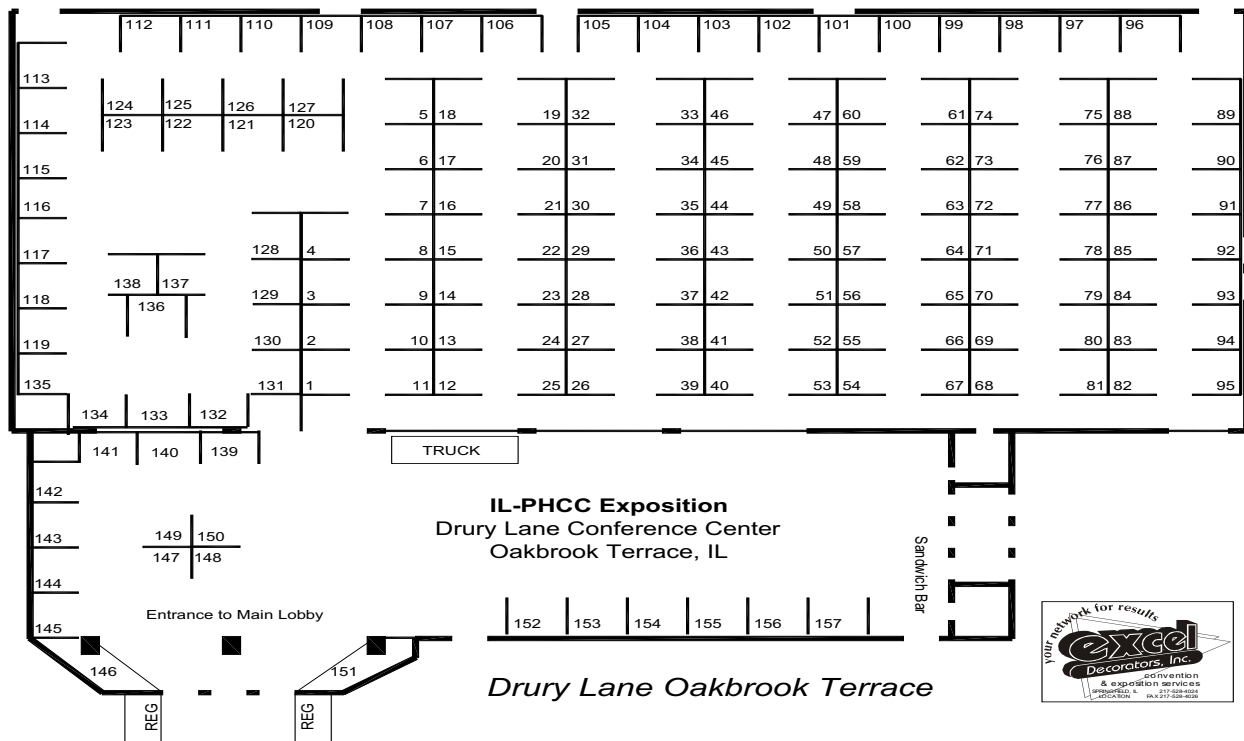
March, 2023



**The Plumber Protects
the Health of the Nation!**



2023 Illinois PHCC Expo Exhibitors



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* Denotes Illinois PHCC Associate Member



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

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

IL PHCC EXPO: A GREAT START TO ANOTHER BUSY AND PRODUCTIVE YEAR

Experiencing our IL PHCC Expo & Educational Day for the first time still holds a strong place in my memory. And yet with each successive year that our state chapter welcomes the scores of new and returning industry professionals to Drury Lane, I continue to be awed and impressed even more than the year before. The plumbing and HVAC focused industry trade show rivals (and actually outshines) nearly every national counterpart – with an abundant and fascinating array of exhibitors from products, to services, technology, trucks, “allied” occupations and more. The show opens after a 4-hour state-approved CE class with dedicated volunteers accurately signing-in and signing-out up to 1,000 attendees with precision and good grace. You’ll meet up with a range of industry pros rarely assembled in one place, except here. You’ll see the latest developments and progress in your trade. You’ll enjoy a worthwhile day among peers. So, I tip my (hard) hat to all attendees and express my thanks to the “IL PHCC people” who make it happen.

More is on the horizon for 2023: The UAC is presenting an encore of its full-day *Constructive Collecting Bargaining Seminar* on April 5 in Oak Brook. IMSCA (Illinois Mechanical & Specialty Contractors Association – an association of associations that advocates for contractor-friendly legislation) has scheduled its lobby day in Springfield on April 26. Make plans now also to attend the PHCC 2023 Legislative Conference (May 16 & 17) in-person in Washington D.C. to meet with your lawmakers and educate them on the significant role our industry can play in promoting energy, economic, and workforce policies that are important to our industry and will move America forward.

The IL PHCC Annual Meeting & Installation will take place in June (details to come). The National PHCC’s “CONNECT” convention is set for October 25 – 27 in Cleveland, OH. Visit www.ilphcc.com for information as all of these events draw closer on the calendar.

In closing, I urge you to attend all future Expos (next year: Friday, March 22, 2024) and take advantage of the many useful and innovative events, services and resources available through your Illinois PHCC Chapter and the National PHCC to help your business continue to grow, thrive and prosper. Remember: with PHCC, you belong.

Brian 

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 were 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.



CALENDAR OF EVENTS

MARCH 17, 2023

Illinois PHCC EXPO
Drury Lane Conference Center
Oakbrook Terrace, IL

MAY 16-17, 2023

PHCC National Legislative Conference
Washington, DC

MARCH 18, 2023

Illinois PHCC Board Meeting
Hilton Suites Hotel
Oakbrook Terrace, IL

JUNE 8, 2023

Illinois PHCC Annual Meeting &
Installation Event
Location TBD

MARCH 29-31, 2023

QSC of PHCC Power Meeting
Lexington, KY

JUNE 9, 2023

Illinois PHCC Board & Auxiliary Meetings
Location TBD

APRIL 21, 2023

Illinois PHCC Online CEU Class

OCTOBER 25-27, 2023

PHCC CONNECT'23
Cleveland, OH

APRIL 26, 2023

IMSCA Lobby Day
Springfield, IL



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 17th 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.



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 2022. 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.



PHCC–National Member At-Large Benefits and Application

Here's what you need to know.

PHCC–National membership offers a variety of programs, education and services to keep your business in the know. *Engagement opportunities are here for you — just plug in!*



ADVOCACY

- Federal legislative and regulatory representation
- State and local legislative and regulatory assistance
- State legislative and regulatory online tracking tool
- Representation on code bodies and industry coalitions
- Reinforcement of industry standards that protect public health and safety
- Annual legislative conference
- Alerts on laws, regulations and code changes
- Grassroots network
- PAC activities



WORKFORCE & PROFESSIONAL DEVELOPMENT TRAINING

- Free monthly webinars for members
- PHCCCONNECT annual conference and tradeshow offering tailored P-H-C education
- Face-to-face learning opportunities
- PHCC career center and job board
- Career and job fair materials



BROUGHT TO YOU BY THE PHCC EDUCATIONAL FOUNDATION

- Plumbing and HVACR apprentice training
- Plumbing and HVACR Workforce Readiness course
- Plumbing Pre-Apprentice course
- Fast Track to Service Plumbing course
- Foremen workshop
- Assessment tests
- Essentials of Project Management class
- Plumbing and HVAC apprentice contest
- Scholarships



BEST PRACTICES, COMMUNICATION & NETWORKING

- Safety and risk management tools
- Access to subject matter experts
- PHCC water supply calculator app
- Monthly electronic newsletters
- Award winning magazine *Solutions*
- PHCC contractor online directory
- PHCC Online Buyer's Guide
- Online member communities



SAVINGS & DISCOUNTS

- PHCC industry partnerships with manufacturers and product providers to the P-H-C trade
- PHCC Labor Unit Database subscription
- Members-only discounts on programs, events and services



BUSINESS INTELLIGENCE

- Regular PHCC members-only business intelligence reports and insights, forward-facing statistics
- Monthly *Insta-Intel* report
- Quarterly *Competitive Edge* report



CONSUMER AWARENESS

- Find A Contractor online directory
- Branded PHCC outreach



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ENHANCED SERVICE GROUPS (ESG)

- Quality Service Contractors (QSC)
 - » QSC Flat Rate Pricing Software
 - » One Power Meeting Registration Per Year
 - » A Complimentary, Comprehensive One-Hour Virtual Business Evaluation with a QSC Business Coach - variety of offerings available
 - » QSC's Online Community
 - » QSC's Rebate Program
 - » Library of Helpful Tools
 - » Specialized Peer Groups
- Construction Contractors' Alliance (CCA)
 - » Provides contractors with a means to find solutions to the many issues new construction contractors face. CCA serves PHCC's plumbing and mechanical contractors specializing in residential, industrial, commercial and institutional new construction.
- Union-Affiliated Contractors (UAC)
 - » Seminars offering targeting topics that are useful to union operated contractors. Topics like collective bargaining, benefits and Anti-Trust may be offered. Check out <https://community.phccweb.org/uac/home> for upcoming seminars.
- PHCC–National Auxiliary
 - » Women and men with the purpose of working in partnership with the plumbing, heating and cooling industry through scholarships, education, and industry support. They are comprised of individuals who have a wide variety of backgrounds. The common denominator, however, is an interest in the P-H-C industry.

PHCC membership pays for itself. *Just plug in!*

Member Savings and Discounts

- **Aramark:** **25% discount** on uniforms.
- **Code Books:** Discounts vary by chapter.
- **ConsensusDocs:** **20% discount** on subscriptions to standard construction contracts.
- **Exxon/Mobil:** **5 cent savings per gallon** of gas using Fleet National card.
- **Home Depot Pro and HD Supply:** Two “Preferred Partner” programs with substantial savings for PHCC members: Home Depot Pro for retail and Home Depot Supply for wholesale.
- **Labor Unit Database:** 30-day free trial and **\$100 discount** off subscription renewal.
- **Market Hardware:** **Free consultation and discount** on web sites and marketing services.
- **Monthly Webinars:** **\$360 value** (\$35/ea. for non-members).
- **PHCCCONNECT Conference and Tradeshow:** **\$100 discount** off each member registration.
- **Solutions** magazine subscription: **\$30 value**
- **Time Communications:** **Discounted monthly rate** on call management systems.
- **Pink Callers:** Access to an administrative support solution that assigns customer service reps to support home service business remotely.
- **Plumbing and HVACR Apprentice eLearning Programs:** Discounts vary by chapter.
- **Plumbing and HVACR Textbooks:** Up to **25% discount** through your chapter.
- **US Bank:** Eligible for a 15-minute consultation to discuss how your business expenses can become opportunities to increase cash flow, lengthen operating cycle, and earn more rewards.
- **Who’s Who Directory:** Contact information for your fellow PHCC members across the nation. **Free to PHCC members;** \$75 non-member

Resources for Members



Plumbing and HVACR Workforce Readiness: Online course provides individuals with an introduction to working in the plumbing-heating-cooling industry.



TechLine: Expert advice on code questions and clarifications.



Safety Program Builder: Available from Federated Insurance, allows contractors to customize efforts that illustrate your commitment to ensuring safety in your workplace.



Overhead and Profit Calculator: This simple software tool helps business owners calculate their real costs and find the right selling price for their company.



PHCC Water Supply Calculator App: Offers a single resource to determine water supply fixture units and minimum fixture branch sizes for common plumbing fixtures, typical pressure drops in water meters, equivalent lengths of fittings, and more.



Multi-Employer 401(k) Retirement Program: PHCC members can choose among several 401(k) retirement program options offered by Lincoln Financial Group through Certified Financial Services.



Publications: Members receive *Solutions* magazine, *PHCC Online* and the *PHCC Advocate* newsletter, chock full of valuable news and information to help run your business and stay current on industry legislation and regulations.

JOIN PHCC TODAY! www.phccweb.org/membership

CONTACT US: 800-533-7694 | membership@naphcc.org | phccweb.org | phccfoundation.org



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Plumbing-Heating-Cooling Contractors-National Association

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LEGISLATIVE UPDATE

BY BEV POTTS

The Spring Session of the 103rd Illinois General Assembly began on January 11th. The bill introduction deadlines in both the House and Senate have passed. Below are some of the bills we are watching and their current status.

Plumbing/Piping/Trade Related Bills:

HB 316 (E. Welch) Makes a technical change in the Fire Sprinkler Dormitory Act. Referred to House Rules.

HB 441 (E. Welch) Makes a technical change in the Restroom Access Act. Referred to House Rules.

HB 670 (E. Welch) Makes a technical change in the Fire and Smoke Damper Inspection Act. Referred to House Rules.

HB 1164 (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. On 2nd Reading in the House.

HB 1198 (D. Vella) Creates the Program to License Electricians Act. Assigned to House Labor & Commerce Committee.

HB 1286 (K. Stuart) Amends the Equitable Restrooms Act to provide any multiple-occupancy restroom maybe all-gender. Requires specified signage, stall dividers, and urinal partitions. Provides ratio requirements on the number of required fixtures. Requires IDPH to adopt rules to implement the provisions. Assigned to House Human Services Committee.

HB 1834 (T. McCombie) Makes a technical change in the Restroom Access Act. Referred to House Rules.

HB 2221 (M. Flowers) Creates an income tax credit in the amount of 50% of the installation cost for taxpayers who have an approved NFPA 13D residential fire sprinkler system installed in a new or existing residential dwelling. House Revenue & Finance.

HB 2270 (S. Kifowit) Makes a technical change in the Illinois Plumbing License Law. Referred to House Rules.

HB 2322 (E. Gonzalez, Jr.) Creates the Water Reuse Task Force Act. Referred to Rules.

HB 2621 (S. Kifowit) Provides that IDPH shall create a pilot program to allow the Department to enter into an agreement with a licensed plumber employed

by a municipality to do inspections on behalf of the Department and submit appropriate documentation as requested to verify the inspections were completed to the standards required by the Department and outlined in the partnership. Referred to House Rules.

HB 3046 (A. Williams) Provides that the IEPA shall propose and the Board shall adopt (1) amendments to the Board's primary drinking water standards that will repeal the prohibition on the use of recycled sewage treatment plant effluent set forth in Title 35 and that will make any other revisions to those rules that are necessary to facilitate water reuse in the State and (2) rules establishing programs for both direct potable and nonpotable reuse of treated wastewater, including rules establishing permitting standards and a permit application process. Referred to House Rules.

HB 3839 (B. Halbrook) Provides that a county or municipality may not adopt any regulation that prohibits the use of natural gas in new construction. House Rules.

SB 32 (D. Harmon) Makes a technical change in the Employee Washroom Act. Referred to Senate Assignments.

SB 126 (C. Villanueva) Amends the Equitable Restrooms Act to provide any multiple-occupancy restroom maybe all-gender. Requires specified signage, stall dividers, and urinal partitions. Provides ratio requirements on the number of required fixtures. Requires IDPH to adopt rules to implement the provisions. Referred to Senate Assignments.

SB 650 & SB 726 (D. Harmon) Makes a technical change in the Restroom Access Act. Referred to Senate Assignments.

SB 847 (D. Harmon) Amends the Fire and Smoke Damper Inspection Act. Referred to Senate Assignments.

SB 1168 (J. Curran) Amends the Fire and Smoke Damper Inspection Act. Referred to Senate Assignments.

SB 1241 (C. Rose) Creates the Energy Performance Contracting Act. Referred to Senate Assignments.

SB 1366 (R. Villivalam) Provides that every municipality shall inspect all single-family residences and multi-family buildings in the municipality built before 1978

continued next page

for the presence of lead paint and lead piping by June 1, 2025. Referred to Senate Assignments.

SB 1370 (C. Wilcox) Creates the Fuel Gas Detector Act to provide that at least one fuel gas detector shall be installed in every room containing an appliance fueled by propane, natural gas, or liquefied petroleum gas. Referred to Senate Assignments.

SB 1420 (L. Holmes) Makes a technical change in the Illinois Plumbing License Law. Referred to Senate Assignments.

SB 1523 (L. Ellman) Creates the Water Quality Assurance Act. Provides that new and existing health care facilities shall develop and implement water management programs with specified elements to control the growth and spread of opportunistic waterborne pathogens. Other provisions. Assigned to Senate Health & Human Services.

SB 1683 (R. Martwick) Creates an income tax credit in the amount of 50% of the installation cost for taxpayers who have an approved NFPA 13D residential fire sprinkler system installed in a new or existing residential dwelling. Assigned to Senate Revenue.

SB 1715 (S. Hilton) Amends the Illinois Plumbing License Law. Provides that the Department shall adopt a rule requiring that for each drinking fountain in any construction where a drinking fountain is required under the Illinois Plumbing Code, there shall also be a bottle filling station or a combined bottle filling station and drinking fountain. Assigned to Senate Local Government.

SB 1793 (E. Jones III) Amends the Equitable Restrooms Act to provide any multiple-occupancy restroom maybe all-gender. Requires specified signage, stall dividers, and urinal partitions. Provides ratio requirements on the number of required fixtures. Requires IDPH to adopt rules to implement the provisions. Referred to Assignments.

SB 1804 (L. Murphy) Provides that use of a refrigerant is not prohibited if the refrigerant is identified as a safe alternative under a specified federal statute and is contained within equipment that is in accordance with specified federal safety standards. Assigned to Senate Environment & Conservation Committee.

SB 1938 (D. DeWitte) Provides that, in the case of water main installation projects, all water main-related appurtenances, and specifically fire hydrants and valves, shall be included in the Agency's written approval of specified public water supply plans. Requires fire hydrants and valves to be designed and installed in accordance with

specified standards. Assigned to Senate Local Government Committee.

SB 2049 (R. Villivalam) Creates the Mechanical Insulation Energy Audit Act to provide that the EPA shall perform a mechanical insulation energy audit of every public building within the State to ensure the building's mechanical systems function at operating temperatures that minimize energy loss and ensure public health and safety. Referred to Senate Assignments.

SB 2283 (R. Villivalam) & HB 2778 (N. Manley) Creates the Safety in Professional Steel Erection Licensure Act to license all steel erectors in the State. The definition of steel erection includes the word plumbing the covered activities. While we feel the intent the word plumbing is referring to vertical alignment, we will be watching carefully to ensure that this does not refer to the trade of plumbing. Referred to Senate Assignments, and House Rules.

SB 2368 (D. Koehler) Creates the State Building and Residential Codes Act. Provides that the Capital Development Board, in consultation with the Department of Natural Resources, shall adopt a Building Code that establishes minimum requirements for the construction of commercial and residential buildings. Referred to Senate Assignments.

Other Construction/Business Related Bills:

SB 133 (L. Holmes) This is an initiative of our industry partner association, IMSCA, and it amends the Public Construction Bond Act to provide that a local government entity may not withhold more than 5% retainage when a contractor has furnished a surety bond or its equivalent. Assigned to Senate Judiciary Committee.

SB 1704 (R. Villivalam) Another initiative of IMSCA, this bill amends the Mechanics Lien Act to allow Liens to be delivered by overnight delivery companies, such as FedEx and UPS, rather than only by certified mail return receipt requested. In Assignments.

SB 1570 (K. Lightford) and HB 1504 (L. Ford) These bills would allow municipalities to utilize design/build. Assigned to Senate Local Gov't, and House Rules.

There are many other bills we are watching that deal with Public Private Partnerships, Prevailing Wage, Procurement, Public Utilities, Indoor Air Quality/HVAC, Workforce, Energy, and more.





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April 26, 2023

Sangamo Club

227 E. Adams Street, Springfield, IL 62701

2023 LOBBY DAY

12:00 PM TO 12:30 PM

GUEST SPEAKER (LUNCH PROVIDED)

12:30 PM TO 1:00 PM

ABBREVIATED BOARD MEETING

1:00 PM TO 1:30 PM

LOBBY DAY PRESENTATION

1:30 PM TO 2:00 PM

ADJOURNMENT FOR CAPITOL VISITS

5:00 PM TO 7:00 PM

JOINT IMSCA/ICIC LEGISLATIVE RECEPTION

PLEASE MAKE YOUR VOICE HEARD
AND ATTEND THIS IMPORTANT EVENT

REGISTER TODAY

WE WILL DISCUSS ISSUES IMPORTANT
TO THE ILLINOIS CONSTRUCTION INDUSTRY.
DON'T MISS THIS UNIQUE OPPORTUNITY TO
TALK TO **YOUR** LEGISLATOR ABOUT **YOUR**
BUSINESS NEEDS



*Please fill out the below information and
email to sarah@ccepil.com*

Name: _____

Company: _____ Phone/Email: _____

Association: _____

Deadline to Register is Friday, April 14, 2023



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 \$543.00. State and National are presented as a package for \$788.00 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

MID CONTINENT



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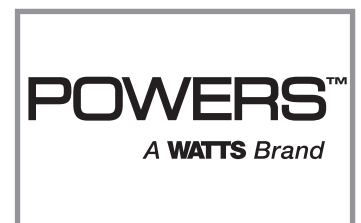


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UAC COLLECTIVE BARGAINING SEMINAR FOCUSED ON PREPARATION FOR EFFECTIVE UNION CONTRACT NEGOTIATIONS

By S.J. Peters, UAC Advisory Committee Member & Executive Director – PCA of Greater Chicago

An engaged audience of both seasoned and novice association bargaining team members concentrated on education and preparation for union contract negotiations at the UAC's January 30, 2023 "Constructive Collective Bargaining" seminar in Bloomington, IL. Planned and presented by the *Union Affiliated Contractors* (UAC - a Business Interest Group [BIG] of the National PHCC), the full-day event drew over 50 attendees comprised of signatory PHCC-affiliated contractors and association officials from 8 states.

Educating the Association's Bargaining Team is Crucial for Better Outcomes for *Both* Sides

National PHCC President & UAC Vice Chair David Frame (Bob Frame Plumbing Services – South Bend, IN) set the tone for a day devoted to substantial learning as he welcomed the registrants. "The PHCC aims to help members run better businesses through education, networking and resources," Frame emphasized. "Signatory contractors, like you and me, occupy a distinct and crucial role in our trade. We set the benchmark for all contractors for the most skilled and capable technicians. PHCC contractors are up to all challenges. The fact that we're all here proves that we persevere."

UAC Chair Brian Rich (GA Rich & Sons – Deer Creek, IL) in his opening remarks cited the value of building and maintaining mutually respectful and productive relationships with our union colleagues. "As contractors, we prefer competent competition to keep up our industry standards. The same is true with us and our union counterparts. When both sides come to bargaining prepared and organized, the process improves. It's one reason that the UAC has made contractor education a cornerstone of what we



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UAC COLLECTIVE BARGAINING SEMINAR CONTINUED

do for you. Bargaining is one of many topics we plan to cover, yet it may be the most significant. Insights, instruction, best practices and advice on CBA negotiations will be an ongoing UAC effort.”

Distinct Sessions Delivered Practical Building Blocks of Information and Preparation for Bargaining

Four distinct sessions focusing on specific areas of collective bargaining were featured. Appropriately, the first presentation starting at 8:30 a.m. (by attorney Richard Samson – *Ogletree-Deakins/Chicago*) titled “Basics of Bargaining” offered an introduction to the subject. It served both as a refresher for attendees who’d been previously involved in union contract negotiations, and as a primary tutorial for beginners. Included were definitions of terms, overviews of standard practices, and common sequences of events.

The second seminar session, led by attorney John Nesse (*Management Guidance LLP/St. Paul MN*), explored how a chapter’s negotiating team can properly lay the groundwork for negotiations. “Doing Your Homework: Planning and Preparation by the Association for Bargaining” explored research techniques covering items such as industry hours, benefit funding levels, results from other trades’ settlements, economic information, the political climate and other relevant data. Pertinent advice on a variety of “do’s and don’ts” and general behavior advice throughout negotiations was also offered throughout this session.

The third session, conducted by attorney Christina Wernick (*Laner-Muchin/Chicago*), examined bargaining from the labor side’s point of view in

“Understanding the Union’s Goals and Priorities in Contract Negotiations.” Attendees gained insights into the priorities that come into play as our counterparts seek a satisfactory settlement, and the tactics and resources unions apply toward that aim. Since Wernick spent a number of years as legal counsel to a large construction union and its benefit funds prior to joining this management-focused firm, she was able to offer unique and practical perspectives from both sides of the bargaining table.

The next session, following the luncheon, utilized attorney Richard Samson for the second time as its presenter and provided a more advanced look at union contract negotiations. “Beyond Bargaining: A ‘Nuts & Bolts’ Overview of Negotiations in a Multi-Employer Setting” as the name suggested covered a range of more complex areas of contract talks. Among the topics covered in depth were contract types; bargaining rights delegations; deadlocks, strikes and lockouts; minute taking; bargaining team formation and spokesperson selection; interim agreements; tentative agreements on specific proposals; ratification procedures; and other higher-level considerations.

Closing Session: Forum - Panel Discussion - Q&A Concluded an Information-Packed Day of Learning

The final session, moderated by seminar emcee S.J. Peters (Executive Director of the PCA of Greater Chicago, a local chapter of the PHCC), took the form of a panel discussion and a Q&A forum featuring all three of the day’s presenters: attorneys John Nesse; Richard Samson; and Christina Wernick. Audience questions were addressed “live”

and via index cards for anonymity. Also used was a comprehensive list of questions furnished in advance by the presenters as “those we wish contractors would ask but rarely do.” The nearly 90-minute discussion covered a mix of pertinent subjects from bargaining, to trust funds, to grievances, to jurisdictional issues, to reciprocity when working outside of the union’s territory, to CBA duration considerations, and more. The seminar ended with a rousing round of applause, with attendees still discussing additional topics one-on-one afterwards with the instructors. A survey asking attendees for topic ideas for future seminars was collected, and a closing reception concluded the day.

The UAC and PHCC would like to thank and acknowledge our sponsors: Milwaukee Tool and Bradford White for their generous and consistent support. Also deserving of recognition is the National PHCC staff – particularly Senior Director, Member Services and Customer Care Kim Dresser. The planning committee also relied on and appreciated the leadership and direction from National PHCC President David Frame and UAC Chair Brian Rich, and the “trifecta” of Illinois PHCC State Chapter Executive Director Bev Potts and the Bloomington/Normal Chapter for arranging and overseeing the meeting site; Illinois State Chapter Associate Director Shelly Lott for coordinating all the graphic design for print and electronic communication; and S.J. Peters of the PCA of Greater Chicago for taking charge of program content and serving both as the day’s emcee and photographer. Finally, our gratitude to the seminar speakers for their relevant and outstanding presentations: attorneys John Nesse, Richard Samson, and Christina Wernick. For more information on the UAC, visit <https://community.phccweb.org/uac/>



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ILLINOIS PHCC

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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 2023.
8. The Executive Director shall be directed to inform the applicant who will be awarded the Scholarship.
9. Applicants not winning the award may be eligible to apply the following year.
10. The Scholarship money shall be made payable to the school of the applicant's choice. If the winner has changed schools since applying, he or she shall notify the IL PHCC Executive Director immediately.
11. If a recipient should drop out of school during the year, the balance of the award should be returned to the Past President's Club.

Application must be received in the Illinois PHCC office no later than May 25, 2023

SCHOLARSHIP APPLICATION

IL PHCC PAST PRESIDENTS SCHOLARSHIP APPLICATION

Name in Full _____ Age _____

Address _____

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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.
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Don't let employee turnover derail your 2023 goals. To learn more about promoting workplace safety or private bonus plans, reach out to your local Federated® [marketing representative](#).

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PHCC ILLINOIS AUXILIARY SCHOLARSHIP APPLICATION ~2023~

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 _____

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Name _____

Address _____ City _____ State _____ Zip _____ Phone _____

Signature _____

SCHOLASTIC DATA:

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Name of College Attending & Career Plans: _____

Dean or Advisor's Name: _____

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 - A. One letter of recommendation from sponsoring Auxiliary member who is not a parent, guardian, or spouse
 - B. Two letters of personal recommendation from people not related to applicant
4. Personal letter: State request and list your high school and college extra-curricular activities.
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I hereby certify that the above is true and accurate.

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PHCC ILLINOIS

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 - Three letters of recommendation.
 - One letter must be from a sponsor who is a member in good standing of the Illinois PHCC Auxiliary.
 - The other two letters must be from people who know the applicant personally and can attest to the applicant's character. They may also provide additional pertinent information such as academic performance and involvement in extra-curricular activities. Knowledge of parents does not necessarily qualify them for having knowledge of applicant.
 - Photo of the applicant.
 - Official transcripts—see details on application form.
4. **The deadline for submitting the application is May 26, 2023.**
 - 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 Gail McWilliams.

Please send completed application by May 26, 2023 to:

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