
ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 110, No. 11

November, 2024




We Give
Thanks



PRSR STD
U.S. POSTAGE
PAID
SPRINGFIELD, IL
PERMIT NO. 66

ILLINOIS PHCC
821 South Grand Avenue West
Springfield, Illinois 62704



BUY AMERICAN.

BAA ★ BABA ★ AIS *



info@inlandsalesgroup.com



*compliance varies by manufacturer & product. Contact Inland Sales Group for more information.





OFFICERS

President Terry McCarthy <i>Countryside</i>	Secretary Tom Mahoney <i>Highland Park</i>
Vice President Kevin Kuhn <i>Oswego</i>	President Emeritus Mike Ehret <i>Belleville</i>
Treasurer John Baethke <i>Chicago</i>	Executive Director Beverly Potts
	Associate Director Shelly Lott

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

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

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

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

EDITORIAL AND EXECUTIVE OFFICES

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

CONTENTS

President's Thoughts	4-5
Fall Membership Special	5
In Memory	6
Calendar of Events	8
2024-25 Illinois PHCC CEU Schedule	9
Now is the Time to Renew Your PHCC Membership	11
Thanks to our Associate Members	12
Thanks to our 2024 Exhibitors	13
Thanks to our Sponsors	14
Thanks to our Advertisers	14
Illinois PHCC Application for Membership	15
PHCC CONNECT Delivers a Successful Conference Experience in Birmingham	16
UAC Sessions at Connect '24	17
Illinois Auxiliary Receives Three Robert M. Cox Humanitarian Awards	18
Illinois PHCC Receives Award	19
Mandatory Sexual Harassment Prevention Training	19
Plumbing Code Book Order Form	20
U.S. Beneficial Ownership Informational Registry	22
Illinois PHCC Expo & Educational Day	23
Auxiliary T-Shirt Order Form	24
HR Question of the Month	25
Exhibitors Register NOW for the 2025 IL PHCC Expo	26
2025 Exposition Application and Contract	27-28
2025 Expo Floor Plan	29
Risk Management Corner	30

ADVERTISERS

Bradford White	9
Connor Company	Inside Back Cover
Federated Insurance	10
H.R. Stewart	5
Herkowski Stickler & Associates	8 & 21
Hodes	4
Inland Sales	Inside Front Cover
Metropolitan Industries	7
Test Gauge	Back Cover
Torvac	11



PRESIDENT'S THOUGHTS

by Terry McCarthy
Illinois PHCC President

Giving Well-Deserved Thanks

November comes late in the year, and the timing reminds us to look back at all that's occurred since we raised our glasses and toasted the start of 2024. The tradition of Thanksgiving is the highlight of this month. We mark the occasion warmly at a traditional feast with family and often with friends. We give thanks, for all the good that's come our way.

Always a priority in the plumbing and HVAC trades also is the gratitude we have for our employees coming home safely and with pride following a good day of applying their skill, labor and commitment to our (satisfied) customers. This industry provides a secure and abundant livelihood, in exchange for our hard work and perseverance. I have no doubt that we all appreciate the opportunities and challenges it brings to us each day. It may go "without saying," but I will say this anyway: I am thankful for my family, my colleagues, my industry peers and this amazing occupation that we all share.

Since its founding, the Illinois PHCC has remained a center point for practically everyone involved in the plumbing and HVAC industries in our state. We come together at events such as the Expo, our annual meeting, our CE classes, social functions and more. This monthly magazine is another way we stay connected and informed. So, with Thanksgiving approaching, I'll keep this short and sweet (which is how I'm often described).

As your current Chapter President, I'd like to express my sincere appreciation to everyone that the Illinois PHCC counts on to keep this phenomenal

HODES CO
PREFERRED PLUMBING PARTS
Family Owned and Operated Since 1943

**Free Net Priced
Full Line
Buyers Catalog**

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

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

**SIX MONTH
PRICE FREEZE**

HONOR THY PLUMBER™

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

industry thriving. Therefore, I am sending a heartfelt thank you to our Chapter Board Officers, Directors and board members, and to our hardworking staff (Bev and Shelly) who are second to none. To all our members through the State Chapter and the local chapters, I'm glad we're all in this together! To our Associate members, who loyally stand by us, we value and rely on your support. To our advertisers, sponsors and exhibitors for whom we are blessed with financial backing: please know we never take for granted your willingness to forge relationships with our contractors while fortifying our resources. They are reminded through your ads, sponsorships and in-person presence at the annual Expo that you continually aim to reach them and to serve them. Lastly, to the volunteers who unfailingly and always come to our rescue and help us at events and meetings and do so much more – with a special “shout out” to the members of our State Chapter’s Auxiliary – we know we could not do this all without you, nor would we want to. So, to everyone (and anyone I may have missed) thank you!

I'll end now with a simple proverb: *“When eating fruit, remember the one who planted the tree.”*

Terry



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 2024, will have their dues paid through December 31, 2025. That gives you free bonus months of membership benefits for FREE for the rest of 2024, and locks in your 2025 dues at the 2024 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.



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

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



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

IN MEMORY

Former Illinois State Plumbing Inspector **Manfred August Staroske** from Crystal Lake passed away on October 5, 2024. He was born on January 6, 1934 in Eisenberg, East Prussia and met his wife Kate at the age of 19 in Hamburg, Germany. They moved to the United States in 1957.

Manfred learned his trade of being a plumber in Germany, and continued with his profession until he reached the age of 60, at which point he studied hard and then became a State of Illinois Plumbing Inspector. He was well-respected and enjoyed being an inspector for 20 years. He then decided to fully retire at the young age of 80.

Manfred is survived by his wife and best friend of 70+ years, Kate, his brother Erwin (Elke), his sister Gisela, his sister-in-law Erika (JJ), his brother-in-law George (Susanne), his son Wolfgang (Cindy), his son Tom (JoAnn), 8 grandchildren, and 7 great grandchildren.

A private memorial service and interment will take place at a later date. Donations in Manfred's name may be made to Senior Care Volunteer Network, 42 East Street, Suite C, Crystal Lake, IL 60014.

Charles W. Burns of Bloomington, IL passed away on October 1, 2024. He became a licensed plumber in 1969 and proudly maintained his license for 55 years, likely making him at age 86 one of the longest serving plumbers in the state. He founded C. W. Burns Co., Inc. in 1976 in Decatur. The business expanded to Downers Grove in the 1990's and continues to be operated by his son Brian, and grandson Daniel. Charles retired from the contracting business in 2000 but found another career developing and running hotels in Decatur and many Chicago suburbs. He was a lifelong boater and enjoyed spending time with family and friends on Lake Decatur and at Lake of the Ozarks where they had a Condo for many years.

He is survived by his wife Sandra of 64 years, 3 sons, 1 daughter, 11 grandchildren, and 7 great grandchildren.

A wake was held on October 6, 2024, at Carmody-Flynn Funeral Home and a funeral mass held on October 7, 2024, at St. Patrick Catholic Church of Merna in Bloomington.

The Illinois PHCC extends their sympathy to the Staroske and Burns families.



THE SECRET WEAPON FOR UNEXPECTED FLOODING



Ion[®] Sumpro[®] Platinum

Dual Pump Battery Backup AC System



SCAN TO
WATCH



Let's dive into Ion Technologies' top-of-the-line solution:

Reliable Backup Power: The Sumpro Platinum operates on both AC and DC power. It's a dependable solution during power outages or when extra support is needed during storms.

Clear Digital Displays: The system features a couple of user-friendly digital displays that provide straightforward status updates—no confusing signals.

Maintenance-Free Sensors: With Ion[®] digital level sensors, there are no moving parts. They're reliable, efficient, and typically outlast mechanical floats.

Dual Sump Pumps: The Sumpro Platinum includes two 3/4 HP BA75i pumps, delivering consistent performance at 75 gallons per minute (GPM) at a 10-feet of head.

Smart Controller: The Ion Genesis[®] controller monitors pump activity, acting like an extra barrier of protection against flooding.

Simple Installation: Our straightforward process ensures a hassle-free setup. However, if you encounter any issues, our support team is ready to assist!

TO LEARN MORE CALL OR VISIT OUR WEBSITE.



(815) 886-9200
WWW.IONPRODUCTS.NET

ion Technologies

CALENDAR OF EVENTS

JANUARY 17, 2025

IL PHCC Online CEU Class

APRIL 25, 2025

IL PHCC Online CEU Class

FEBRUARY 22, 2025

IL PHCC Online CEU Class

JUNE, 2025 DATE & TIME TBD

IL PHCC Annual & Board Meetings

MARCH 21, 2025

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

OCTOBER 27-30, 2025

PHCC CONNECT 25
Grand Rapids, Michigan

MARCH 22, 2025

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



STYLE THAT **DROPS IN!**

ACORN-SINKS®



Acorn-Sinks®, a new line of versatile stainless steel drop in and undermount sinks, features single and double bowl configurations, including for ADA purposes, with hole punch options and sound-deadening pads.

Ideal for commercial and institutional applications such as...

- Classrooms
- Restaurant prep
- Lobby bars
- Office building break rooms
- Healthcare patient rooms
- Assisted living units

Acorn-Sinks feature lasting durability and an appealing aesthetic that complements any countertop. Sinks can be customized with single or double basins, drop-in or undermount styles, and various sizes, faucet configurations, and basin depths.



in f @ X d v

LEARN MORE BY CONTACTING HSA AND FOLLOWING US ON OUR SOCIAL PLATFORMS.

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, November 15, 2024
12:00 pm – 4:00 pm (Online)

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)



A SMART SOLUTION FOR RISING ENERGY COSTS

AeroTherm® Series Heat Pump Water Heaters provide the advanced efficiency, comfort and control you and your customers demand – exceeding ENERGY STAR® standards while providing the flexibility of 5 operating modes.



See all
the features.

BRADFORD WHITE®
WATER HEATERS
Built to be the Best

*Rebates vary by region. Microban® antimicrobial product protection helps prevent the growth of bacteria, mold and mildew that may affect the product. The built-in antimicrobial properties do not protect users or others from disease-causing organisms. Microban® is a registered trademark of Microban Products Company. ©2024, Bradford White Corporation. All rights reserved. BWP11024





How Do You Retain Your Top Talent?

Private bonus plans provide strong incentive for top team members to remain with your business — while also helping you stand out among other employers.



AN ASSOCIATION MEMBER BENEFIT FOR 119 YEARS
 DIRECT, LOCAL MARKETING REPRESENTATIVES AUTO
 PROPERTY AND CASUALTY SELF-INSURED RETENTION
 POLICYHOLDER SURPLUS LIVE VOICE CUSTOMER SERVICE
 MYSHIELD® TAILORED, INDUSTRY-SPECIFIC COVERAGE
 BUSINESS SUCCESSION AND ESTATE PLANNING STABLE
 FACE-TO-FACE RELATIONSHIPS FINANCIAL STRENGTH
 MUTUAL COMPANY DIRECT CLAIMS REPRESENTATIVES
 500+ EXCLUSIVE ASSOCIATION RECOMMENDATIONS
 ESTATE PLANNING ATTORNEY NETWORK ANNUITIES

IT'S OUR BUSINESS TO PROTECT ILLINOIS PHCC MEMBERS

WE'RE BETTER TOGETHER LIFE AND DISABILITY INCOME
 PRIVATE BONUS PLANS KEY PERSON COVERAGE
 WORKERS COMPENSATION HIRING PRACTICES
 FEDERATED DRIVESAFESM TELEMATICS SOLUTION
 RISK MANAGEMENT RESOURCE CENTER
 EMPLOYMENT RELATED PRACTICES LIABILITY
 EMPLOYMENT LAW ATTORNEY NETWORK
 BONDING EMPLOYEE SAFETY TRAINING
 RISK MANAGEMENT ACADEMY
 CLIENT CONTACT CENTER
 FIELD RISK CONSULTANTS
 CERTIFICATE CENTER
 SURETY SPECIALISTS
 MANAGED CARE
 CYBER

Scan to learn more about **PRIVATE BONUS PLANS** and other employee retention strategies.



NOW IS THE TIME TO RENEW YOUR PHCC 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.





A division of DARLING RESTAURANT SERVICES

GREASE REMOVAL, PUMPING, JETTING



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

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

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

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

Thanks to our Associate Members



Added Sales Co.
Allan J. Coleman
Ameren
Auburn Supply Company, Inc.
Boilersource
Bornquist, Inc.
Capitol Group, Inc.
Connor Company
Equipment Controls Company
Evergreen Sales
Fassett Sales Co., Inc.
Federated Insurance Co.
Friedman & Dorrans Sales
Hart, Travers, & Associates Inc.
Herman Merchant Services
Hodes Company
HSA of Illinois LLC
IAPMO
ILLCO
Illinois Plumbing Inspectors Assn.
Charter Chapter
Illinois Plumbing Code Education
Industrial Solutions Group a division
of Meiji Corp.
Inland Sales Group, Inc.
Jackel, Inc.

KAMCO Representatives
Kast Marketing Inc.
Lyall, Thresher & Associates, Inc.
M. Cooper Winsupply
Metropolitan Industries, Inc.
Mid-Continent Marketing
North Central Sales
Performance Sales and Marketing
Porter Pipe and Supply
Ranken Technical College
REPCO Associates, Inc.
T.J. Higgins Co.
Test Gauge Inc.
Toto
Tramco Pump
Wm. F. Meyer Co.



Support Those Who Support Us!!

Thanks to our 2024 Exhibitors




Added Sales Co.
Allan J. Coleman
Ameren Illinois
American Trenchless Technologies
Ariston Group - North Central Sales
ASC Engineered Solutions
ASPE
Bornquist, Inc.
Boshart Industries
Cast Iron Soil Pipe Institute
Chicago Water and Fire Restoration
Cla-Val Company
Daugherty Sales
Duiven McGuire, Inc.
Edward Jones
Eltek Group
Empact Construction Services
Equipment Controls Co./ECCO
Evergreen Sales
Excel Restoration Services Inc.
Fassett Sales Co.
Federated Insurance Co.
Ferguson Enterprises
Fluid Technologies Inc.
Friedman & Dorrans Sales
Glentronics, Inc.
Granse Trio Sales
Hansgrohe Inc.
HAP System LLC
Hart, Travers & Associates
Herkowski Stickler Associates
Hitz Halter
Hodes Company
HOK Sales
Illinois Plumbing Code Education
IMSCA
Inland Sales Group, Inc.
IPIA
Jackel, Inc.
JMI Pump Systems
Kamco Representatives Inc.
Kast Marketing
Knapheide Truck Equipment Center
Kohler Company
LDS Industries LLC

Leasing Associates, Inc.
Lixil
Lyall, Thresher & Associates
Metropolitan Industries, Inc.
Mid-Continent
Moen, Inc.
Mongoose Jetters
NIBCO
NICOR Gas Energy Efficiency Programs
Occupational Safety and Health Administration -
Region V
PatchMaster Serving Chicago's North Shore
Pentair
Performance Sales & Howard's Products
PHCC / IDPH
Picote Solutions, Inc.
Plumbers Local 130
Plumbmaster Inc.
Porter Pipe & Supply Company
R.C. Sales & Service Inc.
Rental Max, LLC
Repeco Associates Inc.
RIDGID
Service Titan
Spartan Tool
T.J. Higgins Company
Test Gauge, Inc.
Thunderbolt Locks, Inc.
Tile Redi
Toto USA Inc.
Tramco Pump Co.
Trinity Warranty Solutions
US Upfitters Inc.
Victaulic Co. of America
Viega LLC
Worldwide Equipment Sales (Hackney)



Support Those Who Support Us!!



**THANKS TO OUR SPONSORS
FOR THEIR SUPPORT THROUGHOUT THE YEAR!**

Ameren
Bloomington / Normal PHCC
Egyptian Association PHCC
Federated Insurance
Great Southwestern Illinois Association PHCMC
Herkowski, Stickler and Associates
Hart, Travers & Associates, Inc.
Illinois PHCC Auxiliary
Lyall, Thresher & Associates, Inc.
Midwest Illinois Mechanical Contractors Association



**THANKS TO OUR
ILLINOIS MASTER PLUMBER ADVERTISERS**

Acorn

Bradford White

Bloomington/Normal PHCC

Connor Company

Federated Insurance Company

Great Southwestern Illinois Assn.

HSA of Illinois



Hodes Company

H.R. Stewart


Inland Sales Group

Illinois Plumbing Education Assn.

Illinois Plumbing Inspectors Assn.

Metropolitan Industries

Mid-Continent Marketing



*Midwest Illinois Mechanical
Contractors Association*

PCA of Greater Chicago

T.J. Higgins

T&S Brass

Test Gauge & Backflow Supply

Torvac

Support Those Who Support Us !!



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

PHCC CONNECT DELIVERS A SUCCESSFUL CONFERENCE EXPERIENCE IN BIRMINGHAM



Attendees gathered to learn and engage with the industry at CONNECT 2024.

Plumbing-Heating-Cooling Contractors National Association (PHCC) recently hosted CONNECT 2024 from October 7-10, where forward-focused plumbing and HVAC contractors came together for an engaging experience. This year's theme, "Authentic Connections," highlighted the importance of building trust and fostering relationships within the industry.

The event featured a packed schedule filled with more than 20 education sessions and multiple networking opportunities, allowed participants to gain valuable insights, share best practices and create lasting connections within the plumbing and HVAC industry. A total of 24 plumbing and HVAC apprentices from across the country took part in the competition, and the winners were Logan Cunningham, plumbing, and Dane Gonser, HVAC.

The 2024 Colonel George D. Scott Award was presented to Keith Bienvenu of Bienvenu Brothers, recognizing his years of service and devotion to the association and the industry. This award honors those whose efforts have significantly benefited other plumbing, heating, and cooling contractors.

At CONNECT, 94-year-old James Lindsey of Lindsey Brothers Plumbing and Heating in Norfolk, Virginia, was recognized for his contributions to PHCC and the industry. Starting his plumbing career at 16, he founded his own business, which will celebrate its 60th anniversary in 2026.

"CONNECT is a powerful reminder of how vital our connections are in this industry," said Joe Cornetta, PHCC National President. "By coming together, we not only share knowledge but also strengthen the foundation for our future success in the plumbing and HVAC industries."

Save the date for next year's conference in Grand Rapids, Michigan, scheduled for October 27-30 at the DeVos Place and Amway Grand Plaza. Don't miss the opportunity to continue building connections and enhancing your business.

For more information on future events, visit phccweb.org/CONNECT. Thank you to our CONNECT 2024 **sponsors** for their support.



UAC SESSIONS AT CONNECT '24

The 2024 National PHCC Convention held in Birmingham, Alabama in early October welcomed hundreds of members from coast to coast and featured 5 sessions planned by and for the UAC (Union Affiliated Contractors) segment of the association. Among the speakers were attorney Christina Wernick (partner with Laner-Muchin); Paul Lally (Wipfli); Bill Heffernan (Screen Safe) with a mental health presentation; and a UA-UAC panel/forum moderated by PCA Executive Director S.J. Peters with Tom Bigley and Brian Kelly from the United Association along with PCA/IL PHCC officer John Baethke of Baethke Plumbing – Chicago, IL and UAC Chairman (and past PHCC President) Dave Frame of Bob Frame Plumbing Service – South Bend, IN. Next year's CONNECT will take place October 27-30 in Grand Rapids, MI.



UAC Chairman Dave Frame; PHCC President (2023-24) Joe Cornetta; PHCC CEO Cindy Sheridan; and attorney Christina Wernick (Laner-Muchin)



PCA of Greater Chicago President Kelly Castrogiovanni (right) with UA Director of Plumbing Services Tom Bigley



IL PHCC President Terry McCarthy (TPC) with Indiana PHCC Executive Director Chuck Gillespie



UAC Chair Dave Frame; Screen Safe Co-President Bill Heffernan; and UAC Vice Chair Steve Stimson (GA Rich & Sons)



UA-UAC Panel: from left – moderator S.J. Peters/PCA of Greater Chicago; Tom Bigley (UA); Dave Frame/UAC (Bob Frame Plumbing Service); Brian Kelly/UA; and John Baethke/PCA (Baethke Plumbing)

Photos and article courtesy of SJ Peters and the PCA.



ILLINOIS AUXILIARY RECEIVES THREE ROBERT M. COX HUMANITARIAN AWARDS

The prestigious Robert M. Cox Humanitarian Awards, sponsored by InSinkErator, 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 2024 awards were announced during Connect '24 on October 7th in Birmingham, AL.

Auxiliary Robert M. Cox Humanitarian Awards

- **Image 1st Place** – PHCC Auxiliary of Illinois (Industry Promotion)
- **Image 2nd Place** – PHCC Auxiliary of Illinois (Industry Partners & Scholarships)
- **Recruitment 2nd Place** – PHCC Auxiliary of Illinois (Membership Promotion)

Congratulations to the Illinois Auxiliary on these very deserving awards.



Members Terry & Cathy McCarthy, Becky Davis, and Bev Potts accepted the awards on behalf of the Illinois Auxiliary.

ILLINOIS PHCC RECEIVES AWARDS



At the recent PHCC National convention, PHCC Connect '24, the Illinois PHCC received two 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 the Annual Membership Directory and the Illinois PHCC received an award from AEC for their website, www.ilphcc.com

Executive Director Bev Potts accepts the awards on behalf of the IL PHCC from AEC President, Jordan Krahenbuhl

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.





PLUMBING CODE BOOK

ORDER FORM

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

Name: _____

Company: _____

Street Address: _____

City/State/Zip: _____

Email: _____

Phone: _____

Cost \$60.95/Code Book

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

_____ of code book(s) X \$60.95

Total amount enclosed \$ _____

Mail form with payment to:

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

Make checks payable to the Illinois PHCC.

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

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

(217) 522-7219



PLUMBING INDUSTRY EXPERTISE PERSONIFIED



STEVE STICKLER
& JOE HERKOWSKI

At Herkowsky Stickler and Associates, we foster strong relationships with our customers and manufacturers. Our seasoned sales and technical teams offer a seamless experience before, during, and after the sale.

HSA's enhanced capabilities support customers comprehensively by streamlining our product lines' sales and installation processes. Drawing on years of experience, HSA has evolved through market analysis and foresight, blending expertise with a diverse range of products and services to meet evolving needs.

PROUD TO REPRESENT THESE LEADING MANUFACTURERS



PROUD MEMBER



LEARN MORE BY FOLLOWING HSA ON SOCIAL! [in](#) [f](#) [@](#) [X](#) [d](#) [v](#)

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.

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.



Auxiliary



T-Shirts

by the Illinois PHCC Auxiliary

Proceeds go to Scholarship & Industry Promotion

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

_____ Medium Long/short sleeve

_____ Large Long/short sleeve

_____ X-Large Long/short sleeve

_____ 2X-Large Long/short sleeve

_____ 3X-Large Long/short sleeve

PLEASE CIRCLE SLEEVE LENGTH FOR EACH SIZE ORDERED.

Long sleeve shirts are \$25.00 each plus \$5.00 for shipping

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

Make Checks payable to the Illinois PHCC Auxiliary

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

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



HR Question of the Month

The HR Question of the Month is provided by Zywave®, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulation in your state. Consult with your own qualified legal counsel regarding your specific facts and circumstances.

Celebrating Birthdays

Question

We are a small office with a hybrid remote/in-office work arrangement. We are trying to boost employee morale and get employees to come into the office more often. Are we allowed to celebrate employees' birthdays? We were thinking something simple like having everyone get together in the conference room to have cake whenever it's someone's birthday.

ANSWER

Celebrating employees' birthdays can be a positive way for employers to build team rapport and show employees that employers value them. That said, employers should be aware of potential issues.

When implementing a birthday recognition program, employers should be mindful of respecting employees' privacy and preferences as well as avoiding discrimination concerns. One way to respectfully celebrate is to highlight employees born in the same month (which protects their actual birth date and age). Employers could also allow employees to voluntarily

opt into the birthday recognition celebrations or have a way to easily opt out (such as a person they can contact if they would prefer not to have their birthday shared).

Furthermore, employers should be aware that some employees may have allergies, making them unable to eat cake or certain other foods. Employers should give employees the choice of whether they wish to have cake or a different food.

It is always important to ensure that any workplace practice complies with broader principles of privacy and non-discrimination, even at a seemingly simple level, like birthday celebrations. Employers should work with local counsel for assistance with creating policies and practices that help boost employee morale while complying with all applicable laws.



EXHIBITORS – REGISTER NOW FOR THE 2025 IL PHCC EXPO

*Registration is now available online or by mail for the Illinois PHCC Expo & Educational Day annual trade show scheduled for **Friday, March 21, 2025**. The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.*

*The March 21st date will be a day for educational opportunities and attending the EXPO. A 4-hour continuing education program will be offered on Friday morning. This will be held in the theatre and will allow us to provide up to 800 people with their CEU credit. This class will also provide Certified Plumbing Inspectors with their State hours. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.*

ASPE Chicago will again be co-locating their annual event with us. They will offer education for the design profession and also participate in the tradeshow. More information will be coming out from ASPE in the near future.

*We expect a big and enthusiastic crowd. Attendance was steady throughout the 2024 show and the quality of the attendees was superb. We work to upgrade our contact lists so that we include **every facet of the p-h-c industry**.*

*In this issue you will find the **contract for the 2025 EXPO**. Booths are selling quickly, so act now to reserve your space for the event of the year. **Both pages of the hardcopy contract MUST be signed and returned to the Illinois PHCC either by email or mail in order for the space to be held.** Please visit our website at www.ilphcc.com/expo to pay on-line by credit card or you can mail in a check with your contract. The discounts for four or more booths will calculate automatically after you make your selection on the form.*

Thank you for your past support of the Illinois PHCC and we look forward to your participation in this great industry event.



2025 Exposition Application & Contract March 21, 2025

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 - \$1195 each. Four or more booths - \$1155 each.

Discount price for Illinois PHCC Associate Members:

One to three booths - \$995 each. Four or more booths - \$955 each.

\$250.00 deposit per booth must accompany application form. 3% discount if full amount of booth cost is paid prior to December 31, 2024. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2025.

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, 2025 a full refund will be made. No refunds after January 2, 2025. 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 (IL 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.

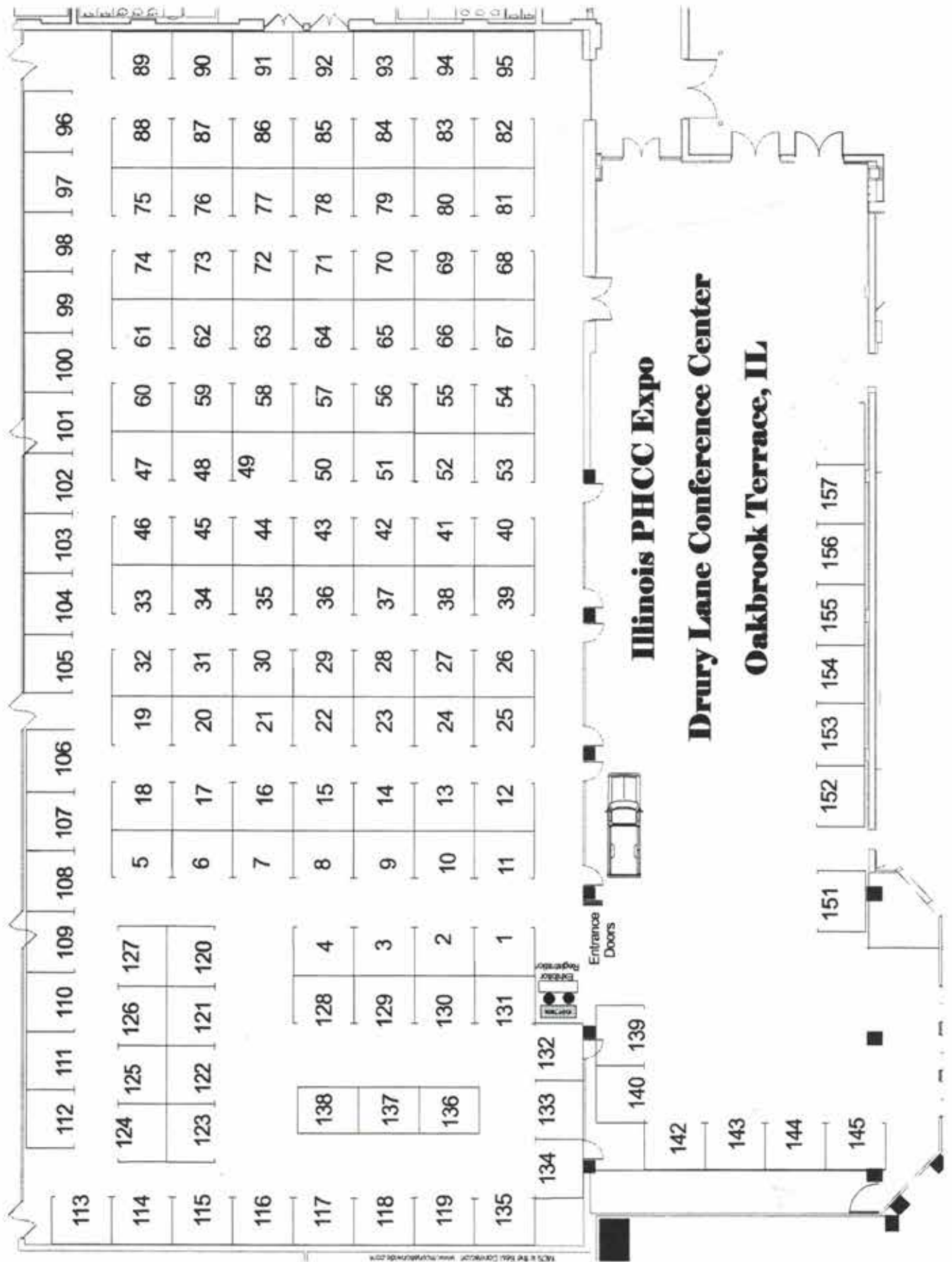
No Conflicts: There shall be no activities planned in conflict with this event.

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.

Signature _____ Company Name _____

Date _____



Key Strategies to Help Prevent Cyber Losses

Your employees are often your first line of defense in keeping your digital business assets secure. Using regular training programs and implementing a [cyber risk management plan](#) can be an effective way to build your line of defense against digital threats that could negatively impact your business, valuable information, and profits. Consider the following:

Conduct Frequent Employee Training

- **Phishing Awareness** - Teach employees to recognize common phishing tactics, such as suspicious emails and fraudulent links.
- **Safe Browsing Habits** - Instruct staff on best practices for navigating the internet securely, including how to identify secure websites.
- **Password Management** - Encourage the use of strong, unique passwords and emphasize the importance of changing them regularly.
- **Regular Training** - Use simulations and refresher courses to help reinforce [cyber security](#) knowledge.

Utilize a Risk Management Plan

- **Regular Vulnerability Assessments** - Conduct routine checks to identify and evaluate potential cyber risks within the organization.
- **Automated Security Protocols** - Implement automated systems to oversee security measures, ensuring timely updates and responses to threats.
- **Incident Response Plans** - Develop clear and structured response strategies for addressing data breaches or cyberattacks effectively.

Reach out to your local Federated® [marketing representative](#) to learn more about cyber safety and other [risk management](#) topics.

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.



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

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

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



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











Backflow Made Easy® @ SHOPBACKFLOW.COM

The Nation's Leading Source For:

- Backflow Assemblies
- Repair Parts
- Technical Assistance



-  Same Day Shipping to Anywhere in the U.S.
-  Backflow Experts on Call / Licensed Plumbers on Staff
-  Friendly, Knowledgeable Backflow Experts
-  Largest Backflow Inventory in the Nation with 10 Locations
-  Interactive & Live Water Testing Lab
-  Midwest Instrument Authorized Service Center



Chicago: (866) 836-8692
Minneapolis: (612) 235-4927

www.shopbackflow.com