

ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING•HEATING•COOLING•CONTRACTORS

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*Steve Stimson Elected
Illinois PHCC President 2016-17*

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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

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PRESIDENT'S THOUGHTS

by Steve Stimson
Illinois PHCC President

Another year has come and gone, and another Illinois PHCC President has been installed. My name is Steve Stimson, your newly installed President. I have worked for G.A. Rich & Sons in Deer Creek and have been a proud member of Peoria Plumber's Local 63 and the PHCC for 20 years.

This year's annual installation event was held in East Peoria at the Holiday Inn & Suites where my wife Tammy, a past PHCC President herself installed me into office. Association Executive Director Bev Potts and Associate Director Shelly Lott, once again did a fabulous job providing a great evening of fun.

Over the next year I will be informing you about upcoming events and legislative issues that impact our industry and trade. Since Springfield has yet to work together and pass a budget for this great state, I encourage you to call or email your representative, House Speaker Madigan, and Governor Rauner to stress the need for compromise. Not only does the budget impasse affect our businesses, but our schools as well. I also serve as the president for my local school board and without a budget it is questionable whether or not schools across the state will be able to open in the fall, and if they do they may only be

able to function for the first semester.

As I end my first President's Thoughts I can hear the news in the background. As new information is unfolding regarding the shootings in Orlando and the rising temps outside are making for a hotter than normal summer, I would like to remind you to be safe out there. We may live in a crazy world, but I believe we still live in the best country in the world.

**“Always bear in mind that your
own resolution to succeed is
more important than any other.”**

Abraham Lincoln.

Steve Stimson



CALENDAR OF EVENTS

JUNE 20-21, 2016

Union Affiliated Contractors
Field Trip to Bradford White
Grand Rapids, MI

SEPTEMBER 21, 2016

IL PHCC & Federated Insurance
Risk Management Academy
East Peoria, IL

JUNE 27, 2016

Illinois Plumbing Code Advisory Council
Springfield, IL

OCTOBER 19 – 21, 2016

PHCC Connect '16
San Antonio, TX

SEPTEMBER 9, 2016

IMSCA Meeting
Springfield, IL

NOVEMBER 12, 2016

Illinois PHCC & Auxiliary Board Meetings
TBD



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STEVE STIMSON INSTALLED AS ILLINOIS PHCC PRESIDENT

Steve Stimson of G.A. Rich & Sons, Inc. in Deer Creek, Illinois was elected President of the Illinois PHCC at the association's annual meeting in March. President Stimson was installed on June 10th by his wife, Illinois PHCC past president Tammy Rich Stimson. The remaining officers and directors were installed by PHCC National Zone 3 Director Brad Isley. The event was held at the Holiday Inn & Suites

in East Peoria.

Other officers installed were: Vice President, Jeff Brown, Pipeworks, Inc., Bloomington; Treasurer, John Matthews, X-Treme Mechanical, Inc., Champaign; Secretary, Jim Boos, Boos Enterprises, Inc., Effingham; and President Emeritus Erik Graybeal, Pipeworks, Inc., Bloomington.



Steve Stimson (left) presents Erik Graybeal with his Past President's Plaque.



Plumbers Local 63 was well represented with Business Manager Mike Doolan, members Steve Stimson, Jerry Rich (50 + years), Brian Rich, and Local 63 Financial Secretary Jim Ksycki.

Following the installation and dinner, attendees enjoyed competing for prizes by playing Giant Jenga, Connect 4, and PHCC Dice. Everyone enjoyed the fun and friendly competition.



Gail McWilliams and Angi Rich face off in the Connect 4 finals.



Vice President Jeff Brown concentrates on his Jenga move.



The agony of defeat!



Brian Rich with a qualifying dice roll.



The winners! Left to Right: Janice Graybeal, Donna Jany, Gail McWilliams, Jim Ksycki, and Angi Rich.



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ILLINOIS PHCC BOARD MEETS

The Illinois PHCC Board of Directors met on June 11th at the Holiday Inn & Suites in East Peoria, Illinois. Reports were given from the Education, Legislative, Code, Publications, Risk Management, Convention/Expo, Image, and Membership committees. Updates were given on the Union Affiliated Contractors (UAC), Capital Development

Board (CDB), and the Illinois Mechanical & Specialty Contractors Association (IMSCA). PHCC Zone 3 Director Brad Isley reported on the activities of the PHCC National Association. The next meeting of the Board will be November 12th with the location to be determined. All members are welcome, and encouraged, to attend the meetings of the Board.



ILLINOIS PHCC PAST PRESIDENTS MEET

The Illinois PHCC Past Presidents Club met on June 10th in East Peoria, Illinois to discuss business and initiate their newest member, Erik Graybeal.



Pictured are front row (L-R) Erik Graybeal, Steve Jany, Brian Rich, Paul Buddy, (back row) Chuck Hicks, Tammy Rich Stimson, John McWilliams, Rob Page, and Terry McCarthy. Jerry Rich also attended the meeting but was unavailable for the photo.



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Erik Graybeal

**on your year as President
of the Illinois PHCC**

and

**Best Wishes for the coming
year to the new President**

Steve Stimson



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Shrine Center

May 13, 2016



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- Canature Water Group

Speakers

Felicia Burton (IAC)	Anthony Fatigato (IDPH)	Jack Siever, <i>IPIA Secretary</i>
Reggie Coutant	Greg Ghrke (GTGI)	George Swietczak, <i>IPIA President</i>
James DeBower (OSHA)	Scott Hamilton (ASSE)	Andrew Thiesse (IDPH)
David Dertz	Gary Howard	Jerry Tienstra
Jay Defrates, <i>IPIA Vice President</i>	Dennis McMahon	
	Beverly Potts (PHCC)	
	Bill Reupert	

And to all our volunteers!

OSHA ANNOUNCES CHANGES TO REPORTING RULES

by Chuck White, PHCC National Association Vice President
of Code and Technical Services

OSHA recently released updated recordkeeping rules for workplace injuries. These changes will require electronic reporting of injury reports, which likely will be made public. Also, additional language has been added that requires employers to follow specific anti-retaliatory messaging and practices. The reporting rules will be effective Jan. 1, 2017. (Forms are due July 1, 2017). The anti-retaliatory practices will be effective sooner: Aug. 10, 2016.

The recordkeeping and electronic reporting rule applies to three categories of employers:

1. Large employers, 250 or more employees, in a non-exempt industry. (Plumbing, HVAC, construction, etc. are non-exempt.)
2. High-risk employers of 20 to 249 employees in industries defined by OSHA list (Plumbing, HVAC are included as construction).
3. Any other employer from which OSHA makes a request for data.

If your company had 10 or fewer employees at all times during the last calendar year, you do not need to keep OSHA injury and illness records unless OSHA or the BLS informs you in writing that you must keep records. However, all employers covered by the OSH Act must report to OSHA any workplace incident that results in a fatality or the hospitalization of three or more employees.

The anti-retaliation portion of the rule is intended to ensure that employees know their rights to report injuries and maintain a safe work environment. There are three provisions for this as well. The final rule:

1. Requires employers to inform employees of their right to report work-related injuries and

illnesses free from retaliation.

2. Clarifies the existing implicit requirement that an employer's procedure for reporting work-related injuries and illnesses must be reasonable and not deter or discourage employees from reporting.
3. Incorporates the existing statutory prohibition on retaliating against employees for reporting work-related injuries or illnesses.

OSHA has concerns about incentive programs and their impact on safety; the anti-retaliation clarifications are intended to address this. Programs should encourage safe practices and training, not reward non-reporting of incidents. Read the OSHA memorandum at www.osha.gov.

The time is now to get up to speed with the new program:

1. By Aug. 10, 2016, positively inform your employees of their rights under this act and get confirmation of that notification; make sure you and/or your managers are aware of the process.
2. Post a new poster from OSHA (available on their website) right away.
3. Familiarize your operation with the required OSHA forms applicable to your business; see OSHA.gov for guidance.
4. Plan the submission process: 2016 forms are due July 1, 2017; 2017 forms are due July 1, 2018; 2018 forms are due March 2, 2019 (schedule to remain thereafter).
5. Seek professional assistance, if necessary.



CONNECT 2016 -PHCC NATIONAL CONVENTION

OCTOBER 19-21

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Special Events and Features



Keynote Speaker: John Spence

Recognized as one of the Top 100 Business Thought Leaders in America, John Spence is known for making the very complex ... “awesomely simple.” In a special keynote session at CONNECT, Spence will cut through the rhetoric and actually *teach* you how to turn essential business strategies into *action*. He’s helped develop high-performance teams at dozens of small- to medium-sized businesses, as well as at leading worldwide organizations such as Microsoft, IBM, Qualcomm, and others.



Keynote Speaker: Stu Rothenberg

Known for his honest, nonpartisan reporting and clear-eyed analysis of American elections and their potential ramifications, **Stu Rothenberg** is one of the nation’s most popular political analysts. During his keynote session at CONNECT, Rothenberg is sure to captivate you with his unbiased, insightful (and humorous!) discussion about the issues facing decision makers on Capitol Hill ... and of course the upcoming election. You may recognize him, as he’s been a frequent guest on *Meet the Press*, *TODAY*, *This Week*, *Face the Nation*, *Nightline*, and other shows on the television news circuit.

CONNECT Product and Technology Showcase

Are you interested in seeing the latest innovations in the industry? Take the time to visit the Technology Showcase! Manufacturers and wholesalers are looking forward to speak to you one-on-one on how to match their products and services with your business needs.

QSC Business Excellence Day

Focus on service and repair topics at CONNECT’s new QSC Business Excellence Day, a unique chance to experience the programming and services that Quality Service Contractors has to offer.

Educational Enrichment Opportunities

Partner with like-minded professionals at our exceptional line-up of educational programs, contractor-led sessions and service and repair-focused seminars, with topics ranging from web marketing and consumer financing to succession planning and HVAC business management.

Plumbing & HVAC Apprentice Contests

Have you signed up your apprentice for

CONNECT 2016 -PHCC NATIONAL CONVENTION

OCTOBER 19-21

CONTINUED

this year's apprentice contests? Give them the opportunity to show off just how much they've learned! Winners receive a package of all of the latest tools and equipment from the leading manufacturers in the industry. The application deadline is **July 1, 2016**.

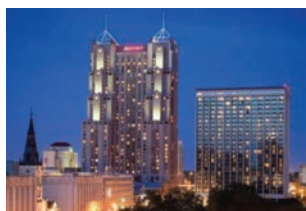
...and More!

We'll be arranging a number of bonus events during the convention including:

CONNECT's Opening Reception: a festival in the square at the La Villita Historic Arts Village, alive with artists, craftsmen, shops, galleries and restaurants.

Exclusive Tours: special behind-the-scenes tours of the latest pump, mechanical, and control systems of San Antonio's Henry B. Gonzalez Convention Center, which just unveiled a \$325 million expansion!

CONNECT's Closing Reception: held at the Convention Center's LDR and Grotto, a fabulous setting (with a river actually running through it!) on the banks of San Antonio's Riverwalk.



Hotel Information

The San Antonio Marriott Rivercenter

CONNECT 2016 will be held in the San Antonio Marriott Rivercenter, San Antonio, Texas. Located just steps away from the world famous Riverwalk, guests will have numerous shopping, dining and entertainment opportunities to choose

from during their stay.

PHCC has negotiated a **special rate of \$189+** for CONNECT 2016 registrants.

Make your reservations online or call 210-223-1000 (Main Office) or 800-706-9936 (Reservation Department) and reference "PHCC CONNECT 2016."



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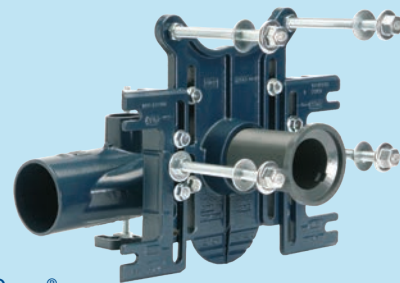
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ILLINOIS PHCC AUXILIARY 2016 SERVICE PROJECT

This year's annual service project was held on June 10th and benefitted the Center for Prevention of Abuse in Peoria, Illinois. The mission statement of the Center is *"To help all people – women, men and children – live free from violence and abuse"*. They provide assistance for physical, mental, emotional, sexual, and/or financial abuse and neglect for adults, children, seniors, and adults with disabilities. Emergency and transitional housing, prevention education, support groups, and counseling are just some of the services provided by the Center.

Carol Merna, Executive Director of the Center made a presentation to members and guests attending the event at the Holiday Inn & Suites in East Peoria. She gave an eye opening address on the types and number of abuse cases that occur on a regular basis.

The Auxiliary solicited members, contractors, and local associations for donations of items to help the Center's shelters and programs. Many items were donated, along with financial contributions of \$800 that were also collected for the Center.

In their past service projects, the Illinois Auxiliary has helped deployed military members, senior citizens, the children of St. Jude Children's Hospital, Central Illinois Riding Therapy, Midwest Food Bank, Project Linus, and the afterschool program for at risk youth at the Unity Center.



INTERNATIONAL EMERGING TECHNOLOGY SYMPOSIUM

The International Emerging Technology Symposium was held on May 10-11, 2016 at the Westin Hotel in Rosemont. The event, which is held every two years, is co-convened with Alliance for Water Efficiency (AWE), American Society of Plumbing Engineers (ASPE), the Canadian Institute of Plumbing & Heating (CIPH), the International Association of Plumbing and Mechanical Officials (IAPMO®), the Mechanical Contractors Association of America (MCAA), the Plumbing-Heating-Cooling Contractors National Association (PHCC), the Plumbing Manufacturers International

(PMI), the United Association (UA), and the World Plumbing Council.

Featured topics included: Opportunistic Pathogens in Premise Plumbing; Innovation in Urban Onsite Water Reuse; Hot Water System Design; Sustainable Water Reclaim Systems; Creating a Market Value for Water Efficiency in Residential Buildings; and other water related topics. You can access the IETS presentations by going to ww.iapmo.org/Pages/EmergingTechnologySymposium.



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- HR Managers
- Designated Risk Managers

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Space is limited!

See next page for registration form



Risk Management Academy

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CITY	DATE/TIME	LOCATION
East Peoria	Wednesday September 21, 2016 9:00 a.m. – 4:00 p.m.	Par-A-Dice Hotel Casino 21 Blackjack Blvd, East Peoria, IL 61611

TO REGISTER:

Please return this form and payment of:
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BEST PRACTICES: DEVELOPING UP AND COMING FIELD TALENT

by Mark Breslin

A big challenge for many organizations is getting the up and coming talent ready to lead. Unfortunately, most managers and leaders don't spend enough lead time getting people ready to be promoted or advanced. As a result, they are generally thrust into positions hastily and told, "Hey, we believe in you, now go get it done". They do the best they can, but they don't do their best. Because they can't. They were not prepared to do it.

One of my clients is a contractor with around 700 employees in the field, and they have many Baby Boomers about to retire. They took a step that I believe is a Best Practice and made a significant investment in their lead men; those that serve as the right hands to foremen across the organization.

They made the time and effort to do the following:

1. They selected 80 of their lead men and women to attend two programs after work for three hours.
2. At session one, they went into great detail about the opportunities coming up in the company and the criteria they were looking for in foremen and superintendents. They presented a Career Path Plan for them. It was the first time anyone had talked to them that way.
3. They then spent several months working with foremen on evaluating that talent and matching against the criteria.
4. They then hosted a second program provided by myself that was a foremen primer based on content from the Five Minute Foreman book and training program.

It reinforced the idea that the job is no longer a blue collar position. It focused on production, profit and most of all, professionalism.

5. They then selected a sub-group of those 80 to be the next generation of foremen – and pre-identified them. They believe that through this Best Practice, they get the following benefits.

- Two year head start to refine top candidates
- Ability to retain talent as they feel more valued
- Able to attract higher caliber of leader due to Career Path Plan being shared
- Create meaningful and powerful mentoring relationships between the Foremen Evaluators and the up and coming candidates for advancement.

The real benefit, in my opinion, isn't even listed. It looks to me like a well-prepared foreman taking on the job ready to lead and manage in a way that maximizes performance in profit, productivity and safety. And that is not just a Best Practice – it's a good and smart way forward.

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Cost \$55.00/insert

(includes tabs, Plumbing License Law, Plumbers Licensing Code,
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Make checks payable to the Illinois PHCC.

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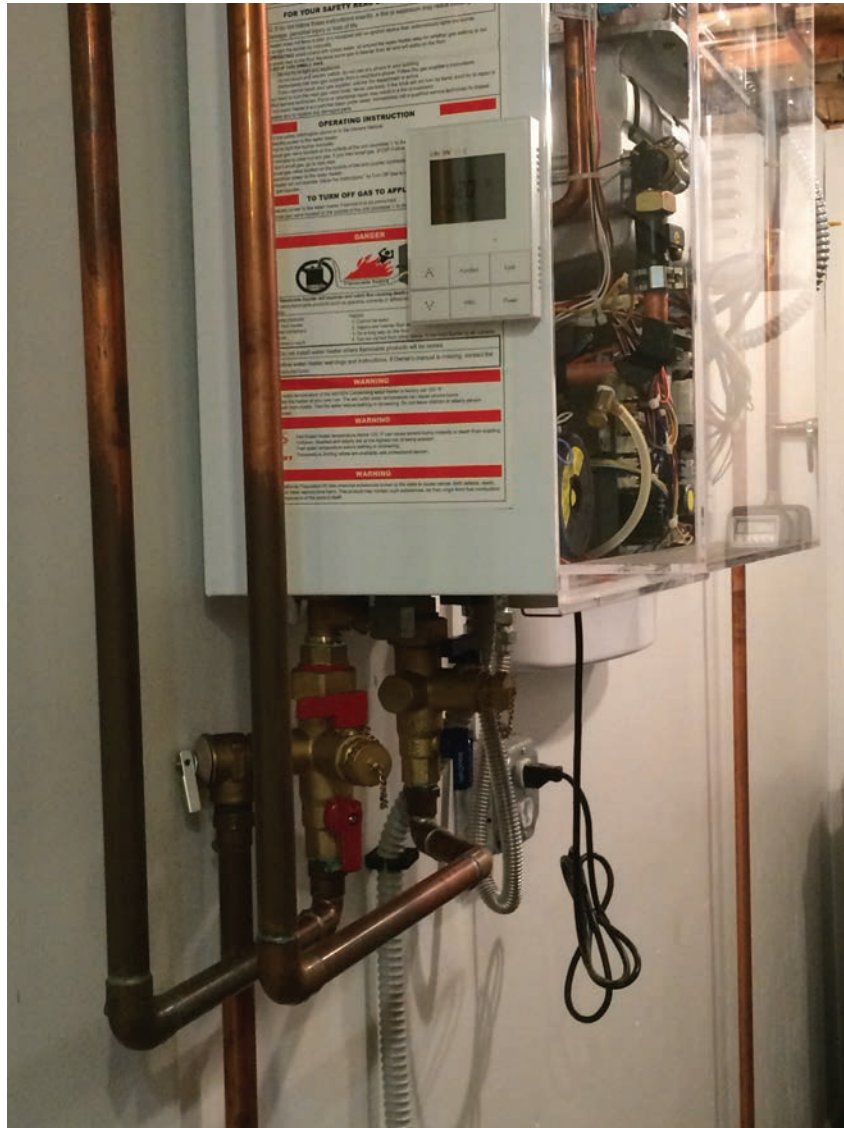
Questions? Contact the Illinois PHCC at bev@ilphcc.com or shelly@ilphcc.com

(217) 522-7219

WHAT'S WRONG WITH THIS PICTURE?

The picture on the cover of the May issue is a working display unit which was installed as per the manufacturer's recommendations. The unit has a clear cover used for training purposes.

This water heater comes from the factory with a "temperature only" relief valve. The Illinois Plumbing Code requires that a temperature and pressure (T & P) relief valve, or a pressure relief valve and a temperature relief valve are used as stated in:



relief valve or valves to protect against excessive or unsafe temperature and pressure. This shall be achieved by installing either a pressure relief valve and a temperature relief valve or by installing a combination pressure-temperature relief valve.

Also shown in the picture is a recommended flush kit, which is shown with red and blue valve handles. The flush kit is used to flush a cleaning solution through the heater on an annual basis to remove mineral deposits. In this case, the hose threads have a cap

and are not unlike the drain valve on a conventional tank type water heater, and is not considered a cross connection point.

We had no winner this month. The contest will be on hiatus until the August issue when we will again test your knowledge of the Illinois Plumbing Code.

Section 890.1230 Safety Devices

- a) All equipment used for heating water or storing hot water shall be provided, at the time of installation of the equipment, with the required





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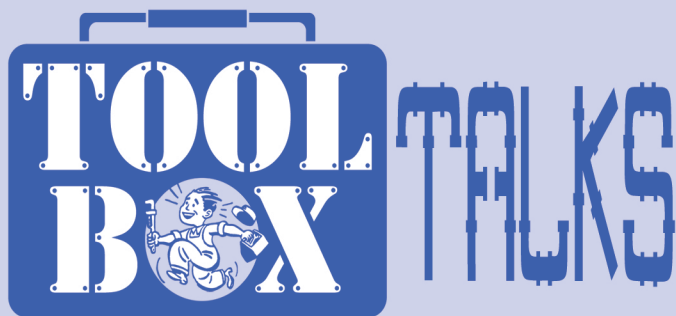


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¹According to a 2015 survey of tankless contractors by Hanover Research on behalf of Ruud. ²Savings based on DOE test procedures, available only on models featuring a -1 in the model number. ³Condensing models only. ⁴Savings based on included components and compatibility; Installation conditions vary; Consult the Ruud Use and Care Manual, the Ruud Gas Piping Facts brochure (TK-GPF-12), the National Fuel Gas Code (NFPA 54, ANSI Z223.1), and any other local gas codes when installing a Ruud Tankless Water Heater. ⁵Consult a tax professional regarding your individual tax situation and ability to claim a tax credit related to the purchase of qualifying Ruud products; Visit energystar.gov for more detail.

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ALCOHOL & THE JOB – A SAFETY ISSUE

Another important ToolBox Talk brought to you by the Quality Service Contractors (QSC) – An Enhanced Service Group of PHCC, P.O. Box 6808, Falls Church, VA 22040.

Ph. 800-533-7694. Visit our website at:
<http://www.qsc-phcc.org>.

Alcohol & The Job – A Safety Issue

Working under the influence of alcohol is strictly prohibited. This means more than just not drinking on the job. Tests have shown that alcohol can still have an effect on your body up to 18 hours after you have stopped drinking. Alcohol use is a legitimate on-the-job safety issue – and not just an attempt to control off-the-clock lifestyles.

Alcohol is a sedative. Drinking any quantity of alcohol impairs a person's judgement, thinking ability, and coordination to some degree. Some people can "handle" alcohol better than others, but it is a fact that any alcohol consumed has some effect. Other factors which influence your body's ability to metabolize alcohol include your weight, medications, and previous medical conditions. You may not feel it right away, but remember, alcohol affects judgment.

After drinking, you are no longer in a position to assess your own capabilities. You don't have to be drunk to have some impairment. If you can't make through the day without a drink, you could have a problem and should seek professional help.

What should you do about a co-worker who is drinking on the job? Should you ignore the situation or report it? Most people would ignore the situation because they do not want to cause problems on the job or do not want to get involved. People would prefer to avoid conflict at almost any cost. But look at it this way – the drinker, no matter how nice a co-worker, is not doing you any favors. It's a fact that

the drinker is more likely to be involved in accidents. Who else is he or she placing at risk? You!

Are you allowing the drinking to continue?

- You are – if you cover the drinker's poor productivity.
- You are – if you cover their mistakes.
- You are – if you make excuses to others for them.

Take control of the situation.

- Don't allow the situation to continue. Stop covering for the drinker.
 - Talk to your supervisor. It is your responsibility to talk to your supervisor whenever any performance or safety issue affects your job. A drinking worker could be just as dangerous as a defective saw. You wouldn't hesitate to bring the saw to your supervisor's attention, would you?
 - If you are uncomfortable, suggest to your supervisor that there may be a problem. A good supervisor will take the initiative and pick up the issue from there.

Whatever you do, make sure you do something. Watch out for your co-worker as they may need help. If you don't, you may pay dearly for someone else's mistake.





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LEGISLATIVE UPDATE

by Bev Potts

The Spring Session of the Illinois General Assembly was scheduled to adjourn on May 31st. With no agreement on the state budget and other major issues, the Session will continue into the summer. The House was scheduled to return to Springfield on June 8th, but was cancelled. Below is an update on the industry related bills we have been tracking. Bills listed in House Rules or Senate Assignments are considered dead. Those that have been passed in both chambers will be sent to the Governor for his action. As there is always a possibility of new legislation coming into play, and we will continue to monitor legislative activities and provide updates as the information is available.

Plumbing/Piping/Trade Related Bills:

HB 5001 (C. Winger) Amends the Private Sewage Disposal Licensing Act to allow veterans of the US Armed Forces to pay 50% of the licensing and exam fees determined by IDPH to be issued a private sewage system installation contractor license or a private sewage disposal system pumping contractor license. Referred to House Rules.

HB 5261 (M. Madigan) Makes a technical change to the Fire Sprinkler Dormitory Act. Re-referred to House Rules.

HB 5375 (M. Madigan) Amends the Radon Resistant Construction Act to make a technical change. Re-referred to House Rules.

HB 5899 (M. Batinick) Amends the Home Inspector License Act to make a technical

change. Referred to House Rules.

HB 5913 (J. D'Amico) Amends the Illinois Plumbing License Law to provide that sponsors of continuing education shall meet the criteria provided by the Board of Plumbing Examiners and the Plumbing Code Advisory Council. Provides that CE courses and approved courses of instruction in plumbing in colleges, universities and trade schools shall be supervised directly by an Illinois licensed plumber only. Passed in both the House and the Senate, approved by the Governor, and is now PA 99-0504. The effective date is January 1, 2017.

HB6036 (D. Moffitt) Creates the offense of criminal building management. A person commits the offense when they recklessly permit or cause the physical condition or facilities of the property to become or remain in any condition which endangers the health or safety of a first responder and: (1) the condition was a building code violation or resulted from work done with a proper permit; (2) the condition is determined to be a contributing factor in the injury/death of that first responder; and (3) the person recklessly conceals or attempts to conceal the condition that endangered the first responder. Re-referred to House Rules.

SB 2986 (I. Martinez) Amends the Fire Sprinkler Contractor Licensing Act to provide that after January 1, 2017, no initial licenses shall be issued under provisions allowing certain individuals to be exempt from the requirements of the Act. In provisions concerning licensing requirements and

designated certified person requirements, changes references from “fire protection technology automatic sprinkler system layout” to “water-based (formerly automatic sprinkler) systems layout”. Re-referred to Senate Assignments.

SB 3120 (D. Harmon) Amends the Illinois Vehicle Code. Gives code enforcement officials employed by units of local government the power to enforce a provision relating to the display of company insignia on construction vehicles. Re-referred to Senate Assignments.

Other Construction/Business Related Bills:

HB 4529 (R. Sandack & M. Zelewski) Abolishes the Illinois Building Commission. Amends the Capital Development Board Act. Transfers the Illinois Building Commission’s function of identifying local building codes to the Capital Development Board. Amends the Energy Efficient Building Act, the Counties Code, the Illinois Municipal Code, and the Hospital Licensing Act to make conforming changes. Passed in both the House and Senate.

HB 4670 (A. Thapedi) Amends the Contractor Prompt Payment Act. Prohibits retainage of more than 5%. Provides that the Act is subject to the rights and obligations of the parties under the Mechanics Lien Act. Re-referred to House Rules.

HB 5629 (B. Phelps) Provides that with respect to employers correctly classified within the construction industry, the amount charged to the insured for workers’ compensation shall be based upon hours worked by employees, not the wages paid. House Rules.

HB 6162 (A. Skoog) Creates the Employee Sick Leave Act to provide that employees may use personal sick leave benefits provided by the employer for absences due to an illness, injury, or medical appointment of the employee’s child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, on the same terms upon which the employee is able to use sick leave for themselves. Passed in the House and the Senate.

SB 2450 (P. Althoff) Amends the Mechanics Lien Act by extending the time period to file a mechanics lien on a commercial project from 3 to 5 years. Contains a sunset provision. Passed in the Senate and the House.

SB 3097 (J. Collins) Same as HB 6162. Re-referred to Senate Assignments.

**Contact the Illinois PHCC
office with questions/
comments on any
legislation or regulatory
activity.**





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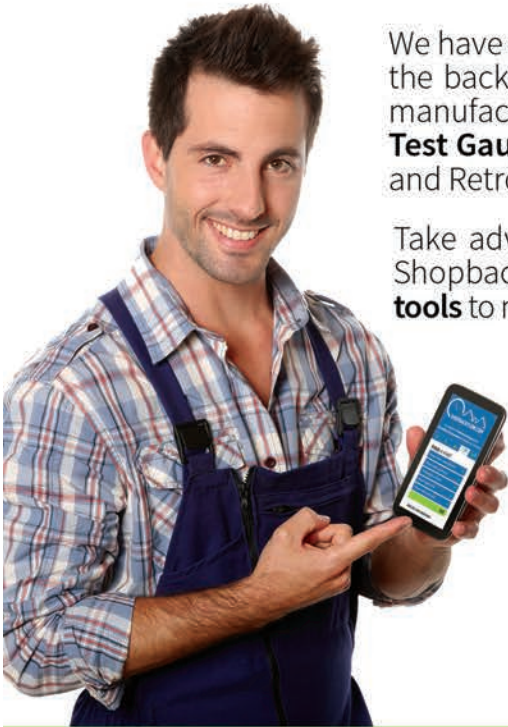
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