

# ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING • HEATING • COOLING • CONTRACTORS

Volume 111, No. 8

August, 2025

The graphic features a central white circle containing the text "PHCC CONNECT" in bold black letters, with a purple plumbing symbol to the right. Below this, it says "GRAND RAPIDS :: OCT. 27-30, 2025". The background is a vibrant purple and blue gradient with concentric circles and a city skyline visible on the right side.

**PHCC CONNECT**

GRAND RAPIDS :: OCT. 27-30, 2025

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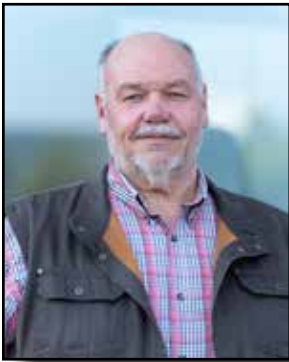
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# PRESIDENT'S THOUGHTS

by Kevin Kuhn  
Illinois PHCC President

Time Flies – Get Set Now for a Busy Fall of 2025!

Every season seems to go by faster than expected, and before we know it, we're saying "where did the time go?" Summer in our industry is typically packed with projects, and this year is no exception for the majority of us in the plumbing and HVAC trades.

Autumn will be here in a blink, and I encourage you to plan ahead now. The Illinois PHCC Chapter will run our online CEU classes on September 26, October 18 and November 14 with all registration deadlines strictly adhered to in advance. Be sure to visit the website at [www.ilphcc.com](http://www.ilphcc.com) for details and dates and make use of this convenient and practical method to earn your required credit hours. Thanks to Bev and Shelly, the IL PHCC has been a pioneer and innovator of properly and efficiently planning and presenting CEU classes remotely (online). Our in-person classes are also second to none, in our role as an industry educator and leader.

I would also like to call your attention to the PHCC National's "CONNECT" Convention happening this year from October 27-30 in Grand Rapids, Michigan. For many of us, the location works well as a "road trip," and the offerings for learning to help our businesses grow and flourish this time are again terrific. Take a look at pages 8 & 9 for an overview of the sessions developed specifically for signatory contractors by the UAC (Union Affiliated Contractors), one of the three *Enhanced Service Groups* of the National Association. Be sure to log on to the PHCC's website at [www.phccweb.org](http://www.phccweb.org) to see the abundance of informative sessions, the top-notch trade show, the interesting tours that are available, the activities set up by the



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Auxiliary, and the variety of social functions. Please don't miss it. Moreover, CONNECT in 2026 will take place in Milwaukee, Wisconsin – another great Midwest destination. So please plan ahead!

Lastly, I want to again thank the Board Members (past, present and future) and the Staff of the IL PHCC for their service and commitment to our state chapter, and I look forward to working collaboratively and on behalf of all our member contractors and supporters. In closing, my hearty congratulations and best wishes also to our President Emeritus, Terry McCarthy, as he will soon embark on the Presidency of the National's Auxiliary.

*-Kevin*



## DIRECTORY ADDITION

Three Auxiliary listings were inadvertently omitted from last month's Illinois PHCC Membership Directory issue. We apologize for this omission.

Please add the following to your directory.

### **Lexi DeLuca**

24150 N. Riverside Dr.  
Cary, IL 60013  
Ph: 847/915-1647  
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## PLUMBING CONTRACTOR REGISTRATION RENEWAL TIME

All plumbing contractors registered with the Illinois Department of Public Health will receive 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](mailto:dph.plumbing@illinois.gov).



# CALENDAR OF EVENTS

**SEPTEMBER 10-12, 2025**

CCA of PHCC Fall Meeting  
Chicago, IL

**SEPTEMBER 26, 2025**

IL PHCC Online CEU Class

**OCTOBER 1, 2025**

PHCC National Virtual Annual Meeting

**OCTOBER 3, 2025**

IL PHCC & Auxiliary Board Meetings  
Rob Dob's Restaurant  
Bloomington, IL

**OCTOBER 18, 2025**

IL PHCC Online CEU Class

**OCTOBER 27 – 30, 2025**

PHCC CONNECT25  
Grand Rapids, Michigan

**NOVEMBER 14, 2025**

IL PHCC Online CEU Class

**MARCH 20, 2026**

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

**MARCH 21, 2026**

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



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# 2025/26 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2026 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.**

Below is our current schedule of continuing education classes for Illinois licensed plumbers. **Please visit our website at [www.ilphcc.com](http://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.

## 2025-2026 Continuing Education Dates

**Friday, September 26, 2025**

12:00pm – 4:00 pm (Online)

**Saturday, October 18, 2025**

8:00 am – 12:00 pm (Online)

**Friday, November 14, 2025**

12:00 pm – 4:00 pm (Online)

**Friday, January 9, 2026**

12:00 pm – 4:00 pm (Online)

**Saturday, February 21, 2026**

8:00 am – 12:00 pm (Online)

**Friday, March 20, 2026**

9:00 am – 1:00 pm

**Drury Lane Conference**

**Center, Oakbrook Terrace, IL (In person)**

**Friday, April 24, 2026**

12:00 pm – 4:00 pm (Online)



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# GROWTH THROUGH COLLABORATION

LET'S BUILD WHAT'S NEXT—TOGETHER.

Join Us for Engaging Union-Related Sessions at CONNECT 2025

PHCC's Union-Affiliated Contractors (UAC) will offer significant education classes at CONNECT 2025, taking place Oct. 27-30 in Grand Rapids, MI. While geared toward signatory plumbing and HVAC contractors, the three UAC-planned sessions on Oct. 29 will contain practical information for open shop employers as well. Don't delay! Register for CONNECT to gain the knowledge and best practices that you can put to work to improve your operations and bottom line!



## WEDNESDAY, OCT. 29

9:45 a.m. - 11:00 a.m.

### Maintaining Strong Union Pensions and Exploring Retirement Plan Options

Moderated by UAC Advisor & PCA of Greater Chicago Executive Director S.J. Peters with UAC Chairman David Frame



S.J. Peters



Dave Frame



Dan Callies



Chris Freeman



Michael Kerrigan



Christina Wernick

#### PANELISTS:

**Dan Callies** - President of PHCC National Association; Plumbers Local 75 UA Management Pension Fund Trustee; and Owner of Oak Creek Plumbing/Oak Creek WI

**Chris Freeman** - Executive VP: MCA of Detroit; Plumbers Local 98 UA (Alternate) Management Pension Fund Trustee and Pipefitters Local 636 UA (Alternate) Management Pension Trustee

**Michael Kerrigan** - Past President of PCA of Greater Chicago; Plumbers Local 130 UA Pension & Retirement Fund Management Co-Chair; and President: FJ Kerrigan Plumbing Co./Wilmette IL

**Christina Wernick** - Attorney & Partner, Laner Muchin/Chicago

#### Moderated Panel Discussion

The aim of Defined Benefit Pension plans (aka: DB) is to grow and preserve a solid funding percentage, mainly for these key reasons: to assure that current and future retirees can rely on adequate resources to fulfill promised and expected payment obligations; to protect employers (signatory contractors) from unfunded liability concerns; and to comply with ERISA and DOL regulations. Moreover, the union segment of all construction trades draws and keeps the best and brightest trades people by providing and responsibly managing attractive fringe benefits that meet the highest standards - including a secure retirement. Our panel will discuss proven strategies designed to establish and protect satisfactory DB funding levels; alternative options implemented either as a preventative measure or to consider when funding is deemed to be in jeopardy or in danger of insolvency; the implications and effects of the Special Financial Assistance Act (SFA) and other "rescue" initiatives; and additional topics relevant to signatory construction contractors who contribute to DB plans. Audience questions/comments will be welcomed and encouraged.

11:15 a.m. - 12:30 p.m.

### UAC Keynote Speaker: Conversation with UA General President Mark McManus

Moderated by UAC Advisor & PCA of Greater Chicago Executive Director S.J. Peters

This moderated session will offer a unique opportunity for UAC/PHCC contractors and industry leaders to converse in person and in depth with Mark McManus through an interactive format. As a constructive and dynamic forum of industry professionals, our discussion will delve into key issues, interests and concerns of signatory employers in the plumbing and piping trades. As General President of the 384,000-member United Association, Mr. McManus' insights and perspectives - combined with answers to audience questions - will result in a substantial and memorable session experience.

**Mark McManus: Professional Biography:** In August 2016, Mark McManus was unanimously elected General President of the United Association (UA) at its 39th General Convention. On November 10, 2016, he assumed his position leading the nation's most progressive and influential trade union.



Mark McManus





# PHCC CONNECT

GRAND RAPIDS :: OCT. 27-30, 2025

## GROWTH THROUGH COLLABORATION

Mark began his career with the UA in 1983 at Plumbers Local 24 in Newark, NJ. He was elected Business Agent in 1994 and Business Manager in 1997. His talents and leadership brought him to the UA General Office in 2007 where he has served as International Representative, Administrative Assistant to the General President, and a five-year term as General Secretary-Treasurer prior to his election to General President.

As GP, Mark supervises the day-to-day affairs of the UA and for decisions concerning internal union governance, as well as rendering decisions and adjusting disputes and other matters affecting the organization. Mark chairs the UA General Executive Board, UA Strategic Planning Committee and the Board of Trustees on multiple UA pension Funds. He supervises the development and implementation of all major policies and programs of the UA, including the Veterans in Piping® (VIP) Program. Mark and the UA are active in all aspects of the political world – National, State and Local, in a bipartisan manner. He has had a distinguished career in support of our nation's hard-working men and women and is unwavering in his commitment to a strong and mutually beneficial partnership between labor and management.

**2:00 p.m. - 3:15 p.m.**

### **Eyes Wide Open - Preparedness and Avoiding Pitfalls: Selling; Next Generation Transitioning; or Closing a Union Contracting Business**

*Presented by Attorney/Of Counsel Megan Wilkes with Attorney/Partner Christina Wernick - Laner Muchin/Chicago*

Signatory contractors in the construction industry often are unaware about the amount of time necessary to properly sell, pass down, or close a union business. We're laser focused on running a business, not leaving it. But the timeline to exit as a union employer can take far longer due to trust fund affiliations, union contracts, and withdrawal liability issues unique to union contractors. Another promising trend is non-union enterprises buying and continuing to run union shops as union shops – which is positive yet more complicated and challenging. A savvy contractor will maximize a sale price if they reduce or eliminate union and fund exposure before entering into a Letter of Intent or negotiating sale terms. This session will explore beneficially and strategically preserving a union company's legacy for current and future owners, while protecting both from preventable penalties, hardships and unexpected (or costly) surprises.



*Megan Wilkes*



*Christina Wernick*

## *What's waiting for you at CONNECT 2025:*

- ▶ Powerful Keynotes from generational expert Ryan Jenkins and economist Elliot Eisenberg.
- ▶ 20+ Targeted Sessions on AI, finance, hiring, customer growth, and more.
- ▶ Product & Technology Showcase featuring the latest tools and innovations.
- ▶ Unmatched Networking at exclusive events for contractors of all kinds.

*Plus:*

- ▶ Campfire CONNECT Opening Party, a relaxed, Michigan-inspired event
- ▶ Closing Party at the Grand Rapids Public Museum, where you'll explore science, history, and culture while mingling with industry peers.
- ▶ Opportunities to tour the nearby Gerald R. Ford Museum, Bradford White Manufacturing Facility and the Botanical Gardens.

**BONUS:** As a contractor in Michigan or surrounding states, use the discount code MPMC25 at checkout to receive \$100 off your total.

**Get ready for an unforgettable trip to Grand Rapids, Michigan, where industry innovation meets big-city energy with small-town charm.**



## REGISTER FOR PHCC CONNECT 2025 TODAY:

**PHCCWEB.ORG/CONNECT**  
**OR CALL 1-800-533-7694**



# CONNECT 2025 Special Events Offered By the PHCC Educational Foundation:

## **Workforce Breakfast, featuring Elliot Eisenberg, Ph.D.**

The “Bowtie Economist” will deliver an energetic, insightful look at today’s economic trends ... and what they mean for your business.

## **Empower Your Team: Unlocking New Educational Opportunities at the PHCC Academy®.**

Foundation Executive Director Dan Quinonez will spotlight expanded offerings from the PHCC Academy® that can supercharge professional development for you and your staff.

## **Plumbing Apprentices Contest.**

While you’re on the Product & Technology Showcase floor, cheer on the nation’s best apprentices as they compete for top honors!

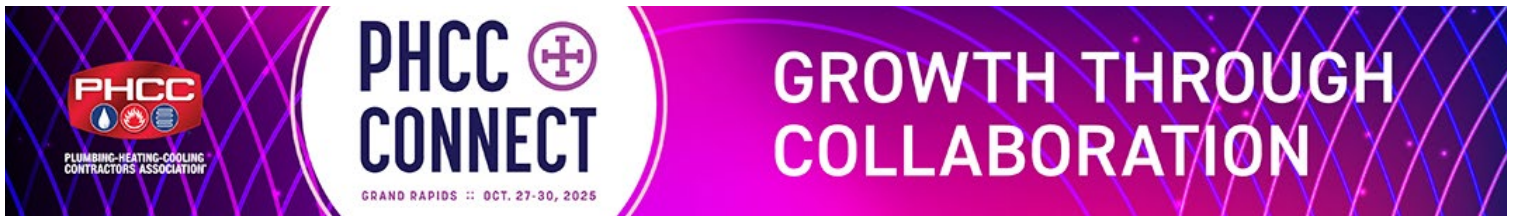
## **Donor Reception.**

This special, invitation-only gathering honors the Foundation’s \$500+ donors and committee leaders who have gone above and beyond this year.

Plus, don't forget to celebrate the “best of the best” at the PHCC Awards Show and Breakfast on Thursday, Oct. 30. You’ll learn who won the Plumbing Contest and other major awards and also hear an update on progress in meeting 2025 goal for PHCC Educational Foundation’s **Invest in Your Future** Campaign.

**Be part of the moments that shape careers, build businesses, and strengthen our industry’s future**

We’ll see you Oct. 27-30 in Grand Rapids.



## PHCC CONNECT 2025 to Feature Product & Technology Showcase, Learning Labs and Podcast Pods

Experience the latest products and trends in plumbing and HVAC October 27–30.

The Plumbing-Heating-Cooling Contractors--National Association (PHCC) invites plumbing and HVAC professionals to experience the future of the industry at CONNECT 2025, October 27–30, in Grand Rapids, Michigan.

The Product & Technology Showcase officially opens on Tuesday, October 28, moved up one day from previous years, giving attendees time to connect with manufacturers, discover the latest tools and technologies, and explore real-world solutions for their businesses.

The trade show floor will be surrounded by Learning Labs, small, interactive learning spaces featuring presentations by experts on trending topics, best practices and business strategies. Attendees can also stop by two Podcast Pods, where live interviews will highlight industry voices, success stories and conversations shaping the future of the trades.

“CONNECT is where education and innovation meet,” says PHCC National President Dan Callies, president of Oak Creek Plumbing in Oak Creek, Wisconsin. “The dynamic trade show floor will give attendees more opportunities than ever to gain insights, learn new skills and walk away with ideas they can immediately apply to their businesses.”

Attendees will also have the chance to support the next generation of professionals by visiting the PHCC Educational Foundation's Plumbing Apprenticeship Contest, taking place on the trade show floor. This popular event showcases the skills and dedication of apprentices from across the country.

For more details, including the schedule-at-a-glance, visit [phccweb.org/CONNECT](http://phccweb.org/CONNECT). This site offers information on education sessions, speakers, exhibitors, registration and hotel reservations, as well as the many attractions of Grand Rapids, known as America's best beer city. Register today!

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# Keynote Speakers Announced for CONNECT 2025



***Leading experts, Ryan Jenkins and Elliot Eisenberg, to speak at CONNECT 2025.***

**The PHCC–National Association** (PHCC) reveals Ryan Jenkins and Elliot Eisenberg as the keynote speakers for CONNECT 2025 in Grand Rapids, Michigan, October 27-30 at DeVos Place.

A global keynote speaker, Ryan Jenkins is a Wall Street Journal best-selling author on team connection, generational differences and the future of work, and has been featured in Forbes, Fast Company, Fortune and CNBC for his thought leadership. Jenkins will present a keynote titled, “Connectable: How Leaders Can Move Teams from Isolated to All In,” sponsored by Kohler.

Elliot Eisenberg, Ph.D., is an internationally recognized economist and public speaker known for making economics engaging, relevant and accessible. As Chief Economist for GraphsandLaughs, LLC, he serves clients nationwide and shares daily economic insights through his widely read 70-word commentary. At CONNECT 2025, he will headline the Workforce Breakfast with his keynote, “Economic Crystal Ball: What the Trends Mean for Your Business.”

“We’re thrilled to welcome Ryan Jenkins and Elliot Eisenberg as our keynote speakers for CONNECT 2025,” says Dan Callies, PHCC National president and president of Oak Creek, Wisconsin-based Oak Creek Plumbing. “Their expertise on team connection and economics is incredibly timely and valuable for our members. Attendees can expect to leave inspired, informed and better equipped to navigate the future of the industry.”



## Experience Grand Rapids at CONNECT 2025

Grand Rapids is No. 8 on the list, of America's Best Towns to Visit, thanks to its vibrant arts scene, thriving beer culture and family-friendly recreation.

From world-class attractions and outdoor recreation to nationally ranked food and craft beverage scenes – Grand Rapids, Michigan is filled with unexpected surprises. Discover why they're America's Best Beer City, the nation's Craft Beverage Capital, and a Top 20 U.S. Foodie City. Get an eyeful of spectacular art and an earful of live music.



Be sure to visit the Gerald R. Ford Presidential Museum. Through historic artifacts and immersive experiences, this museum is a tribute to the life and times of President Ford the man who represented Grand Rapids in Congress for 25 years and held the nation's highest office in 1974.



Don't miss out on visiting Grand Rapids Public Museum, within steps away from the Amway Grand Plaza, you'll be immersed in one of the largest collections of Michigan artifacts. Featuring exhibits on 3 floors, a 1928 carousel, theater & planetarium, there is something for every body!



Whether you are a nature enthusiast or art lover the Frederik Meijer Gardens & Sculpture Park is a must-see attraction while in Grand Rapids. Featuring over 50 sculptures, nearly 160 acres of gardens, a tram tour and in October, hundreds of Mums, you will not want to miss this. Additional must visit sites, include: Grand Rapids Downtown Market, Founders Brewing Company and Distillery Tours, Mojo's Dueling Piano Bar, and John Ball Zoo.

# CONNECT Hotel & Travel Information



## All events will be held at the DeVos Place unless otherwise noted

PHCC has arranged a room block at the **Amway Grand Plaza, Curio Collection by Hilton**, which is connected to the DeVos Place. Although most events will be held at the DeVos Place, some PHCC leadership functions will occur at the Amway Grand Plaza.

### ***Amway Grand Plaza, Curio Collection by Hilton***

187 Monroe NW, Grand Rapids, MI 49503

A reduced room rate of \$224 plus applicable state and local taxes has been secured for the PHCC CONNECT 2025 Conference. The hotel discount rate deadline for the CONNECT hotel is **Thursday, September 25, 2025**, or until the block sells out, whichever comes first.

### **Travel Information**

**IMPORTANT NOTE: After May 7, 2025, the Transportation Security Administration (TSA) will not accept non-REAL ID documents as proof of identity at airports and federal building security. This includes state-level ID cards, such as driver's licenses.**

**Airport:** Gerald R. Ford International Airport (GRR) is 14 miles to the hotel.

Phone: (616) 233-6000

**Beware!** Housing scammers will try to solicit CONNECT attendees and offer hotel accommodations in Grand Rapids, Michigan for the conference. These unofficial (pirate) companies may appear to offer wholesale or discounted hotel pricing. PHCC cannot verify the authenticity of such companies and will not be able to provide resolution to issues related to such reservations. **The hotel listed on this page is the only official conference hotels and they will not call or email you unsolicited.** Do not give your credit card information or make any reservations with any housing bureau, housing company, or convention housing organization appearing to represent PHCC, the conference, or the Grand Rapids Visitors Bureau. Frequently, such unaffiliated companies will use a name like "Convention Housing" or "Expo Housing" and are often based in Las Vegas or Orlando. Please do not hesitate to contact the PHCC Conference Department at (703) 964-1242 to verify hotel reservations sites and/or correspondence.



# CONNECT 2025 COMPANION EXPERIENCE



- :: CULTURAL EXCURSIONS
- :: EDUCATION
- :: NETWORKING

## Build Lasting Memories Oct. 27-30 in Grand Rapids!

This year's CONNECT brings an exciting new opportunity for friends and family traveling with attendees. Hosted by the PHCC–National Auxiliary, the Companion Experience offers a meaningful mix of cultural outings, shared-interest activities, and networking designed to foster connection and community. With thoughtfully planned programming that complements the main event, companions can enjoy CONNECT 2025 in a fun, inclusive, and memorable way!



## Schedule Highlights:



### Monday, Oct. 27

- Breakfast at Kitchen Counter (*Amway Grand Plaza Hotel*)
- Frederick Meijer Gardens & Sculpture Park Self-guided Tour (*additional registration required*)
- Masterclass: Achieve More with Gen AI  
*Guided by Leading Experts*
- Campfire CONNECT Opening Party

### Tuesday, Oct. 28

- Opening Breakfast and Keynote Presentation
- Walking Foodie Tour (*additional registration required*)
- PHCC Feud: Member Edition
- National Auxiliary Business Meeting (*for members only*)



### Wednesday, Oct. 29

- Workforce Breakfast and Keynote Presentation
- Henderson Castle & Winery Tour  
*(additional registration required)*
- Closing Party at the Grand Rapids Public Museum

## JOIN US!

Visit [phccweb.org/connect](https://phccweb.org/connect) and click on "Companion Experience" for all the details. Space is limited on certain tours, so register (as a Guest/Spouse) early to secure your spot!



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# CANDIDATES FOR PHCC

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## Candidates for PHCC – National Vice President

PHCC is pleased to have *two* candidates running for PHCC—National Vice President this year. Meet Tony Bertolino and Brett Kaltvedt... and watch for more messages from them in future issues.



### **Tony Bertolino, Rob Bertolino Plumbing and Heating, Virginia Beach, Virginia**

The recent Virginia Future Leaders Convention was a tremendous success, with strong turnout and impactful classes and events designed to empower the next generation of tradespeople. This is the heart of what PHCC stands for – investing in the future while staying rooted in our core values. From hands-on education to inspiring leadership development, the event showed exactly why PHCC is vital to our industry's growth. As vice president, I am committed to continuing this mission. By integrating our principles into tomorrow's leaders, we're not just preparing them for the trade – we're preparing them to lead it. This is the future of PHCC.

### **Brett Kaltvedt, Midwestern Mechanical (Open Shop) and Baete Forseth HVAC (Union), Sioux Falls, South Dakota**

Our recent PHCC of South Dakota summer golf outing was a great opportunity to connect with others in the industry. I had valuable conversations with both new and long-time members, manufacturer reps, and suppliers. One of the most important aspects of our PHCC association is the mutual support we offer – even as competitors. The relationships we build are a true strength of our industry, and it's essential that we continue to prioritize and preserve that. I would love to help strengthen those relationships for you as Vice President!



*The election will take place during the **Virtual 2025 PHCC National Annual Business Meeting on Wednesday, October 1** from 1pm-3pm CST/12pm-2pm MST. This is your chance to have an influence on the future of your association. The primary contact person from each contractor member company is allowed to vote in the election. Mark your calendar, plan to attend, and cast your vote.*



**Your Employees  
Are A Key Piece  
Of Your Business**

## Strategies For Retaining Key Employees



**Commercial Insurance** | Property & Casualty | Life & Disability Income | Workers Compensation | Business Succession and Estate Planning | Bonding

Keeping your key employees with your company is beneficial. Private bonus plans provide strong incentives for top team members to remain with your business. Stand out among other employers while creating a positive workplace where employees feel valued.

The content of this publication is for general information purposes only and should not be considered legal advice or an offer of insurance. Coverage will be determined solely by the terms of your policy, if approved for issue. Consult with a qualified professional to discuss questions specific to your circumstances.

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Scan to learn about the benefits of key person coverage and Federated's® Triple Protection Plan<sup>SM</sup> to help you retain your valued employees.

# Test Gauge Inc. & ERTC Present

## 36th Illinois Backflow Symposium



Thursday, October 23rd, 2025

Doubletree Hotel and Conference Center  
Bloomington, IL

**6.0 State CEUs Awarded**

**Tickets: \$130**

Register Online: <https://siue.nbsstore.net/annual-backflow-symposium>

Phone: 618-650-2030 - Walk-ins welcome

\*Pre-registration required to guarantee meal\*

### Schedule of Events

**7:30am - Registration + Continental Breakfast Courtesy of Test Gauge Inc.**

**8:30am - Chris Swade - IL Backflow Code Basics & Caleffi Overview**

**9:00am - IDPH - Moderated Backflow Code Discussion**

**10:00am - Break - Vendor Area Open**

**10:15am - Bev Potts (ILPHCC) - Illinois CCCDI Service Award**

**10:30am - Bob Schafer - Special Considerations for Backflow Installations**

**11:15am - Matt Maas (IEPA) - Regulatory Updates**

**12:00pm - Catered Southern BBQ Lunch - Vendor Area Open**

**1:00pm - Brad Kempinski & Watts - Backflow & Connected Technologies**

**2:00pm - Matt Davis (FSCI) - Understanding Backflow on Fire Systems**

**3:00pm - ERTC Update & Adjournment**

### Wednesday Night Vendor Social

**6:00-9:00pm | Brickyard #4**

Join us for complimentary cocktails & appetizers.

Test Gauge Calibration Drop-Off Available

Discounted Hotel Block - Reference "Backflow Symposium" When Booking

# OSHA NATIONAL NEWS

The U.S. Department of Labor has updated its guidance on penalty and debt collection procedures in the Occupational Safety and Health Administration's Field Operations Manual in an effort to minimize the burden on small businesses and increase prompt hazard abatement.

"All employers should be offered the opportunity to comply with regulations that help maintain a safe working environment," said Deputy Secretary of Labor Keith Sonderling. "Small employers who are working in good faith to comply with complex federal laws should not face the same penalties as large employers with abundant resources. By lowering penalties on small employers, we are supporting the entrepreneurs that drive our economy and giving them the tools they need to keep our workers safe and healthy on the job while keeping them accountable."

The new policy, outlined in the Penalties and Debt Collection section of OSHA's Field Operations Manual, increases penalty reductions for small employers, making it easier for small businesses to invest resources in compliance and hazard abatement. For example, a penalty reduction level of 70%, which was previously only applicable for businesses with 10 or fewer employees, will now be expanded to include businesses who employ up to 25 employees. The revisions also include new guidelines for a 15% penalty reduction for employers who immediately take steps to address or correct a hazard.

Additionally, the updated policy expands the penalty reduction for employers without a history of serious, willful, repeat, or failure-to-abate OSHA violations. Under OSHA's revised policy, employers who have never been inspected by federal OSHA or an OSHA State Plan, as well as employers who have been inspected in the previous five years and had no serious, willful, or failure-to-abate violations, are eligible for a 20% penalty reduction.

The new policies are effective immediately. Penalties issued before July 14, 2025, will remain under the previous penalty structure. Open investigations in which penalties have not yet been issued are covered by the new guidance.

OSHA retains the right to withhold penalty reductions where penalty adjustments do not advance the goals of the Occupational Safety and Health Act. Learn more at [www.osha.gov](http://www.osha.gov).



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## 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](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**



# Protect Your Employees with Personal Protective Equipment

When did you last check the personal protective equipment (PPE) your employees use? Are they wearing it correctly and for the right tasks, or not using it at all?

Ensuring proper PPE use can help your employees stay safe and healthy on the job. And it could keep your business away from costly and preventable [workers compensation](#) claims.

## Management Responsibilities

As a leader in your industry, it's up to you to enforce the use of PPE. Consider the following to up your PPE game:

- [Management](#) develops and oversees a PPE program, conducts [hazard assessments](#), and trains supervisors.
- Supervisors provide, train, and ensure proper use of PPE while maintaining records.
- Employees wear PPE, attend regular training, and report repair or replacement needs.

## The Value of Recordkeeping

Keep detailed records of [training sessions](#) for compliance and accountability. This includes:

- Who was trained
- The type of training
- When training took place
- What was covered in training

Generally, [training records](#) are maintained for three years for each employee. As new hazards are identified, processes and equipment may need updates.

Providing robust PPE solutions can be the difference between a safe business and one with frequent workplace injuries. [Reach out to your local Federated Insurance® marketing representative](#) today for more information on employee safety. Clients can access [mySHIELD®](#) for additional industry-specific safety resources.

*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.*



# HR Question of the Month

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## Question

During the hot summer months, we turn on the air conditioning to keep our employees cool and comfortable in the workplace. We have one employee who, due to a disability, is sensitive to cold temperatures. Besides turning down the air conditioning (which other employees may complain about), what can we do in this situation?

## ANSWER

The federal Americans with Disabilities Act requires private-sector employers with 15 or more employees to provide reasonable accommodation to qualified individuals with disabilities unless doing so would cause undue hardship. After receiving a request for reasonable accommodation, the employer and the individual with a disability should engage in an informal process to clarify what the individual needs and identify the appropriate reasonable accommodation. While the individual with a disability does not have to be able to specify the precise accommodation, they do need to describe the problems posed by the workplace barrier.

The Job Accommodation Network (JAN) is a service of the U.S. Department of Labor's Office of Disability Employment Policy that provides guidance on job accommodations and disability employment issues. JAN has identified potential solutions for individuals with temperature sensitivity. For example, JAN identifies the following solutions:

- Providing work areas with separate temperature controls;
- Heated clothing;
- Workstation space heaters;
- Flexible schedules; and
- Telework.

Additionally, suggestions from the individual with a disability may assist the employer in determining the type of reasonable accommodation to provide. Employers should also check for any applicable state and local laws that may apply. Employers may need to work with local counsel to ensure legal compliance.





# PLUMBING INDUSTRY EXPERTISE PERSONIFIED



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& JOE HERKOWSKI

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## 2026 Exposition Application & Contract March 20, 2026

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, 2025. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2026.**

**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: \_\_\_\_\_

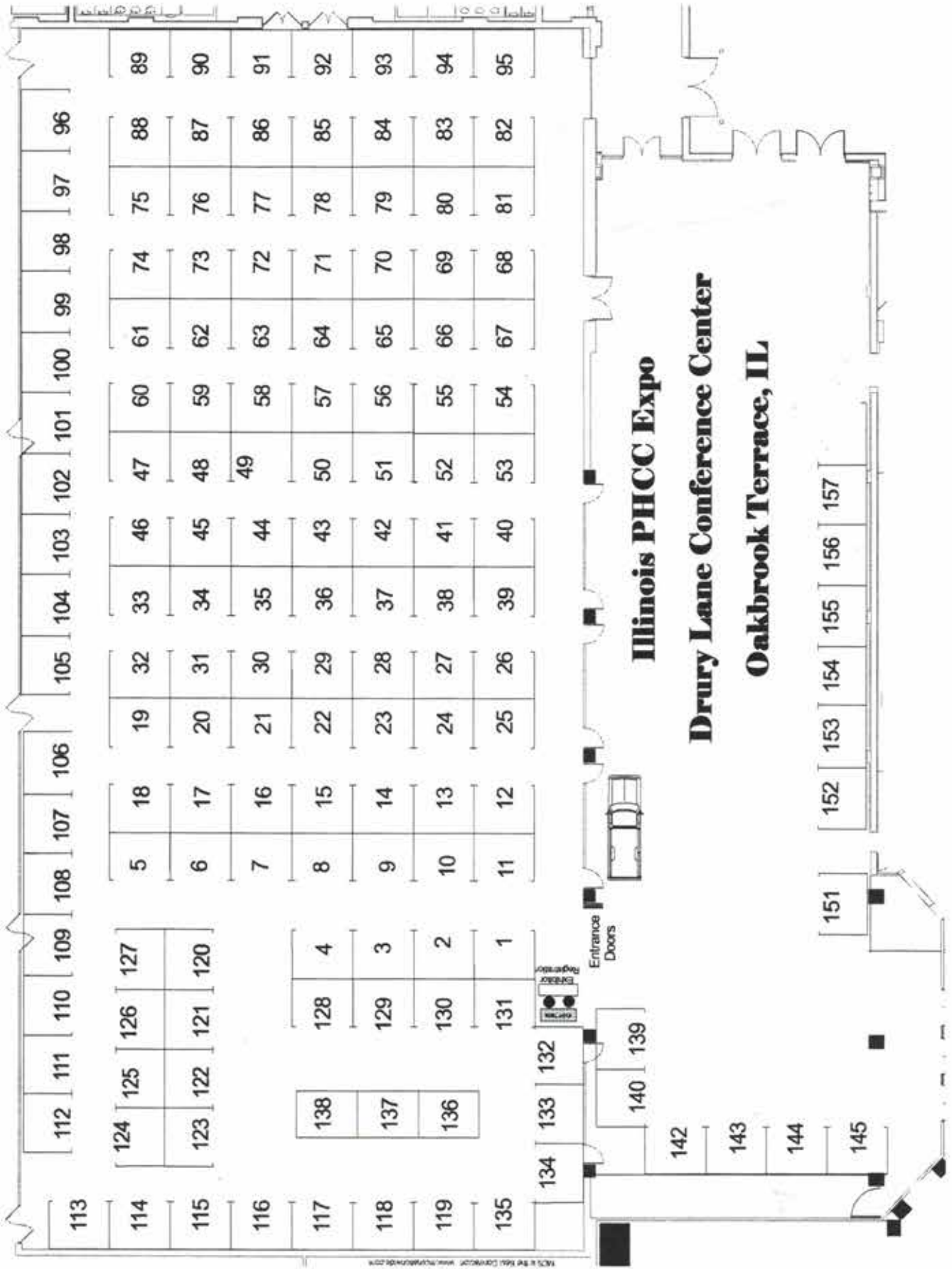
Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to January 1, 2026 a full refund will be made. No refunds after January 2, 2026. 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





## It's Our Business to Protect Yours®

### CANNABIS USE FOR EMPLOYEES

Thursday, August 21, 2025  
1 p.m. CT



This webinar will give an overview of various state laws on marijuana legalization for both recreational and medical use, as well as laws protecting employees based on their off-duty use. It will cover best practices for handling off-duty cannabis use and recognizing on-the-job impairment.

Attendees will learn about cannabis testing methods, their limitations, and why exposure doesn't always mean impairment. With more states legalizing recreational use, employees' expectations around off-duty use and drug testing have shifted. Employers now face complex, often conflicting state laws, making it challenging to create consistent multi-state policies.

This session offers practical insights and strategies to help employers address these issues.

#### WHO SHOULD ATTEND

- Risk Managers
- Operations Managers
- HR Professionals
- Owners/Operators

#### WHAT YOU WILL LEARN

- An overview of the state-specific cannabis laws regarding legalization and protecting off-duty use
- The different testing methods for cannabis exposure and their limitations
- How to determine if an employee is impaired on the job
- Best practices for employers in navigating these issues



After registering, you will receive a confirmation email and calendar appointment. You may access this and other webinars on [federatedinsurance.com](https://federatedinsurance.com).

*This is intended to provide general information only. This is not an offer of insurance and coverage will be determined by the terms of your policy. The services described herein are for general information and recommendations for risk prevention only. The content herein should not be considered legal advice and may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws.*

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