



# at work

## SUMMER 2023

### MAY MEMBERSHIP MEETING

#### Mental Health Awareness and Succession Planning

The well-attended and information-packed PCA meeting at Maggiano's in Oak Brook on May 10, 2023 in a two-part format focused first on mental health and suicide awareness facts and advice during a one-hour seminar led by Screen Safe and ERS co-founder Bill Heffernan. The PCA has elected to address the serious issue of alarmingly higher rates of death by suicide in the skilled trades and construction industry. Rounding out Heffernan's insightful presentation was an explanation by ERS Account Manager Kathleen Horton on the variety of practical resources available for life balance and overall mental health on the ERS website ([www.ers-eap.org](http://www.ers-eap.org)). Following the dinner, the 90-minute program with panelists Paul Lally and Dave Friedman (WIPFLI) and Jason Loebach (Chitkowski Law Office) thoroughly explored the key topic of "succession planning" specifically and appropriately as it relates to the signatory construction and service contracting industry.

The panelists offered practical guidance from professional accounting, business, legal and financial standpoints while fielding questions and comments from audience members throughout the session. Adding credible and useful perspectives to the discussion were representatives from Federated Insurance (Kenny Keil and Brandon Olson), and the program was further accented by actual but unnamed member experiences from numerous Association members delivered by moderator S.J. Peters (PCA's Executive Director), and real-life examples of triumphs, failures and mediocre results in company or organization succession planning scenarios. The panelists encouraged attendees to contact them for additional information and for consulting in the future, while unanimously emphasizing the fact that the earlier they start taking action toward succession planning, the greater the return and less expensive the (necessary) process will be.

Contact information is as follows: WIPFLI – Paul Lally (484.445.0564 and [plally@wipfli.com](mailto:plally@wipfli.com)) and Dave Friedman, CPA, CFE, CFF, CICA (847.348.6514 Office / 847.404.2826 Mobile and [dfriedman@wipfli.com](mailto:dfriedman@wipfli.com)); Chitkowski Law Offices – Jason Loebach (630.824.4808) [jml@chitkowskilaw.com](mailto:jml@chitkowskilaw.com)); For Federated Insurance, PCA contractors can reach Nick Nasti | District Marketing Manager at 630.333.3999 or [njnasti@fedins.com](mailto:njnasti@fedins.com), or: Client Contact Center: 1.888.333. 4949

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Pictured left to right: Speakers Dave Friedman & Paul Lally (WIPFLI) and Jason M. Loebach (Chitkowski Law Offices) with PCA President Brian Kennedy (Gehrett Plumbing).



The panelists presenting the "Succession Planning" program at the PCA's May 10 Membership Meeting, moderated by S.J. Peters of the PCA (left).



Bill Heffernan (LCPC, CEAP), co-founder of ERS and Screen Safe, led the pre-meeting 1-hour session on mental health and suicide awareness impacting the construction industry.

# MAY MEMBERSHIP MEETING

*Continued from previous page*

The PCA gratefully acknowledged the panelists for sharing their expertise and advice, and all will be invited to present at a tentatively planned fall 2023 half-day seminar in the Chicagoland area being coordinated by jointly by a number of Mechanical-Electrical-Plumbing signatory contractors'/employers' associations – including the PCA, which is co-planning the event.

The *Workflow* notice from the prior week requesting volunteers from our constituents resulted in the PCA announcing that the following contractor members are stepping up to serve on the Nominating Committee this fall for the combined PCA & Plumbing Council Boards for the 2024-25 term: Todd Leonard of TR Leonard Plumbing; Tom Mahoney of Little Tommy's Plumbing; John Pasquesi of Pasquesi Plumbing; Patrick Sullivan of Taylor Plumbing; and Jack Wagner of JL Wagner Plumbing & Heating.



Luke Castrogiovanni (TPC, left) with Kenny Keil (Federated Insurance)



PCA members listen to the presenters at the May 10 meeting.

## 2023 PCA PLANNER

Sept. 11 – 13	NCCMP Conference, Chicago, IL	Full Days & Evenings
Sept. 11	CISCO Golf Outing	
Sept. 21	<b>PCA Board Meeting</b>	<b>11:30 a.m. – 2:30 p.m.</b>
Sept. or Oct	<b>PCA 4-hour CE class at ILLCO – Aurora , IL</b>	
October 1 - 4	International Foundation Annual Conference, Boston, MA	Full Days & Evenings
October 25 - 27	NA PHCC CONNECT, Cleveland, OH	Full Days & Evenings
November 8	<b>PCA &amp; Plumbing Council Board &amp; Annual Meeting</b> <b>PCA Annual Membership Meeting</b> Location: TBA	<b>3:00 p.m. – 5:30 p.m.</b> <b>6:00 p.m. – 9:00 p.m.</b>
Fall 2023 (TBA)	Succession Planning Seminar for Contractors	7:30 a.m. – 1:00 p.m.
Jan. 26, 2024	<b>PCA Winter Social &amp; Board Installation</b> Location: Gibson's, Oak Brook	6:00 p.m. – 9:00 p.m.

Visit the PCA's industry-wide calendar [www.piccal.org](http://www.piccal.org) and [www.pcaofchicago.com](http://www.pcaofchicago.com) for more information.



## PRESIDENT'S MESSAGE



### The PCA: Always At Work for Our Members

By Brian Kennedy, President – PCA of Greater Chicago

An early memory I have of my introduction to the *PCA of Greater Chicago* is a meeting that explained our Drug Free Alliance. The overview of the drug program – along with questions and comments – gave a thorough understanding of what those of us gathered in that room needed to know based on our mutual experience. It was a unified audience. The topic was (and is) important, and yet that shared “common ground” with my peers applies to a wide range of topics unique to being a signatory PCA plumbing contractor in Chicagoland. We speak in one voice in CBA negotiations, rely equally on our appointed management trustees to the Benefit Funds, and elect our own Association leadership board. As PCA employers we operate under the same union agreements with Local 130, draw a vast majority of our skilled workforce from the union hall and the JAC, attend Association meetings to network and gain information to improve our businesses, attend seminars and CE classes geared to our needs and interests, and much more.

A look back at the past several membership events demonstrates how and why the PCA both innovates and keeps pace with our contractor constituents. Our May 10, 2023 meeting covered the crucial and concerning phenomenon of suicide in the construction industry and offered practical and insightful advice to aid in preventing more tragedies. Too many of us regrettably know of someone we lost this way, and I assure you we won't stop addressing this crisis. We also took a deep look into succession planning as our main program and hopefully demystified and provided helpful and useful strategies for contractors in various stages of their companies' “lifespans” and future.

Our prior March 2023 meeting delved into the new 401k option for Local 130 members and furnished a clear explanation while answering all questions before the ratification vote. In November of 2022, we welcomed as our keynote speaker UA General President Mark McManus (and included Local 130 officials) to affirm the PCA's strong connection with our labor counterparts. Last October, legislative initiatives (including the IMSCA-driven Retainage bills aimed at modifying in our favor how private and public construction projects have historically restrained contractors by needlessly tying up funds) were our focus at the PCA lunch meeting. That gathering – which featured bill-sponsor State Senator Linda Holmes – came “full circle” later, this April, when a PCA delegation at IMSCA's annual Lobby Day further educated state lawmakers on the Retainage bill and other key matters. And last summer the PCA revamped, restarted and re-energized our “Plumbing Hall of Fame” with tremendous results, fulfilling our aim of bringing together our local industry in a spectacular event.

For the remainder of my term as your PCA President, I will always continue to do my best to listen and lead on your behalf. Our Association is committed to taking action to benefit all who belong, and member involvement in the many facets of our industry is encouraged. My goal from day one for all of us to be “all in” is unchanged. Neither is my belief that *none of us is as strong as all of us*.



## IMSCA RAFFLE & FALL MEETING

### IMSCA Raffle & Fall Meeting

The annual PAC fund-raising raffle conducted by IMSCA (with prize donations from member organizations including the PCA) is now underway! Raffle tickets are \$50 each. The drawing will be held at the IMSCA meeting on 9/15/23 in Springfield; winners need not be present. IMSCA-PAC prizes include Bears & Blackhawks tickets; a \$1,500 travel package; and a variety (6) of \$500 gift cards. The flyer is included in the packet with the current PCA “At Work” newsletter. Visit <https://imsca.org/>. IMSCA is a consortium of 30 signatory construction employer/contractors organizations that monitors and lobbies for legislation favorable to the union construction industry.

## JAC & UNION STAFFING CHANGES

### Tony Rottman Appointed JAC Training Director; Jim Majerowicz is Local 130's New Director of Codes & Standards

Local 130 recently announced that JAC Training Director Jim Majerowicz joined the union staff as its new Director of Codes & Standards, and will be succeeded on the JAC by incoming Training Director Tony Rottman (who most recently served as Field Representative for the Pension & Welfare Fund). Both appointments became effective April 3, 2023. The PCA congratulates and offers its best wishes to both. Chris Anish has been hired as the new Fund Field Representative.

## FEBRUARY 3 CE CLASS AT ONE WAY SAFETY

A PCA Continuing Education Class for professional plumbers/contractors to fulfill the annual 4-hour CE requirement to maintain their plumbing license was held at *One Way Safety* in LaGrange, IL on February 3, 2023. Presented by the *Construction Safety Council* (CSC) and led by instructor John Dimios, the state-approved class on “Infectious Diseases in Construction” focusing on plumber health risks was provided through an OSHA grant. CSC President Bob Lahey and One Way Safety founder and President Meg Shanley were on hand to welcome all attendees. The PCA gratefully acknowledges both *Construction Safety Council* and *One Way Safety* for partnering with the Plumbing Contractors Association to present this class.

*One Way Safety* is a PCA Associate Member and also our official vendor for workplace safety products, resources and services for our contractor members – all specifically geared to the plumbing industry. Visit <https://www.pcasafetystores.com/>

The *Construction Safety Council* was founded in 1989 as a not-for-profit organization dedicated solely to the advancement of safety and health interests in the field of construction throughout the world. For information, visit <https://buildsafe.org>.



*Pictured from left to right: PCA Treasurer John Baethke (Baethke Plumbing); Meg Shanley (One Way Safety); Neil Kilcoyne (K Mechanical); PCA President Brian Kennedy, Gehrett Plumbing); Brian Burns (CW Burns); Bob Normoyle (Ridge Plumbing); CSC President & CEO Bob Lahey; Jordan Serbus (One Way Safety); John Dimios (CSC); Christer Borsch (Kara Plumbing); and Jim Beutjer (James Harold Beutjer Plumbing). Not pictured (but in attendance): Mark Juliano (Concept Plumbing) and PCA Executive Director S.J. Peters.*

### PCA HEALTH & SAFETY MANUAL

A member resource available only to PCA-affiliated contractors is our “Health & Safety Manual,” which can be downloaded and quickly customized for your company from the Association’s website: [www.pcaofchicago.com](http://www.pcaofchicago.com). Now in the process of being updated by PCA safety advisor Roger Paveza of Vista Safety Consulting (<https://vistasafetyconsulting.com/>), the revised version will be available soon for our contractors’ use.

### LEAD SERVICE LINES

#### **Lead Service Line Funding: Joliet**

The EPA issued a press release in May 2023 regarding funding to the City of Joliet to replace lead service lines. Use this link to learn more: <https://www.illinois.gov/news/press-release.26419.html>

### TOOLBOX TALKS

#### **PCA Toolbox Safety Talks**

The PCA website contains our “Tool Box Talks” developed and provided by Vista Safety Consulting exclusively for PCA-affiliated contractors who register to use our association’s website: [www.pcaofchicago.com](http://www.pcaofchicago.com). The library of “Tool Box Talks” can also be accessed via the following link: <https://drive.google.com/drive/folders/1TMHurkfLSOuQ1YnMsrnjf4JBA-EXZIVF?usp=sharing>.

### CEI CLASS CONNECTION



#### **MCA - Construction Education Institute (CEI):**

The PCA has a longstanding relationship with the Mechanical Contractors Association of Chicago to make CEI courses and seminars available to our contractors at no cost to you. Registration fees for CEI classes taken by PCA contractors are paid on your behalf by the PCA’s Industry Fund. Please select the PCA contractor option during registration. Courses are posted on the CEI website: [www.mca.org/education](http://www.mca.org/education).

## PIGA GOLF OUTING



Get 'On Course' with Your Friends & Peers...  
**Plumbing Industries 57th Annual Golf Outing (PIGA)**

Thursday, August 3, 2023 – Shotgun Start at 9:00 a.m.  
(Cocktails & dinner after golf)  
Harborside International, Chicago  
1001 S. Doty Avenue East, Chicago IL 60623

This year's chairman: Brian Mazzocchi  
(President – Repco Associates)

Visit <https://pigaofchicagoland.com> to register.

The PCA is among the organizations serving our plumbing trade with committee representation for this annual all-industry charitable event. PIGA supports Salute Inc., which provides everyday essentials at the most critical time(s) to veterans who apply.

Tickets are limited, so please don't delay!

## PICCAL

PCA Resource  
**Plumbing Industry Calendar**  
[www.piccal.org](http://www.piccal.org)



The PCA online calendar is known as the "piccal." It follows the premise that *Planning is Crucial* but also stands for: "Plumbing Industry Calendar." The Association launched it as a practical and convenient tool for PCA members, and we invite you to use the calendar to keep track of industry meetings and events.

## SEXUAL HARASSMENT TRAINING

The *PCA of Greater Chicago* reminds our members that employers must provide all employees with Illinois compliant sexual harassment prevention training annually. Training must be completed by **December 31, 2023**. Through your PCA membership, you can access Employee Resource Systems' (ERS) online training, which concludes with the issuance of a certificate.

Visit the ERS website at: [www.mylifeexpert.com](http://www.mylifeexpert.com) for the no-cost training. Use the code: **pcaeap** to create or log into your profile.

## WELCOME NEW PCA CONTRACTORS

### Welcome to New PCA Contractor Members!

The PCA is proud to announce that six signatory plumbing companies in greater Chicago have recently affiliated with our Association as new signatory employers and members since late 2022. The PCA congratulates and warmly welcomes:

- ◇ Andersen Plumbing (Matt Maniurka, Jeff Liesendahl, Joe Waldren & Doug Saam) in Spring Grove
- ◇ CHI-Town Plumbers (Uriel Pinedo) in Chicago
- ◇ Good Will Plumbing (Dan Steude & William Kane) in Des Plaines
- ◇ Niccon Industrial Plumbing (Joseph Nickle) in Arlington Heights
- ◇ American Weathermakers (Stephen Adamitis) in Northbrook, IL
- ◇ Ryan's Plumbing 1, LLC (Ryan Brown) in Riverdale, IL

We look forward to serving these new PCA Members throughout their many successful years!

## LOCAL 130 SUMMER PERMIT PROGRAM

### Summer Permit Program Returns for 2023

Plumbers Local 130 has announced that effective June 1 through September 15, 2023, signatory contractors may employ young men and women (who have completed the 10th grade) in non-jurisdictional work under the following requirements:

- ⇒ An application must be completed at one of the Local 130 offices (Chicago, Joliet, Warrenville & Volo)
- ⇒ Compensation will be no less than the per hour rate of an Mc classification (\$14.75)
- ⇒ Work on any job that requires certified payroll (e.g., Illinois Prevailing Wage or Davis Bacon projects) is not allowed.
- ⇒ Applicants to be hired must possess a valid driver's license or state ID.
- ⇒ Must submit a letter of intent to hire from a Local 130 signatory contractor.

*Questions should be directed to your designated Local 130 Business Agent.*



# IMSCA LOBBY DAY

## Whatever It Takes: IMSCA Lobby Day 2023 Made an Impact!

*From IMSCA "SubStance" Magazine*

The work, mission and impact of IMSCA were fully on display at our 2023 Lobby Day in Springfield on April 26. Not a moment was wasted as virtually every member segment of the Illinois signatory construction industry converged on our State Capitol for a packed day of discussion, information and advocating for legislative goals beneficial to our IMSCA affiliates. Making the event more substantial was that ICIC concurrently met and lobbied (by design, on purpose) on pertinent topics, followed later by our jointly hosted legislative reception.

With an abundant and strategically planned schedule, the business portion of the IMSCA meeting was admittedly (and deliberately) brief and to the point. Executive Director Jessica Newbold Hoselton's thorough explanations of all significant House and Senate Bills provided precisely the proper preparation our "delegations" of IMSCA lobbyists needed and utilized for their visits with the state legislators.



The tone for our tasks at hand was ably set during the luncheon by our guest speaker, Patrick Pfingsten with his aptly titled presentation: "Breaking Through the Noise of Illinois Politics." The founder of *Pf Communications* and publisher of the frank and colorful daily political report known as *Illinoize* provided a wide and interesting array of perspectives and analyses of the comings and goings (and the goings-on) across Illinois and in our large metropolitan areas (mainly Chicago!). Pfingsten fielded audience questions and comments throughout, resulting in a compelling and perceptive exploration of our state's unique blend of politics and people who make it happen.

SB 133 with the goal of modifying Retainage on public construction projects was our focal point. Thanks to materials developed by Jessica, providing an explanation and especially citing the example of IMSCA's success getting the Private Retainage legislation passed a few years back made for solid reasoning why it makes sense and how freeing up funding can facilitate *more* work.

**Update:** On May 19, 2023, a procurement omnibus bill, HB 2878 Senate Amendment 2, was introduced. Most important to IMSCA is the inclusion of the proposed retainage reduction language that is IMSCA's top legislative priority this session. It provides that retainage may be withheld at a rate of 10% for the first half of a public construction project but reduced to 5% upon 50% completion. This provision will apply to every county, township, municipality, municipal corporation, school district, school board, forest preserve district, park district, fire protection district, sanitary district and all other local governmental units. Passed in both chambers, it is expected to be signed into law soon by Governor Pritzker.

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## IMSCA LOBBY DAY (CONTINUED)

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An early highlight was our meeting with Senator David Kohler (D-Peoria), whose constituent was in PCA's delegation – new IMSCA officer Tammy Rich Stimson (GA Rich & Sons). Kohler's conversation with us prompted him to offer becoming a co-sponsor, and he kept his word the next day. He even took a photo with our group (including Kelly Castrogiovanni of Terry Plumbing) for his social media channels. As was the case for many of us, we made efforts to meet with both House and Senate representatives. If unavailable, we spoke with staff members and left materials and business cards for further follow-up. Reports from fellow IMSCA lobbyists were favorable. The afternoon was deemed by most as very worthwhile.

The closing reception co-hosted by IMSCA and ICIC welcomed dozens of legislators, as well as VIPs and key staff. As a bonus, Lt. Governor Juliana Stratton made a special appearance, and mingled with our members and posed for photos. Conversations about SB 133 and other legislative initiatives continued throughout the social event, and (a good sign) a number of honored guests and IMSCA members lingered for a period of time after the reception had officially ended. The association delegation that together visited with lawmakers on Lobby Day included PCA officers Kelly Castrogiovanni and Rick Kuhn (with S.J. Peters); SMACNA Executive VP Tony Adolfs; and Dan Allen and Jennifer Rice of CISCO.

In closing, our thanks to everyone who attended and supported IMSCA's 2023 Lobby Day through their participation, generous sponsorships, and willingness to promote our legislative goals with the elected officials and their support staff. Well done! We are looking forward to next year.



## BISHOP PLUMBING CE CLASS

### PCA April CE Class Focused on Trenching Safety

Our thanks to Eric White (pictured below on far right) and the entire team from *Vista Safety Consulting* for providing instruction for a state-approved CE class on trenching safety held on April 29, 2023, at Bishop Plumbing & Heating in Des Plaines. The class was open to all PCA contractors and their employees, and the location was provided courtesy of Bishop company owner (and IL PHCC President) Brian Wilk (pictured far left). Our longstanding partnership with *Vista Safety Consulting* has also produced the PCA's exclusive "Health & Safety Manual" (now being updated by firm President Roger Paveza). For information, visit <https://vistasafetyconsulting.com/>



*Brian Wilk (far left), Eric White (far right) and PCA CE Class attendees.*

## GATEWAY TO LEARNING

### Gateway to Learning's "Rock-Ability" Event

Serving both as event honorees and attendees for their valued support and their assistance to the "Gateway to Learning," John Baethke (President and the Owner of Baethke Plumbing, and PCA Board Treasurer) and S.J. Peters of the PCA of Greater Chicago accepted awards in recognition of involvement on April 19 at the event held at IBEW Local 134's headquarters. In addition to being an event sponsor for "Rock-Ability" (as was the PCA), Baethke Plumbing has provided pro-bono needed services to the organization on numerous occasions and was thanked and acknowledged during the program. CISCO is a strong advocate of "Gateway to Learning" and Executive Director Dan Allen serves on its Board. located in Chicago, *Gateway to Learning's mission is to provide lifelong learning for adults with intellectual challenges and developmental disabilities that promotes active inclusion at home, at work, and in the community.* For information, visit <https://www.gatewaytolearning.org/>.





# MARCH 8 MEMBERSHIP MEETING

## PCA March 8 Membership Meeting Recap

Nearly 60 PCA members, associate members and invited guests enjoyed a productive and enjoyable evening of information, networking, socializing and great food at our March 8 dinner meeting held at Perry's Steak House in Schaumburg, IL. The program content was an explanation led by Pension (management) Co-Chair Michael Kerrigan and PCA-appointed Fund Counsel Wes Covert on the voluntary 401k proposal (effective 1/1/24) for those covered by the Local 130 DC Pension to add their own contribution to further enhance their retirement savings if they choose. The proposal was ratified by our contractor members by a substantial margin through the secret ballot vote.

A summary of the 401k includes the following provisions: as of January 2024, participation will be voluntary for employees (Local 130 members) who will be able to opt-in through a form collected by the Union and provided to the Contractor along with the referral slip. Deductions will be weekly in \$0.50 per hour increments (based on regular pay and OT). Changes to the withholding amounts can be made only once per year by July 1, effective for the payroll period occurring on or after July 1. Employees may terminate their deduction at any time but can only resume them on the next following July 1. 401k deductions will be sent with other contributions and deductions (Pension, Welfare, Union dues, Industry Fund, JAC, etc.). Due dates remain the same as in the current CBA. For example, January contributions are due February 1, with a grace period of no liquidated damages or interest until February 15. The contribution report form will be modified to collect the additional data.



## HOLIDAY DOUBLE-TIME

### Double Time is Required for Official Holidays and Sundays

This year, Independence Day (the Fourth of July) falls on a weekday. The official observed date of this national holiday in 2023: Tuesday, July 4. Therefore, according to the Plumbers' Local 130 & PCA Collective Bargaining Agreement, Local 130 members if they are scheduled to work on 7/4/2023 (*as with all CBA recognized holidays*) must be paid at double (2x) the standard hourly rate. Also, please note that the PCA-Local 130 CBA requires double time to be paid only in relation to these following holidays (whether on the actual date or the officially "observed" date): New Year's Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day.

## UPDATE YOUR RECORDS

### Update Your Records with the PCA

Contractors: please notify us of recent changes with key staff, new addresses (your shop, your email, or any contact information) to update our records. The PCA website is now being re-developed, and accuracy is our priority. Remember: by completing your registration at [www.pcaofchicago.com](http://www.pcaofchicago.com), you have access to a wide range of PCA resources including the exclusive Municipal Code Book; Health & Safety Manual; and a variety of extra discounts and services designed to help your business. To provide your current information or report any pertinent changes, please reach out to Executive Director, SJ Peters, by phone at 312-563-9526 or by email to [sj@pcaofchicago.com](mailto:sj@pcaofchicago.com).



## MARCH 8 MEMBERSHIP MEETING (CONTINUED)



## PROTECT OUR PLUMBING INDUSTRY

### Plumbing Contractor “Posers”

If you see a vehicle or advertisement that mentions plumbing but does not display the required plumbing license #, send us a photo from your phone or computer to [sj@pcaofchicago.com](mailto:sj@pcaofchicago.com). You may also submit the information by fax the information to 630-960-5487 or call the PCA office at 312-563-9526. The PCA will promptly and politely notify the “offender” and IDPH officials (and we will not reveal who reported it). Whether it’s an oversight, an error or a “handyman” deceptively posing as a legitimate contractor authorized to perform work in our trade, plumbing for paying customers that is performed in the absence of a valid and current license and contractor registration is unlawful and it puts consumers at risk. Help us help you protect public health and prevent unqualified and illicit “posers” from illegally performing plumbing work.

# UAC COLLECTIVE BARGAINING SEMINARS

## UAC Collective Bargaining Seminar - 2023

### Focus on Preparation for Effective Union Contract Negotiations

*January 30 seminar took place in Bloomington, IL; “Encore” presented April 5 in Oak Brook, IL*

An engaged audience of both seasoned and novice association bargaining team members concentrated on education and preparation for union contract negotiations at the UAC’s Constructive Collective Bargaining Seminar in Bloomington, Illinois, on January 30 and again as an “encore” on April 5 in Oak Brook, IL. Planned and presented by the Union Affiliated Contractors (UAC), a PHCC Business Interest Group, the full-day event on both dates drew in more than 50 attendees comprised of signatory PHCC-affiliated contractors and association officials from eight states.

The event was an example of collaboration at its best – with PHCC’s UAC, PHCC of Illinois, and the PCA of Greater Chicago (plus generous sponsors Milwaukee Tool, Bradford White and Screen Safe) working together to offer the first UAC in-person meeting in about three years.

#### **Better Outcomes for *Both* Sides**

PHCC—National President and UAC Vice Chair Dave Frame (of Bob Frame Plumbing Services - South Bend, IN) set the tone for a day devoted to substantial learning as he welcomed the registrants. “The PHCC aims to help members run better businesses through education, networking, and resources,” Frame emphasized. “Signatory contractors, like you and me, occupy a distinct and crucial role in our trade. We set the benchmark for all contractors for the most skilled and capable technicians. PHCC contractors are up to *all* challenges. The fact that we’re all here proves that we persevere.”

In his opening remarks, UAC Chair Brian Rich (of G. A. Rich & Sons in Deer Creek, IL) cited the value of building and maintaining mutually respectful and productive relationships with our union colleagues. “As contractors, we prefer competent competition to keep up our industry standards. The same is true with us and our union counterparts. When both sides come to bargaining prepared and organized, the process improves. It’s one reason that the UAC has made contractor education a cornerstone of what we do for you. Bargaining is one of many topics we plan to cover, yet it may be the most significant. Insights, instruction, best practices, and advice on CBA negotiations will be an ongoing UAC effort.”

#### **Building Blocks of Information and Preparation for Bargaining**

The seminar offered four distinct sessions focused on specific areas of collective bargaining. Appropriately, the first presentation, “Basics of Bargaining”, by attorney Richard Samson of Ogletree-Deakins in Chicago served both as a refresher for attendees who had been previously involved in union contract negotiations as well as a primary tutorial for beginners. Included were definitions of terms, overviews of standard practices, and common sequences of events.

The second seminar session – led by attorney John Nesse of Management Guidance LLP in St. Paul, MN – explored how a chapter’s negotiating team can properly lay the groundwork for negotiations. “Doing Your Homework: Planning and Preparation by the Association for Bargaining” explored research techniques covering items such as industry hours, benefit funding levels, results from other trades’ settlements, economic information, the political climate, and other relevant data. Pertinent advice on a variety of “do’s and don’ts” and general behavior advice throughout negotiations also was offered.

The third session – conducted by attorney Christina Wernick of Laner-Muchin in Chicago – examined bargaining from the labor side’s point of view. During “Understanding the Union’s Goals and Priorities in Contract Negotiations,” attendees gained insights into the priorities that come into play as our counterparts





## UAC COLLECTIVE BARGAINING SEMINARS (CONTINUED)

seek a satisfactory settlement, and the tactics and resources unions apply toward that aim. Since Wernick spent a number of years as legal counsel to a large construction union and its benefit funds prior to joining this management-focused firm, she was able to offer unique and practical perspectives from both sides of the bargaining table.

Samson returned to present the next session, which provided a more advanced look at union contract negotiations. As the name suggests, “Beyond Bargaining: A ‘Nuts & Bolts’ Overview of Negotiations in a Multi-Employer Setting” covered a range of more complex areas of contract talks. Among the topics covered in depth were contract types; bargaining rights delegations; deadlocks, strikes and lockouts; minute taking; bargaining team formation and spokesperson selection; interim agreements; tentative agreements on specific proposals; ratification procedures; and other higher-level considerations.

### Rounding Out an Information-Packed Day

To close the seminar, S.J Peters (PCA Executive Director and UAC Advisory Board member) moderated a panel discussion and Q&A forum featuring all three of the day’s presenters: Nesse, Samson, and Wernick. Audience questions were addressed “live” and via index cards for anonymity. In addition, the presenters furnished in advance a comprehensive list of questions “we wish contractors would ask but rarely do.” The nearly 90-minute discussion covered a mix of pertinent subjects from bargaining, to trust funds, to grievances, to jurisdictional issues, to reciprocity when working outside of the union’s territory, to CBA duration considerations, and more.

*The UAC and PHCC thank and acknowledge the sponsors: Milwaukee Tool, Bradford White and Screen Safe for their generous and consistent support. Also deserving of recognition is the PHCC—National staff, particularly Senior Director of Member Services and Customer Care Kim Dresser. The planning committee also relied on and appreciated the leadership and direction from PHCC—National President Dave Frame; UAC Chair Brian Rich; and the “trifecta” of Illinois PHCC State Chapter Executive Director Bev Potts and the Bloomington/Normal Chapter for arranging and overseeing the meeting site; Illinois State Chapter Associate Director Shelly Lott for coordinating all the graphic design for print and electronic communication; and S.J. Peters of the PCA of Greater Chicago for taking charge of program content and serving both as the day’s emcee and photographer. The UAC also recognizes SMACNA Greater Chicago for arranging the event/class space for the April encore. Finally, our gratitude to the seminar speakers for their relevant and outstanding presentations: attorneys John Nesse, Richard Samson, and Christina Wernick. For more information on the UAC, visit [phccweb.org/uac](http://phccweb.org/uac).*





# IL PHCC EXPO

## IL PHCC Expo Welcomed Industry Pros!

As the result again of the outstanding efforts and organization of the IL PHCC staff (Executive Director Bev Potts and Associate Director Shelly Lott) as well as the state chapter Board members and volunteers who devoted their time and talents, the March 17, 2023 Expo at Drury Lane was another winner. From the sold-out and well-attended trade show, to the over 400 in-person CE class attendees, to the unique networking opportunities throughout the event, and the closing reception and dinner, this year's IL PHCC Expo (as is always the case) was yet again the best ever. The PCA hosted our "Break-Away" area and welcomed our member contractors and their co-workers, retirees, union officials, apprentices and invited guests. The state chapter Board and the Auxiliary held their respective meetings the next morning, and plans are already underway for next year's Expo, so mark your calendar for Friday, March 22, 2024.





## JUNE 8 IL PHCC INSTALLATION

### Illinois PHCC Installation Meeting



The 130th annual meeting and installation of Officers of the Illinois PHCC was held June 8 & 9, 2023 in East Peoria. The PCA salutes members in leadership roles for the state association. The PCA is the local chapter of the National and Illinois PHCC. Serving on the IL PHCC board are Treasurer John Baethke (Baethke Plumbing); Kevin Kuhn (RJ Kuhn Plumbing & Heating); Secretary Terry McCarthy (Terry Plumbing Co.); President Emeritus Brian Rich (GA Rich & Sons); and immediate past President Brian Wilk (Bishop Plumbing & Heating). Incoming President Mike Ehret (Ehret, Inc.) will lead the chapter for the new term, with assistance and guidance by Executive Director Bev Potts and Associate Director Shelly Lott.

## IL PHCC CE CLASSES OFFERED ONLINE

### 2023-2024 CEU SCHEDULE

Below is the current schedule of continuing education **online** classes for Illinois licensed plumbers. Please visit the [www.ilphcc.com](http://www.ilphcc.com) often for the latest information and to register for a class. **Registration links will be live at least 6 weeks prior to the class date.** All Illinois PHCC classes also provide State hours for Certified Plumbing Inspectors.

**Saturday, September 23, 2023**

8:00 am – 12:00 pm (Online) \$50.00

**Friday, October 6, 2023**

12:00 pm – 4:00 pm (Online) \$50.00

**Friday, November 10, 2023**

12:00 pm – 4:00 pm (Online) \$50.00

## NATIONAL PHCC CONNECT

### National PHCC Annual Convention

PHCC CONNECT  
October 25-27, 2023

The Westin Cleveland Downtown and  
Huntington Convention Center of  
Cleveland

[www.phccweb.org/connect](http://www.phccweb.org/connect)

## IL PHCC EXPO (CONTINUED)



## DRUG FREE ALLIANCE

### PCA & Local 130 Drug Free Alliance Information

The PCA/Local 130 CBA requires random/mandatory drug testing for all rank & file UA members and the nonbargained staff of PCA signatory employers who elected to “opt-in” to the program. Contractors who have not “opted-in” are not required to include their “non-bargained” employees (contractors, managers, administrative & sales staff, etc.) in the Drug Testing Participant Pool. All rank & file UA Local 130 members continue to test.

Please note: When eligible employees are notified to take the drug test, most locations now require a barcode. Employees can contact ScreenSafe to set one up or using their email address; employees may now register online to save time. Once registered, they will receive a “bar code through email or text that they will show at the collection site to minimize paperwork and speed up the process. (Also: all Union Wellness Centers are test collection sites for Local 130 members – see back cover.) If you have further questions or concerns, contact ScreenSafe, Inc. at 877-727-3369 or email [info@screensafeinc.com](mailto:info@screensafeinc.com). Register online at [www.escreengo.com](http://www.escreengo.com) with the scheduling code 752SSI. To download a copy of the Plumber’s Local 130 Drug-Free Policy booklet, visit the PCA website at [www.pcaofchicago.com](http://www.pcaofchicago.com).

## PCA MEMBER BENEFIT

### ***PCA Member Benefit: Help for PCA Contractors*** **ERS: Well-Being. Done Well.**



PCA-affiliated contractors can gain free access to in-person or virtual counseling services and online resources of Employee Resource Systems – ERS, the Employee/Member Assistance Program for PCA contractors, and Local 130 members. The PCA sponsors this service for contractors covered by the PCA’s union contract. The contractor’s employees and family members who do not belong to the union are welcome to utilize ERS’ many valuable services and programs. Your employees and Local 130 Plumbers enjoy numerous ERS benefits offerings, including online seminars, articles, and videos on family life, health, finances, career, living, and college life. In addition, the program provides resources for those seeking Child care, Older Adult Services, Resources for Veterans, and more. ERS is the service provider responsible for administering crucial evaluation, counseling, and follow-up to our “Drug-Free Alliance Program.” Visit the ERS website at [www.ers-eap.com](http://www.ers-eap.com) or call toll-free: 800.292.2780.

## IL PHCC NEWS



### **Cindy Sheridan Named PHCC CEO**

Cindy Sheridan was named the PHCC – National Association’s Chief Executive Officer (CEO) during the January 27 PHCC Board of Directors Meeting in Texas. A Certified Association Executive with more than 30 years of association management experience, she most recently was the PHCC Educational Foundation’s chief operating officer, where she oversaw the development of innovative programs to help develop a highly skilled and well-educated industry workforce.

Sheridan was hired as the PHCC membership director in 2000, was promoted to vice president of member services in 2009 and became the PHCC Educational Foundation chief operating officer in 2010. The PCA congratulates Sheridan and we look forward to working with Cindy in her new role.



## LOCAL 130'S NEW PARKING GARAGE WINS AWARD

### Local 130's New Parking Garage Wins CISCO "Project of the Year" Award



The annual meeting of the Construction Industry Service Corporation (CISCO) held in Schaumburg on February 10 with a capacity attendance of over 300 featured a number of honors. Deserving of special recognition is CISCO's 2022 "Project of the Year" (for new construction over \$20 million) which was awarded to the Plumbers Local 130 UA Parking Garage at its Chicago campus.

Accepting the honor on behalf of the union was Local 130 Financial Secretary Treasurer Ken Turnquist (*pictured below*). The PCA proudly congratulates Local 130 on this significant and well-deserved recognition, as well as the GC (W.E. O'Neil), the sub-contractors, architects and all professionals involved in the project. CISCO also presented its annual "Pride in Construction Awards," which went to: Educator of the Year – Latisa Kindred,

Local Union #134 JW, Simeon High School, Chicago; Labor Advocate of the Year - Pamyla Fountain Brown, Turner Construction; and Public Body of the Year – City of Countryside/Mayor Sean McDermott. Attending the event on behalf of the PCA was our Board First VP Kelly Castrogiovanni, Owner & President of Terry Plumbing Co. Re-elected to the CISCO Board as an Officer (Secretary) was PCA Executive Director S.J. Peters.

*(CISCO is a non-profit labor-management association founded in 1988 to bring union construction labor & management representatives together to work cooperatively to better the construction industry as a whole. CISCO represents 8,000+ union contractors and 140,000 workers in Cook, DuPage, Lake, Kane, Kendall & McHenry Counties. The PCA is an active and supportive CISCO member. Visit [www.cisco.org](http://www.cisco.org).*



## CONTRACTOR REFERRALS

### PCA Contractors: Get Referred by Your Association

The PCA office continually receives phone call inquiries (and visits to our website) from consumers and businesses in search of quality plumbing contractors. For decades, the PCA (*and Plumbing Council*) has directed thousands of customers to our members. We've never stopped being contacted for referrals. Today, the PCA enthusiastically offers all our affiliated contractors and the general public a recently revised dynamic and user-friendly website referral component at no cost to easily find your company for home repairs, job bids, and specialized plumbing services. Using detailed surveys sent out to our PCA contractors on an annual basis and combined with added interactive features and functionality, we have maintained and expanded the most powerful and comprehensive plumbing referral data bases of its kind.

Visit: [www.pcaofchicago.com](http://www.pcaofchicago.com). Contact the PCA office at 312-563-9526 or by email to [sj@pcaofchicago.com](mailto:sj@pcaofchicago.com) to update your listing or to request to be added for referrals to the database.

Help us help you!



# PCA & PLUMBING COUNCIL OFFICERS & DIRECTORS 2022-2023

Brian Kennedy, PCA President  
*Gehrett Plumbing – Chicago, IL*

Kelly Castrogiovanni, PCA First Vice President  
and Plumbing Council Director  
*Terry Plumbing Co. – Countryside, IL*

Rick Kuhn, PCA Second Vice President  
and Plumbing Council Vice Chair  
*R.J. Kuhn Plumbing, Heating & Cooling – Oswego, IL*

John Baethke, PCA Treasurer  
and Plumbing Council Director  
*Baethke Plumbing – Chicago, IL*

Matt Erickson, Plumbing Council Chair  
and PCA Director  
*C.J. Erickson Plumbing Co. – Alsip, IL*



Paul Aleck, PCA and Plumbing Council Director  
*Aleck Plumbing – Homewood, IL*

David Ariano, PCA and Plumbing Council Director  
*Ravinia Plumbing, Sewer, Heating & Electric – Lincolnshire, IL*

Troy DeFranco, PCA and Plumbing Council Director  
*DeFranco Plumbing – Palatine, IL*

Moe Giglio, PCA and Plumbing Council Director  
*Calumet City Plumbing – Calumet City, IL*

Michael Kerrigan, PCA and Plumbing Council Director  
*F.J. Kerrigan Plumbing Co. – Wilmette, IL*

Tom Mascari, PCA and Plumbing Council Director  
*Mendel Plumbing, Heating & A/C – St. Charles, IL*

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**PCA of Greater Chicago ♦ The Plumbing Council**  
603 Rogers Street, Suite 2, Downers Grove IL 60515  
Office: 312-563-9526 ♦ Fax: 630-960-5487 ♦ [www.pcaofchicago.com](http://www.pcaofchicago.com)

Executive Director: S.J. Peters  
[sj@pcaofchicago.com](mailto:sj@pcaofchicago.com)  
Cell: 630-280-9307

## Union Wellness Centers are also Screen Safe Drug Testing Collection Sites

The Union Wellness Centers (UWC) launched by the Plumbers' Local 130 Welfare Fund now featuring 7 locations (with more being developed in cooperation with other union trades in the PCA's jurisdiction) are a practical and convenient option for your Local member employees to go to for collections, and it is cost efficient for our "Drug Free Alliance" program because they do not charge a collection fee. For more information call Screen Safe at 815-676-2200 (fax: 815-676-2210), or visit: [www.screensafeinc.com](http://www.screensafeinc.com). A list of current UWC locations is below:

**Bellwood:** 2400 Madison Street,  
Suite 102A - 60104  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Channahon:** 25407 S Bell Rd,  
Suite A, IL - 60410  
Fax: 815-655-2730  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Crestwood:** 4736 Cal Sag Rd.,  
Suite A, IL - 60418  
Fax: 708-390-7001  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Crystal Lake:** 360 Station Dr.,  
Suite 260A & 260B, IL - 60014  
Fax: 779-201-4420  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Lemont:** 15900 W. 127th  
Street, IL - 60439  
Fax: 312.421.1017  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Merrillville** - 616 W 81st Ave-  
nue, Suite A, IN - 46410  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Rosemont:** 6300 N. River Rd., Suite  
100A & 100B, IL - 60018  
Fax: 847-787-7144  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

**Warrenville:** 28600 Bella Vista Pkwy.,  
Suite 2010A & 2010B, IL - 60555  
Fax: 630-634-0402  
Phone: 312.421.1016  
Mon. & Wed.: 8 a.m. - 5 p.m.  
Tues. & Thurs.: 9 a.m. - 7 p.m.  
Fri.: 8 a.m. - 4:30 p.m.

### MISSION STATEMENT:

To improve the viability  
of member firms by providing  
timely, educational, useful and practical  
information and services which enable them to  
better serve their customers and their employees. The  
PCA is dedicated to the promotion, advancement, education and  
training of the industry for the protection of our environment and the health,  
safety and comfort of society.