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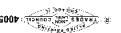
Volume 110, No. 12

December, 2024

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holidays



ILLINOIS PHCC
821 South Grand Avenue West
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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 Terry McCarthy
Illinois PHCC President

'Tis the Season

The holidays are upon us! So, I'll begin with warm wishes and my hope that all your celebrations and gatherings are festive, happy and memorable. I believe that we are fortunate to earn our livelihoods in an amazing industry. Let's never forget to be grateful *not* just at this time, but all year long. As we enjoy our feasts with family and friends; as we see the excitement in the faces of our youngsters; and as we share joy and good tidings, remember that it's all possible because our occupation rewards us well for making the lives of our customers (and society) comfortable and safer.

As this year comes to a close and we anticipate the start of 2025, I encourage you to keep the PHCC in a solid financial position so it is best able to continue serving you – the members. Please note that your company's National PHCC dues will be discounted by 5% if paid before December 31. Think of this as a "gift" and a valuable way of saying "thank you" for your ongoing support. As we also look ahead to the Illinois PHCC's annual Expo & Educational Day at Drury Lane in Oakbrook Terrace on March 21, another advantage and savings (a 3% reduction) is available to the exhibitors if their booth fee is paid in full by the end of this year – which is a valuable and beneficial incentive for committing sooner rather than later to take part in the show.

In closing, as you read through another informative issue of this publication, take a moment to consider and appreciate the sponsors of the advertisements. Each of these supporters of our state chapter has "stepped up" to show they are willing to provide the backing that adds to the coffers to help keep the Illinois PHCC's services and resources in place for you. Lastly, remember that the *Illinois Master*

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Plumber magazine does not materialize by magic. It's the result of the hard work, insights, dedication and talents of our Executive Director Bev Potts and our Associate Director Shelly Lott. So read on...it's published for you! My thanks to you all. Happy holidays!

-Terry



CHANGE OF ADDRESS

Please make the following change to your Illinois PHCC Membership Directory. The **Plumbing Contractors Association (PCA) of Greater Chicago** is moving and effective January 1, their new address: 900 Jorie Blvd., Suite 195, Oak Brook IL 60523. Their phone and fax numbers will remain the same.



CALENDAR OF EVENTS

JANUARY 17, 2025

IL PHCC Online CEU Class

FEBRUARY 19-21, 2025

CCA of PHCC Winter Meeting
San Antonio, TX

FEBRUARY 22, 2025

IL PHCC Online CEU Class

MARCH 21, 2025

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

MARCH 22, 2025

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

MARCH 24-26, 2025

QSC of PHCC Conference
New Orleans, LA

APRIL 25, 2025

IL PHCC Online CEU Class

JUNE, 2025 DATE & TIME TBD

IL PHCC Annual & Board Meetings

OCTOBER 27-30, 2025

PHCC CONNECT 25
Grand Rapids, Michigan



2024/25 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2025 renewal year is listed below. These classes offer a minimum of 3 different speakers and topics in each class.

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

2024-2025 Continuing Education Dates

Friday, January 17, 2025
12:00 pm – 4:00 pm (Online)

Saturday, February 22, 2025
8:00 am – 12:00 pm (Online)

Friday, March 21, 2025
9:00 am – 1:00 pm
Drury Lane Conference Center
Oakbrook Terrace, IL (In person)

Friday, April 25, 2025
12:00 pm – 4:00 pm (Online)



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NOW IS THE TIME TO RENEW YOUR MEMBERSHIP

If you are a PHCC member you should have received your dues renewal notice in October. If not, please contact the Illinois PHCC office. We would like to thank you for your past support of the PHCC and hope you continue to partner with us.

If you are not a member, please take a few moments out of your busy schedule and really consider how PHCC can help you and your business. PHCC membership brings with it many benefits. Gaining knowledge is crucial to the life of any business, and knowledge can also bring with it personal success. Through PHCC you have many opportunities to increase your knowledge: reading the weekly online email newsletter, and the Illinois Master Plumber magazine; receiving special alerts pertaining to critical issues like tax reform or threats to the Plumbing License Law; updated industry information; business training; expert advice; networking and much more. PHCC is involved on the local, state, and federal levels fighting on

behalf of the business owner, and our Industry. By having representation on all code bodies, industry coalitions, and a legislative grassroots network, PHCC is ready and able to represent your interests.

Many resources are available to members through a click of a button. Access online webinars, risk management information, online training and more. One benefit from membership that you really can't put a price tag on is the relationships you will build through PHCC. Whether it's with a manufacturer, a supplier or a fellow business owner, you will be able to share ideas, gain access to expert advice and really benefit from the networking opportunities.

Renew or join today – you won't be sorry.

For more information, visit www.ilphcc.com and www.phccweb.org.



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NEW IMSCA MANAGEMENT SELECTED

On behalf of the Illinois Mechanical & Specialty Contractors Association (IMSCA) Officers and Board, President SJ Peters is pleased to share the following: IMSCA has selected the firm of Neil F. Flynn & Associates to take over the management role for our association effective November 15, 2024. Headquartered in Springfield, Illinois with a satellite office in St. Louis, Missouri, Neil F. Flynn & Associates is a law firm and lobbying firm that provides lobbying services and representation before the Illinois General Assembly, Office of the Governor of Illinois, and various administrative agencies and departments of the State of Illinois. Neil and Dan Flynn (father and son) should already be familiar to IMSCA members. As you may know, they have worked closely with IMSCA during the past several years by serving in a supplemental role first to Jessica Newbold Hoselton, and subsequently they fulfilled a similar role in the past year for Frontline Co. Sean Flynn, Dan's brother, will be joining the firm in January and will play a key role in leading IMSCA. In our view, they provide precisely the blend of experience, skills and resources that will best benefit IMSCA.

With the Flynns' track record, familiarity and shared commitment to the IMSCA purpose and aim we are confident that they are an ideal choice. If you have questions or comments, please contact SJ Peters at 630- 280-9307 (mobile) or at sj@pcaofchicago.com.

The next IMSCA meeting is scheduled for Friday, December 6 at 10:00 a.m. at the new office location for the PCA of Chicago, at 900 Jorie Blvd. in Oak Brook, Illinois.



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&
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*Visit our website at www.ipea1.org
for more information and for educational opportunities*

OSHA REPORTS DECREASE IN CONSTRUCTION FATALITIES TIED TO TRENCH COLLAPSES AND FALLS

OSHA has reported a significant drop in workplace fatalities requiring investigation in the past year, attributed to intensified safety enforcement and increased collaboration.

According to a recent release, preliminary numbers indicate that federal OSHA investigated 826 worker deaths in fiscal year 2024, a reduction of 11 percent from 928 investigations in 2023. Excluding COVID-related cases, this is the lowest number of fatalities since 2017. In particular, OSHA reports a notable decrease in deaths related to trench collapses and falls, two of the leading causes of fatalities in construction.

These numbers are promising evidence that stronger enforcement and collaboration with labor and management, driven by the Biden-Harris administration’s worker-centered approach, is saving lives,” OSHA Assistant Secretary Douglas Parker said in a statement. “Most striking is the improvement in areas we have focused on with employers and unions. Our state program partners have also seen improvements.”

Fatalities from falls investigated by federal OSHA dropped nearly 20 percent, from 234 to 189, while state OSHA programs reported a 15 percent decline. Trench collapses showed a decrease of nearly 70 percent since 2022, from 39 in 2022 to 15 in 2023, with 12 so far in 2024. OSHA credits this improvement to a strict “zero tolerance” policy, which includes prompt inspections and criminal referrals for unsafe trench practices.

“While fewer workers have died from the hazards OSHA investigates, we still lose more than 5,000 workers each year in largely preventable incidents. While we’re proud of this progress, our work is far from over,” Parker said. “Reducing worker deaths means embracing an approach that makes worker health and safety a core value in every workplace. Only then can we fully address all the causes and factors that lead to workers dying needlessly on the job.”

Article authored by Robert Yaniz Jr, Content Editor of Occupational Health & Safety.



DAN QUINONEZ NAMED PHCC CHIEF OPERATING OFFICER



The Plumbing-Heating-Cooling Contractors—National Association (PHCC) has announced the promotion of PHCC Educational Foundation Executive Director Dan Quinonez to PHCC Chief Operating Officer.

“I am pleased to announce this expanded role for Dan, as he continues his position as the Executive Director of the PHCC Educational Foundation,” said PHCC CEO Cindy Sheridan. “Drawing on his strong association management background, strategic mindset, leadership and creative direction, Dan will assist me in driving strategy and operations for the association; he will also oversee most revenue-generating areas of the organization.”

Since joining the Foundation on June 1, 2023, Quinonez has overseen the release of new plumbing and HVAC training materials, an increase in annual giving campaign donations, expanding the PHCC Academy® to develop more post-apprentice courses, the addition of new scholarships for veterans and Latino applicants, and an industry joint effort to train the U.S. competitor for the WorldSkills competition.

“I am truly honored to take on this new role and am excited to collaborate closely with CEO Sheridan, the PHCC team, and all of our members,” said Quinonez. “Together, we will enhance operational performance and remain dedicated to delivering exceptional value to our members, all while upholding the highest standards of quality and service in everything we do.”

Before joining the PHCC Educational Foundation, Quinonez served as a Senior Account Executive for the Kellen Company, a prominent Association Management Company. In this capacity, he played a pivotal role in expanding and promoting organizations through various initiatives, including education, outreach, technical advancement, and advocacy. In addition, he served in the United States Army Reserves for 12 years.

Quinonez’s appointment was part of an internal structural reorganization of PHCC that is designed to increase membership, sponsorship opportunities and industry exposure.

“I am excited to head into 2025 with this new organizational structure and am looking forward to a new phase of growth for PHCC,” said Sheridan.



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ILLINOIS PHCC EXPO & EDUCATIONAL DAY

Friday, March 21, 2025

Drury Lane Conference Center

100 Drury Lane

Oakbrook Terrace, IL 60181

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

Friday, March 21st, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun.

If you need your required **4 hours of continuing education credit for your 2025 license renewal**, this would a great opportunity to get it. This class, like all IL PHCC CEU classes, applies to the State hours that Illinois Certified Plumbing Inspectors are required to have. Multiple speakers will be presenting on a variety of industry topics. All of the day’s activities are free of charge, with the exception of a \$35.00 fee for the 4-hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2025 Expo is free of charge.**

After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored “After Expo” Reception** where there will be lots of food and prizes.

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$139.00 single/double occupancy plus tax. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

Go to **www.ilphcc.com** for more information and to register for the CEU class.





Happy Holidays

From The

Midwest Illinois
Mechanical Contractors
Association

U.S. BENEFICIAL OWNERSHIP INFORMATION REGISTRY

The U.S. Department of the Treasury’s Financial Crimes Enforcement Network (FinCEN) is accepting *beneficial ownership information reports*. The bipartisan Corporate Transparency Act, enacted in 2021 to curb illicit finance, requires many companies doing business in the United States to report information about the individuals who ultimately own or control them.

Filing is simple, secure, and free of charge. Companies that are required to comply (“reporting companies”) must file their initial reports by the following deadlines:

- **Existing companies:** Reporting companies created or registered to do business in the US before January 1, 2024 **must file by January 1, 2025.**
- **Newly created or registered companies:** Reporting companies created or registered to do business in the US in 2024 have 90 calendar days to file after receiving notice that their company’s creation or registration is effective.

Beneficial ownership information reporting is not an annual requirement. A report only needs to be submitted once, unless the filer needs to update or correct information. Generally, reporting companies must provide four pieces of information about each beneficial owner:

- name;
- date of birth;
- address; and
- the identifying number and issuer from either a non-expired U.S. driver’s license, a non-expired U.S. passport, or a non-expired identification document issued by a State (including a U.S. territory or possession), local government, or Indian tribe. If none of those documents exist, a non-expired foreign passport can be used. An image of the document must also be submitted.

The company must also submit certain information about itself, such as its name(s) and address. In addition, reporting companies created on or after January 1, 2024, are required to submit information about the individuals who formed the company (“company applicants”).

FinCEN is committed to providing America’s small businesses with the resources and information they need to make filing as quick and easy as possible.

FinCEN’s **Small Entity Compliance Guide** walks small businesses through the requirements in plain language. Filers can also view informational videos and webinars, find answers to frequently asked questions, connect to the contact center, and learn more about how to report at www.fincen.gov/boi.





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Cost \$60.95/Code Book
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Lawn Irrigation Contractor & Lawn Sprinkler Code)

_____ of code book(s) X \$60.95

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Make checks payable to the Illinois PHCC.

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

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

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Plumbing Contractors Association (PCA) of Greater Chicago

Kelly Castrogiovanni, PCA of Greater Chicago – President (Terry Plumbing Co.)

Brian Kennedy, Chicagoland Plumbing Council – Chair (Gehrett Plumbing, Inc.)

S.J. Peters, Executive Director – PCA & Plumbing Council

The Illinois State Association
of the PHCC and PCA of
Greater Chicago:



The PCA appreciates and recognizes the dedication, innovation, services and resources we've all come to expect and value thanks to the capable hands, skill and tireless efforts of Executive Director Bev Potts, Associate Director Shelly Lott, the Chapter Board, and our State Auxiliary.

Working together
continuously for
our members and
our industry.



PHCC



PCA of Greater Chicago is proud to be the sole signatory Chicago-area local chapter of the Illinois & National PHCC and the UAC. Providing the most responsive advocacy and support to our members.

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 information, please visit IDHR's website at www.illinois.gov/dhr/training.



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HR Question OF THE MONTH

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Question

We had to close our office for a few days due to the recent storms. Are employees entitled to be paid for the days we were closed? Does it matter if the employees are exempt or nonexempt? All our employees are paid a salary, but some are exempt and some are nonexempt.

ANSWER

An employer's obligation to pay employee wages during weather-related absences depends on whether the salaried employee is exempt from federal Fair Labor Standards Act (FLSA) requirements and whether the employer remains open during the weather emergency.

The U.S. Department of Labor considers an exempt employee who does not report to work during a weather emergency to be absent from work for personal reasons when their employer remains open for business. Employers can lawfully deduct or withhold the employee's wages for every full day that the employee does not report for work. However, salaried exempt employees who report to work—regardless of how late they report or how many hours they work that

day—must be paid for a full day's work.

If closed due to weather, employers must compensate salaried exempt employees for being ready, willing and able to work. However, exempt employees do not need to be paid for any full workweek in which they perform no work.

Determining payment for nonexempt employees is more straightforward. The FLSA requires employers to compensate their nonexempt employees only for the hours nonexempt employees actually work. An employer does not have to compensate a nonexempt employee for time not worked due to a weather emergency. Employers should check their state and local laws for any additional rules that may apply.



Auxiliary



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



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 \$574.00. State and National are presented as a package for \$819.00 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

The Power of Planning: Changing Driver Behaviors

A recent study estimates that 29% of all traffic-related deaths are due to distractions.¹ Distracted driving is a choice — one that can have [serious consequences](#) for everyone sharing the road. Ultimately, you and your employees need to make choices that impact everyone's safety and well-being while driving.

One way to do this is to remind your employees to plan ahead before driving by using the following tactics:

- **Silence Phone Notifications:** Before hitting the road, [silence your phone](#) to avoid the temptation to check it during your drive.
- **Prepare Your GPS in Advance:** Set up your GPS and review your route before starting your journey to help prevent last-minute distractions.
- **Check Conditions:** Look for detours, traffic updates, and weather forecasts to better plan your route and avoid sudden changes.
- **Communicate Plans:** Inform others when you leave and your expected arrival time to keep them updated without needing to check your phone.
- **Pull Over for Calls:** If you need to make a call or send an update, find a safe place to pull over first.
- **Use a Driving Telematics Program:** Utilize in-cab technology or [driving telematics programs](#) to enhance your accountability and safety on the road.

By encouraging these responsible habits, you can reinforce safer driving behaviors for your employees. Reach out to your local Federated[®] [marketing representative](#) to learn more about how planning ahead to prevent distracted driving, along with [telematics programs like Federated DriveSAFESM](#), can help your drivers stay safe.

1. U.S. Department of Transportation. [2024 Progress Report on the National Roadway Safety Strategy](#). Accessed 9/19/24.

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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Feature	Stealth Series 5/8, 3/4, 1-1/4 HP Models	"I Sell Everybody" Disposer Company
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RPMs	✓ Up to 4000	✗ 1725
Torque	✓ 35% More Torque	✗ Less Torque and Prone to Jamming
Size	✓ Space Saving 41% Smaller Footprint	✗ Larger Footprint
Grind Chamber	✓ Multi-Stage Grind Chamber on All Models	✗ Multi-Stage Grind Chamber Not on All Models
Warranty	✓ Lifetime Warranty on All Models	✗ 6 to 12 Year Warranty Depending on Model

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