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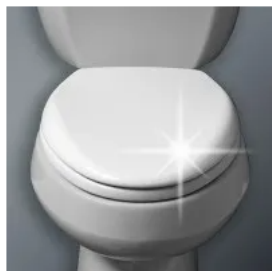


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The Illinois Master Plumber published monthly, is the official publication of the Illinois Plumbing-Heating-Cooling Contractors Association, only insofar as notices, bulletins, and reports are concerned.

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

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To: Illinois PHCC
821 South Grand Avenue West
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PRESIDENT'S THOUGHTS

by Mike Ehret
Illinois PHCC President

Since November is Thanksgiving month, I would personally like to thank our advertisers, exhibitors, and associate members. We all need each other to succeed and we as contractors and board members cannot do what we do without your continuing support.

I would also like to thank Bev and Shelly. They make this job very easy. They also are like machines in how they get everything done on time, are very professional and promote our industry very well. I get compliments from other contractors in other trades about how organized and well connected our contractors are in our industry. That is the result of Bev and Shelly.

Thanks for reading,

Mike



FALL MEMBERSHIP SPECIAL!

If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between now and December 31st of 2023, will have their dues paid through December 31, 2024. That gives you free bonus months of membership benefits for FREE for the rest of 2023, and locks in your 2024 dues at the 2023 rate. See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com.



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A MONTH OF THANKS

With November being the month we celebrate both Veterans Day and Thanksgiving, let us remember to thank all those that have served our country so faithfully. Without them we would not have the many freedoms that we enjoy.

The Illinois PHCC would like to also thank all of our members, local associations, exhibitors, advertisers, and sponsors for their continued support. We wouldn't be able to do what we do without you.





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CALENDAR OF EVENTS

JANUARY 13, 2024

IL PHCC Online CEU Class

FEBRUARY 28 - MARCH 1, 2024

CCA of PHCC Meeting
New Orleans, LA

JANUARY 22-24, 2024

AHR HVACR Expo
Chicago, Illinois

MARCH 22, 2024

IL PHCC Expo & Educational Day
4-Hour In-person CEU Class
Drury Lane Conference Center
Oakbrook Terrace, IL

FEBRUARY 16, 2024

IL PHCC Online CEU Class

MARCH 23, 2024

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



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2023/24 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for our remaining online and in-person classes for the 2024 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 for the latest information and to register for a class. Registration links will be live at least 6 weeks prior to the class date.


2023-2024 Continuing Education Dates

Friday, November 10, 2023
12:00 pm – 4:00 pm (Online)

Saturday, January 13, 2024
8:00 am – 12:00 pm (Online)

Friday, February 16, 2024
12:00 pm – 4:00 pm (Online)

Friday, March 22, 2024
9:00 am – 1:00 pm
**Drury Lane Conference Center, Oakbrook
Terrace, IL**

**Saturday, April 20, 2024 – 8:00 am – 12:00 pm
(Online)** 



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Mitigating the Risk of Social Inflation at Your Business

A devastating company vehicle crash can leave a lasting impact at your business in more ways than you may realize. Businesses may need to consider the negative repercussions stemming from “social inflation,” or, negative public sentiment and mistrust toward businesses among jury members, leading them to return larger financial judgments and penalties than in the past when businesses were the defendants.

They may also need to contend with “nuclear verdicts;” an award that is significantly higher than would be expected given the facts of the case. In litigation, jurors are sending a clear message that businesses can be held accountable for the actions of their employee drivers.

Take action now to prevent an avoidable and devastating crash by:

- **Strengthening and enforcing your driving policies.** A strong policy could:
 - Prohibit company drivers from using mobile devices and other [distractions](#) (e.g., eating, drinking, or using a GPS or navigation system) behind the wheel
 - Where appropriate, incorporate driver standards and screening for company drivers
 - Outline expectations for [safe vehicle usage](#)
 - Clarify consequences for failure to follow the company driving policy
 - Go beyond the minimum local, state, and federal laws applicable to your business
- **Using in-cab technology.** Having a way to monitor your drivers’ behaviors while they are on the road can be beneficial. Programs like [Federated DriveSAFESM Telematics](#) can offer valuable insight into the performance of your company drivers and fleet vehicles — including phone use, speed, hard braking, harsh cornering, and hard acceleration.
- **Training and retraining your employees.** Introduce company policies and best practices to employees upon hire and regularly review them with your staff.

For more information and helpful resources, [reach out to your local Federated® marketing representative](#).

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

OFF-DUTY CONDUCT

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 give his two weeks' notice today; he wants to work for the next two weeks and then voluntarily leave our company. However, this individual has not been a good employee and will add little value to our organization for the next two weeks. We would rather just tell him that his resignation is effective immediately and not have to pay him for another two weeks. Are we allowed to accelerate his notice period and make his resignation effective immediately?

ANSWER

If an employment relationship is at will, an employer is within their rights to accelerate a resigning employee's notice period and have the employee leave sooner. This may, in some cases, be advisable if the employer is concerned about retaining a potentially difficult employee who will add little value or may try to sabotage the employer.

An employer generally is not required to pay an employee through a notice period.

That said, if an employer does not pay an employee through their notice period, the employer has effectively converted what was once a voluntary resignation into an involuntary discharge on the date the employer advises the employee to leave. In so doing, the employer may be exposed to a subsequent unemployment compensation claim and an award of benefits, given that employees who are involuntarily terminated from employment are often more likely to be awarded unemployment compensation benefits than those who resign from employment voluntarily. Thus, an employer should consider paying a resigning employee through the notice period and ending the employment relationship on the date of resignation the employee offered. Even if the employer tells the employee not to report to work for the length of the notice period, the employer has not changed the nature of the separation, which arguably remains a voluntary quit.

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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Illinois Association of Plumbing-Heating-Cooling Contractors Application for Membership

Please print or type

Business Name _____

Contact Name _____

Address _____

City _____ County _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Illinois Plumbing Contractor's Registration Number _____
(For those involved in Plumbing Contracting)

Union Shop Open Shop

Type of Business Activities (CHECK ALL THAT APPLY)

- | | |
|---|--|
| <input type="checkbox"/> Plumbing | <input type="checkbox"/> Backflow Inspection...EPA Backflow |
| <input type="checkbox"/> HVAC | Cert. # _____ |
| <input type="checkbox"/> Hydronics | <input type="checkbox"/> Refrigeration |
| <input type="checkbox"/> Process Piping | <input type="checkbox"/> Commercial |
| <input type="checkbox"/> Fire Sprinkler Systems | <input type="checkbox"/> Industrial |
| <input type="checkbox"/> Underground Utilities | <input type="checkbox"/> Residential |
| | <input type="checkbox"/> Service/Repair..... <input type="checkbox"/> 24 hr. service |

Signed _____ Date _____

The State Investment is \$245.00. The National Membership Investment is \$543.00. State and National are presented as a package for \$788.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

QUESTIONS....1.800.795.7422



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FIFTY-SEVEN STUDENTS AWARDED \$139,000 IN SCHOLARSHIPS THROUGH THE PHCC EDUCATIONAL FOUNDATION

The Plumbing-Heating-Cooling Contractors—National Association (PHCC) Educational Foundation is proud to announce the winners of our 2023 scholarships program. Fifty-seven students were selected to receive scholarship awards totaling \$139,000. Applicants must be plumbing or HVAC apprentices or trade school students, or college students pursuing studies directly related to the plumbing-heating-cooling industry.

The Foundation extends our congratulations to all our winners and our thanks to the contractor donors and corporate sponsors who make these awards possible. Sponsorships are provided by A.O. Smith, Bradford White Corporation, Delta Faucet Company, InSinkErator, RIDGID, Scorpion Home Services Marketing, State Water Heaters, Sterling (a Kohler brand), SupplyHouse.com, Viega, the Texas and Massachusetts PHCC Auxiliaries, the PHCC Past National Officers, Bill Jones, and Gerry Kennedy, with additional funding from the generous donations made by PHCC contractors.

The 2024 PHCC Educational Foundation scholarship program will open for applications in January, with all submission materials due by May 1st. Information on the scholarship program can be found at <https://phccfoundation.org/scholarships>.

2023 PHCC Educational Foundation Scholarship Winner from Illinois was **Ryan Welte of Roscoe, Ill.** is studying HVACR Installation, Service and Repair at Blackhawk Technical College and was awarded a \$3,000 scholarship sponsored by A.O. Smith.

About PHCC Educational Foundation

The PHCC Educational Foundation, a partnership of contractors, manufacturers, and wholesalers, was founded in 1987 to serve the plumbing-heating-cooling industry by preparing contractors and their employees to meet the challenges of a constantly changing marketplace.



EXHIBITORS – REGISTER NOW FOR THE 2024 IL PHCC EXPO

*Registration is now available online or by mail for the Illinois PHCC Expo & Educational Day annual trade show scheduled for **Friday, March 22, 2024**. The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.*

The March 22nd date will be a day for educational opportunities and attending the EXPO. A 4-hour continuing education program will be offered on Friday morning. This will be held in the theatre and will allow us to provide up to 800 people with their CEU credit. This class will also provide Certified Plumbing Inspectors with their State hours. Exhibitors and attendees are both invited to the after-EXPO party where there will be prizes and free food.

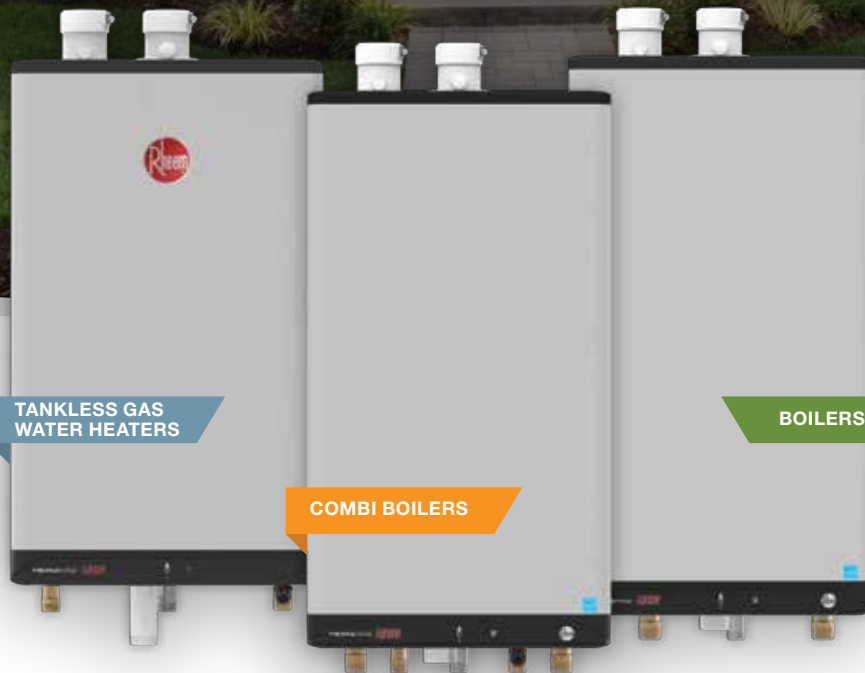
ASPE Chicago will again be co-locating their annual event with us. They will offer education for the design profession and also participate in the tradeshow. More information will be coming out from ASPE in the near future.

*We expect a big and enthusiastic crowd. Attendance was steady throughout the 2023 show and the quality of the attendees was superb. We work to upgrade our contact lists so that we include **every facet of the p-h-c industry**.*

*In this issue you will find the **contract for the 2024 EXPO**. Booths are selling quickly, so act now to reserve your space for the event of the year. **Both pages of the [hardcopy contract](#) MUST be signed and returned to the Illinois PHCC either by email or mail in order for the space to be held.** Please visit our website at www.ilphcc.com/expo to pay on-line by credit card or you can mail in a check with your contract. The discounts for four or more booths will calculate automatically after you make your selection on the form.*

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

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2024 Exposition Application & Contract
March 22, 2024

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, 2023. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2024.

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, 2024 a full refund will be made. No refunds after January 2, 2024. 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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City/State/Zip: _____

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Lawn Irrigation Contractor & Lawn Sprinkler Code)

_____ of code book(s) X \$60.95

Total amount enclosed \$ _____

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**Illinois PHCC
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Springfield, IL 62704**

Make checks payable to the Illinois PHCC.

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

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

(217) 522-7219

US DEPARTMENT OF LABOR IMPLEMENTS FINAL RULE TO MODERNIZE DAVIS-BACON ACT REGULATIONS

Most comprehensive update in 40 years for federally funded projects.

The U.S. Department of Labor announced the implementation of a final rule that modernizes Davis-Bacon Act and Davis-Bacon and Related Acts regulations to reflect the needs of construction workers on federally funded projects better.

Implementation of the “Updating the Davis-Bacon and Related Acts Regulation” follows the August 2023 publication of the final rule in the Federal Register, which is the most comprehensive update in decades.

The update greater clarifies and enhances the effectiveness of the DBRA regulations to meet the demands of the modern economy. They strengthen and streamline the process for setting and enforcing wage rates on federally funded construction projects to make sure federal infrastructure investments are also investments in U.S. workers.

“Modernizing the Davis-Bacon and Related Acts is key to making sure that the jobs being created under the Biden-Harris administration’s Investing in America agenda are good jobs and that workers get the fair wages and benefits they deserve on federally funded constructions projects across the nation,” said Acting Secretary of Labor Julie Su. “This updated rule will create pathways to the middle class for more families and help level the playing field for high-road employers because companies who exploit their workers, or who don’t pay workers fairly, should never have a competitive advantage.”

The final rule’s regulatory changes improve the department’s ability to administer and enforce DBRA labor standards more effectively and efficiently. These changes include the following:

- Creating new efficiencies in the prevailing wage update system and making sure prevailing wage rates keep up with actual wages, which, over time, would mean higher wages for workers.

- Returning to the “prevailing wage” definition used from 1935 to 1983 to make sure prevailing wages reflect actual wages paid to workers in the local community.
- Periodically updating prevailing wage rates to address out-of-date wage determinations.
- Providing broader authority to adopt state or local wage determinations when certain criteria are met.
- Issuing supplemental rates for key job classifications when no survey data exists.
- Updating the regulatory language to better reflect modern construction practices.
- Strengthening worker protections and enforcement, including debarment and anti-retaliation provisions.

The DBRA requirements apply to an estimated tens of billions of dollars in federal and federally assisted construction spending each year and provide minimum wage rates for hundreds of thousands of U.S. construction workers. The department expects a significant increase in the number of industry workers due to the historic investments in federally funded construction projects made possible by legislation such as the Infrastructure Investment and Jobs Act.

“In light of recent investments in our nation’s infrastructure, modernized regulations are more important than ever to ensure fair wages and benefits for the workers who build and repair our roads, bridges, federal buildings and energy infrastructure,” said Principal Deputy Wage and Hour Division Administrator Jessica Looman. “They will help set wage rates for workers on these federally funded construction projects that better reflect the realities of today’s labor market.”

New federal investments will support projects related to clean energy, power and water infrastructure improvements, legacy pollution remediation, and renovation to the nation’s broadband and transportation infrastructures.

The DBRA’s purpose is to ensure employers on federally funded or assisted construction projects pay locally prevailing wages to construction workers and to prevent the unintended consequence of depressing workers’ wages during the government’s construction contracting activity.

Go to www.dol.gov to learn more about the final rule.

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- March 27th

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