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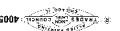
Volume 110, No. 9

September, 2024



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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.

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PRESIDENT'S THOUGHTS

by Terry McCarthy
Illinois PHCC President

Fall 2024: Get These Industry Events & Educational Opportunities on Your Calendar Now!

Autumn always reminds me that it's the annual season when our kids (and grandkids) are already back in school; it's the time that we return to a 'normal' (though sometimes hectic) pace of work and life after a busy summer; and it's when we firmly commit to complete various tasks as we head toward the end of another year. Soon the holidays will be upon us, and we'll wonder how they crept up again so fast.

Contractor registration renewals are due by September 30 of each year in Illinois. Since our livelihoods absolutely depend on having all our requirements as business owners in order, it goes without saying that missing this key deadline must be avoided at all costs. But I've said it anyway!

The Illinois PHCC is offering a new round of online CEU class options on September 28; October 18; and November 15. Details are on page 7. As I've mentioned before, our chapter is an innovator in developing the ability to complete the mandatory yearly continuing education remotely/virtually for plumbing license renewal credit. It remains a model yet to be surpassed. The pandemic created a necessity for online classes; Bev and Shelly met the challenge to benefit us all.

Now is also the time to step up and register for this year's CONNECT Convention (October 7-10) in Birmingham, AL. It's clear from the notice on page 9 that the PHCC's annual convention is again packed with cutting edge information and education as well as networking and social activities second to none...plus it features four UAC sessions designed for signatory contractors.

As your plans for this fall take shape, two more key events deserve your attention and hopefully your attendance. As noted on page 19, the full day "Backflow Symposium" presented jointly by Test Gauge Inc. and the Environmental Resources Training Center (ERTC) happens on October 24 at the DoubleTree-Bloomington Hotel. Then, on October 25th, the Illinois PHCC will hold a midday Board lunch meeting at the same site, with the timing and the central location deliberately chosen to conveniently welcome and accommodate members from across the state. In closing, as always I encourage you to peruse this entire

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issue of "The Illinois Master Plumber." Each month, without fail, this publication is carefully produced with you in mind. It provides the latest industry news, furnishes accurate and timely notifications of events and classes, serves as a historical record for our chapter, and shares practical information to help you succeed and prosper as a business owner. It's another useful PHCC tool in our valuable arsenal. Put it to work for you!

Terry



PLUMBING CONTRACTOR REGISTRATION RENEWAL TIME

All plumbing contractors registered with the Illinois Department of Public Health should have received a renewal form in August. Even though you may be renewing online, you must still email the insurance and bonds.

In the event that the online renewal should become unavailable, follow the instructions on the renewal form.

If your renewal forms and payment must be sent by mail, you will still be able to email the insurance and bond documents.

Please make sure you look at all the materials carefully and submit your renewal as soon as possible - DON'T DELAY. Your registration is **NOT** considered renewed until full payment and your renewal documents (i.e. Surety Bond, Certificate of Insurance) are received. **All of these items MUST be received on or before September 30th to avoid late penalty.**

Questions on renewals may be directed to the IDPH Plumbing & Water Quality Program at dph.plumbing@illinois.gov.



DIRECTORY ADDITION

Please add the following to your Illinois PHCC Membership Directory under the Associate Member section.

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IN MEMORY

The Illinois PHCC extends its sincere condolences to the family, friends, and industry colleagues of F. Robert “Bob” Kerrigan of Wilmette, IL who passed away on August 17th at the age of 91. He was predeceased by his wife of 56 years, Mary.

Bob is survived by his children Patrick (Mariclare), Peggy (Chris) McNulty, Michael (Elly), Daniel, and Tim (Kathy), and many grandchildren and great grandchildren.

As the second-generation co-owner and president of PHCC member firm, FJ Kerrigan Plumbing Company in Wilmette, Bob was recognized and admired as a respected plumbing professional and leader. He also served many years as a Trustee of the Plumbers’ Local 130 Pension Fund. A visitation was held on Thursday, August 22 at Donnellan Family Funeral Services, with a funeral mass on August 23 at Saints Joseph and Francis Xavier Parish at Saint Joseph Church in Wilmette.

In lieu of flowers, memorials may be made to Saints Joseph and Francis Xavier Parish School, 1740 Lake Avenue, Wilmette, IL 60091.



CALENDAR OF EVENTS

SEPTEMBER 17, 2024

PHCC National Annual Business Meeting
Virtual

SEPTEMBER 11-13, 2024

CCA Fall Meeting
Atlanta, GA

SEPTEMBER 28, 2024

IL PHCC Online CEU Class

OCTOBER 7-10, 2024

PHCC Connect 2024
Birmingham, AL

OCTOBER 18, 2024

IL PHCC Online CEU Class

OCTOBER 24, 2024

2024 Backflow Symposium
Doubletree Hotel
Bloomington, IL

OCTOBER 25, 2024

IL PHCC Board Meeting
Doubletree Hotel
Bloomington, IL

NOVEMBER 15, 2024

IL PHCC Online CEU Class

MARCH 21, 2025

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



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

Saturday, September 28, 2024
8:00am – 12:00 pm (Online)

Friday, October 18, 2024
12:00 pm – 4:00 pm (Online)

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)



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Premier Educational Programming at PHCC CONNECT 2024

The Plumbing-Heating-Cooling Contractors—National Association (PHCC) reveals educational programming including knowledge, technology and podcast hubs, for CONNECT 2024 in Birmingham, Alabama. With over 20 education sessions, CONNECT will cover relevant topics like finance, business management, legislation, regulatory issues, influencer marketing, sales and marketing strategies and the latest in AI technologies.

In addition to its strong emphasis on education, CONNECT 2024 will feature a tradeshow with a multitude of exhibitors, as well as specific technology, knowledge, and podcast hubs around the tradeshow floor. Attendees will have the opportunity to enhance their skills at the different knowledge and technology hubs, or listen to a live podcast featuring industry professionals recording in the podcast hub.

There will be over 20 speakers and panelists at CONNECT 2024 who will provide attendees with the tools to thrive and succeed with their businesses and companies. Through the speakers and panelists, attendees will expand their knowledge on various legislative and regulatory updates, learn how to create a leadership vision that shapes a productive and constructive team, grow profits through service and repair, and protect their company from cybersecurity threats.

“The education that attendees will be able to consume is priceless,” says Cindy Sheridan, CEO. “CONNECT 2024’s topics were chosen carefully to address key issues that plumbing and heating professionals are facing. We are very excited to watch plumbing and HVAC professionals grow and learn, and we are happy that CONNECT can provide that environment for growth and learning.”

For more details, visit phccweb.org/CONNECT. This site offers information on education sessions, speakers, exhibitors, registration and hotel reservations, as well as the many attractions of Birmingham, Alabama, known as “The Country’s Best Kept Secret.”



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ILLINOIS PHCC LEGISLATIVE UPDATE

by Bev Potts


Some of the pieces of legislation that we were following in the Spring Session of the 103rd Illinois General Assembly have now been signed into law. They are listed below. Legislators will return to Springfield for 6 days in November for the Veto Session.

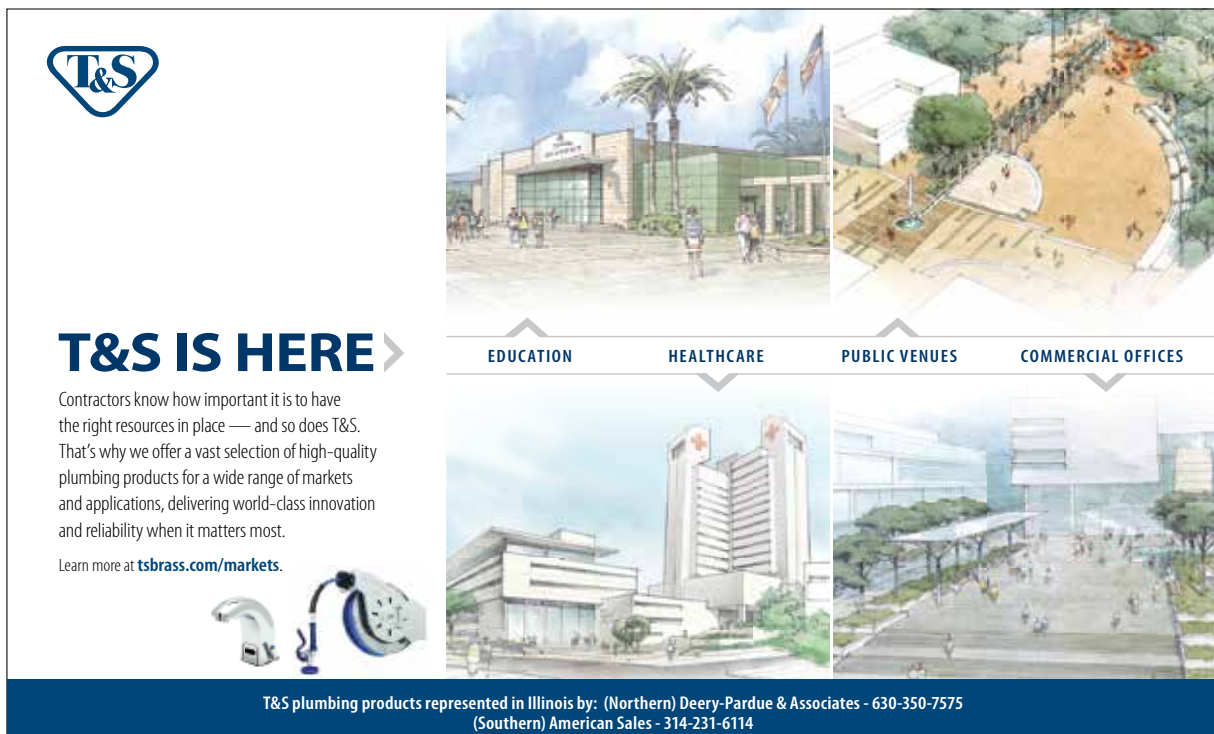
Plumbing/Piping/Trade Related Bills:

HB 3046 (A. WILLIAMS & K. BUCKNER) Provides that the Environmental Protection Agency 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 and that will make any other revisions to those rules that are necessary to facilitate water reuse and (2) rules establishing programs for reuse of treated wastewater for irrigation, including rules establishing permitting standards and a permit application process. Passed the House in 2023 and passed in the Senate on May 25, 2024. The bill was amended in the Senate and the House concurred. Governor Pritzker signed the bill into law on August 9th to become Public Act 103-0801. It becomes effective on January 1, 2025.

SB 2702 (R. VILLIVALAM) Amends the Fire Sprinkler Contractor Licensing Act. Provides that “fire sprinkler

inspector” means an individual who is qualified to perform routine inspection or testing of fire sprinkler systems and who is exclusively employed by a single fire sprinkler contractor at a time. Nothing in the Act shall be construed to prohibit an individual who is licensed as a fire sprinkler inspector from being employed by another employer or self-employed to perform duties that would not require a fire sprinkler inspector license. Passed the Senate and the House, and signed into law on August 2, 2024 to become Public Act 103-0761. Becomes effective on January 1, 2025.

SB 2743 (L. ELLMAN & N. TORO) Creates the Water Plan Task Force Act. Establishes the State Water Plan Task Force and requires them to identify critical water issues, to develop and implement recommendations that address the critical water issues, and to reevaluate critical water issues and needs. Passed the Senate and the House, and become Public Act 103-0917 when signed by Governor Pritzker on August 9th. It becomes effective on January 1, 2025. 



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MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING

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

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

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

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

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



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The **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.

The app also allows a user to input a fixture unit demand, resulting in suggested pipe size, determines GPM demand, pressure drop/100’, and velocity in Type “L” copper pipe.

In addition to the calculator, the app serves as an all-in-one membership engagement tool that allows members to directly access PHCC information and resources on their portable device. Get it on Google Play or download it from Apple App Store. PHCC is now everywhere you are!



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.

Question

We had an employee complain that a supervisor was harassing her. We investigated the complaint, and it turned out that the supervisor was indeed harassing her. He was disciplined appropriately. However, now the original complainant is misbehaving; she acts like she can get away with anything because of the previous complaint she submitted. Are we allowed to discipline her for her misconduct? Can she claim that we're retaliating against her because she filed a previous complaint? It feels like everyone is "walking on eggshells" around her because they're afraid she'll claim retaliation.

ANSWER

Employees have the right to file complaints alleging harassment, discrimination, or other unlawful conduct without fear of retaliation. Employers must ensure that employees who file complaints are not retaliated against for having filed them.

That said, if an employee who previously complained is now engaging in misconduct, it is crucial to address such behavior promptly and appropriately. While an employee must not be retaliated against for having

submitted a complaint, they are not insulated against the consequences of their actions based on having previously submitted the complaint. An employer should proceed with discipline as it would for any other employee who was misbehaving or otherwise violating the employer's policies.

There is no guarantee that any specific disciplinary action will not result in a retaliation claim by an employee (whether or not the claim is ultimately successful). However, an employer's defense to such a claim is to articulate a legitimate, nonretaliatory reason for discipline that is consistent with policy and practice and unrelated to an employee's previous complaint. An employer should maintain detailed documentation of misconduct and performance issues to show that the employer's disciplinary action was motivated by a lawful reason and not illegal retaliation.



Be Prepared With a Disaster Preparedness Plan

Don't let disaster preparedness be an afterthought following an unpredictable event. It's an essential practice that business owners can use to help effectively [manage risks](#) and minimize losses.

By creating and implementing a comprehensive disaster preparedness plan that includes risk assessments, preventive measures, and effective claims management protocols, businesses can better secure their operations to help reduce property or financial losses.

The Benefits of Planning Ahead

Having a well-thought-out disaster preparedness plan can be crucial in identifying potential hazards and vulnerabilities before they turn into costly emergencies. Business owners may want to consider the following actions to help them further prepare in advance by:

- Creating a robust disaster preparedness plan that incorporates [risk management](#) to help effectively manage potential insurance claims.
- Conducting a thorough risk assessment of their workplace.
- Keeping proper documentation of assets, inventory, and vital records in a safe place, and backing up critical data to help streamline any claims processes and minimize downtime.
- Practicing pre-determined evacuation routes, drills, and scenarios, and [adhering to safety protocols](#) to help employees understand how to stay safe.
- Ensuring the right safety equipment, such as first aid kits, [fire](#) extinguishers, sprinkler systems, and smoke alarms, are in good working order.

Risk Management for the Future

By implementing a comprehensive disaster preparedness plan, you can help [safeguard your business](#) and assets, educate your employees, and be ready for potential business interruptions in the face of unforeseen events.

Reach out to your local Federated® [marketing representative](#) to learn more about this 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.



Test Gauge Inc. & ERTC Present

35th Illinois Backflow Symposium

Thursday October 24th, 2024

Doubletree Hotel and Conference Center in Bloomington, IL

6.0 State Continuing Education Hours Awarded

Tickets: \$130

Register at www.siu.edu/ertc

Ph: 618-650-2030 - Walk Ins Welcome

Pre-registration required to guarantee meal



Schedule of Events:

7:30am	Registration and Continental Breakfast Courtesy of Test Gauge Inc.
7:30am	Vendor Area Opens – Brickyard #4
8:30am	IEPA; Chris Johnston – Impacts of PFAS in Drinking Water
9:00am	IRWA; Dave McMillan – EPA Revisions to LCR
9:30am	Bob Schafer – Special Considerations for Backflow Installations
10:00am	Break – Vendor Area Open
10:15am	Illinois PHCC; Bev Potts – Illinois Plumbing Contractor Update
10:30am	IDPH & ILAG - ADA Compliant Restrooms and Drinking Fountains
12:00pm	Catered Southern BBQ Lunch – Vendor Area Open
1:15pm	Kyle Rehkemper; Mack McClain – Backflow & Fire Systems
2:00pm	Rick Marvel; Test Gauge – Managing Pressure Fluctuations
3:00pm	ERTC Training Update & Adjournment

- **Join us Wednesday evening from 6pm-9pm for complimentary cocktails and appetizers in the vendor reception area located in Brickyard 4.**
- **Test Gauge Calibration Drop Off Available**
- **Limited block of discounted hotel rooms. Ref. “Backflow Symposium” when booking.**





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.

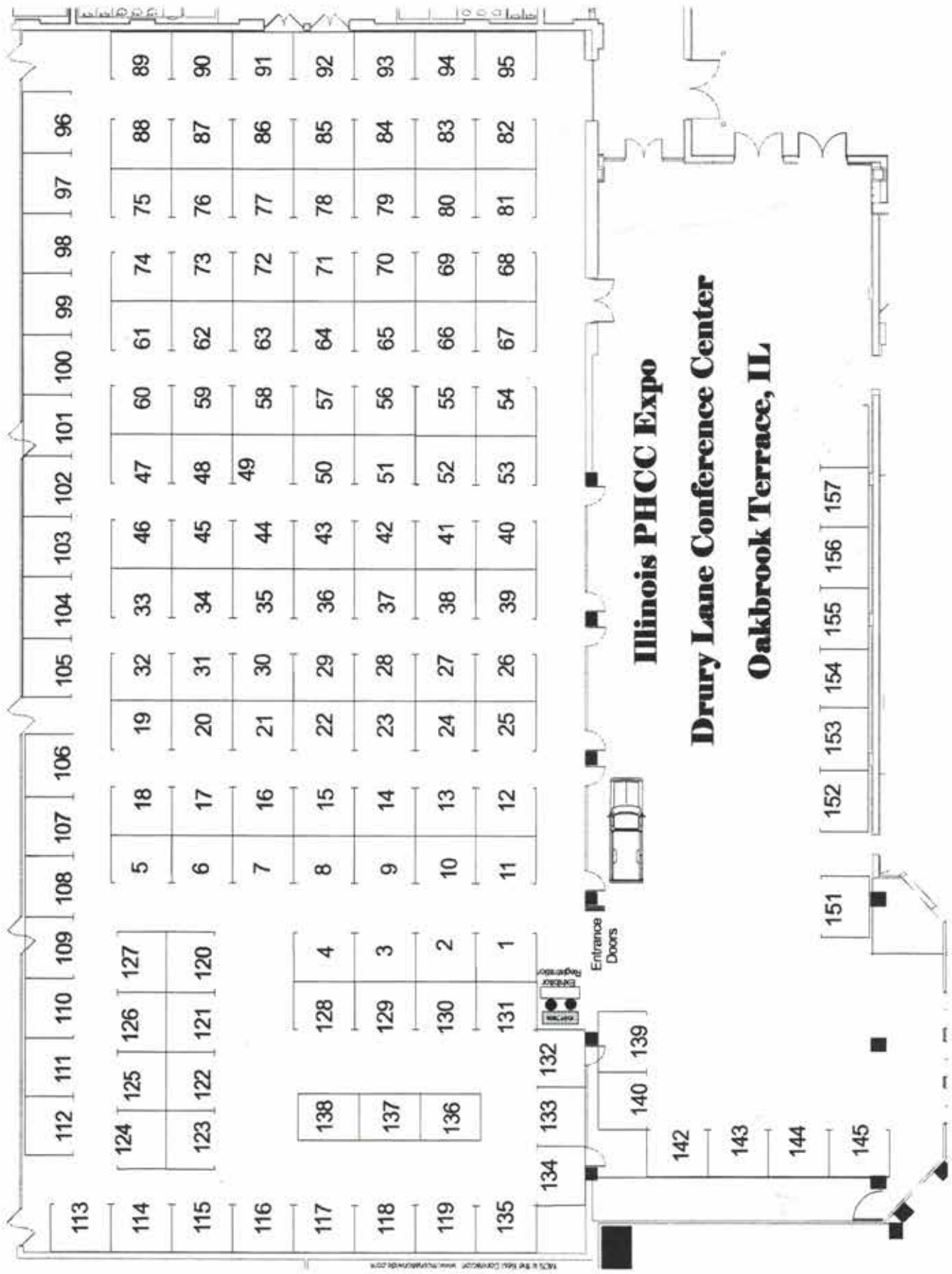
No Conflicts: There shall be no activities planned in conflict with this event.

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 _____





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