



W.S.M.P.A.



NEWSLETTER

Professionals Dedicated to Health and Sanitation

Washington Suburban Master Plumbers Association
26712 Howard Chapel Drive, Damascus, Maryland 20872
Phone: (301) 466-7747
Web: wsmpa.com E-mail: charlotte@wsmpa.com

April 2016
Vol. XXII No. 8

MEETING NOTICE

**WSMPA GENERAL MEMBERSHIP
WEDNESDAY, APRIL 20, 2016**

Washington Suburban Master Plumbers Association's monthly general membership meeting is scheduled for **Wednesday, April 20, 2016**. This meeting will be held at Knights of Columbus (College Park).

**KNIGHTS OF COLUMBUS
9450 CHERRY HILL ROAD
COLLEGE PARK, MD 20740**

6:30p Social Hour - **FREE** Appetizers & Beer
7:30p **FREE** Buffet Dinner
Sponsor Presentation/Meeting

This meeting is being sponsored by:



SPECIAL TRAINING EVENT

April 20, 2016 • 5:00pm-6:30pm

**Electric Water Heaters
"Testing & Diagnostics"**

(by *Bob Bartholomew of ROI Marketing*)



PRESIDENT'S MESSAGE

Happy Spring Everyone,

Yes, it's *Spring* even though it still feels like Winter! I'm sure it will get hot soon enough! So, enjoy no A/C while you can.

We have another great meeting scheduled this month! Dave Simmons with Parts Unlimited is our sponsor. We are also offering a **FREE** training class on testing and diagnostics of electric water heaters. Now I know most of you already know water heaters, but things are always changing and this class is focused on the electric side and you just might learn something new! I know I'm never too old to learn. Don't miss it! After the training, there will be **FREE** appetizers and beer during the social hour. First come, first serve, so plan to get there early.

Jack Walsh, 2016 President



EDUCATION

TEST REVIEWS HAVE BEEN SCHEDULED

18-HR JOURNEYMAN/MASTER TEST REVIEWS

Location

JAMES A. WHEAT & SONS, INC.
7832 Beechcraft Avenue • Gaithersburg, MD 20879

Plumber

Class 1: April 25, 26, 27, 28, May 9 & 10, 2016 6p-9p/night

Class 2: June 13, 14, 15, 20, 21 & 22, 2016 6p-9p/night

COST: \$400 Members / \$450 Non-members

Gasfitter

Class 1: May 23, 24, 25, 31, June 1 & 2, 2016 6p-9p/night

Class 2: June 28, 29, 30, July 5, 6 & 7, 2016 6p-9p/night

COST: \$400 Members / \$450 Non-members

Download Application(s) from WSMPPA's website
www.wsmppa.com under Education or call 301-466-7747.

BACKFLOW TESTER/MECHANIC CERTIFICATION

Location

ICCP – COLLEGE PARK TRAINING LAB
7501 Rhode Island Avenue • College Park, MD 20740

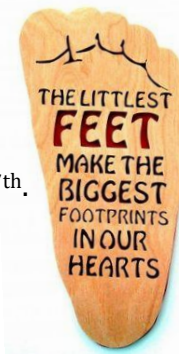
32-Hour Certification & 8-Hour Recertification

For more information, contact
Chip Matthews @ chip@crossconnectionpartners.com.

SUNSHINE & SYMPATHY

Congratulations . . .

To Dale & Margaret Hornbarger
who welcomed great-granddaughter
Evelyn Michele Ware on February 27th.



MARK YOUR CALENDAR



General Membership Meeting

April 20, 2016

May 18, 2015

2016 Summer/Fall "Eberly" Outing

September 10, 2016

70th Annual Dinner Dance

"The Plumbers' Ball"

February 4, 2017

The next Board of Directors Meeting is scheduled for
Monday, May 2, 2016 at Greene Turtle-Burtonsville.

2016 SUMMER/FALL "EBERLY" OUTING

CRAB FEAST & POTLUCK



Saturday, September 10, 2016

12:00pm

Cobb Island, MD

**Look for more information in
next month's newsletter.**

EARNED SICK & SAFE LEAVE

“MONTGOMERY COUNTY” Effective 10/01/2016

Montgomery County’s Earned Sick and Safe Leave Law (Bill No. 60-14) requires employers operating and doing business in Montgomery County, that employ one or more employees, to provide paid sick and safe leave to their employees who perform work in the County. The new county requirements are designed to permit an employee to miss work due to an employee’s illness or the illness of an immediate family member, without risking the loss of employment.

Below are some questions/answers you may find helpful in understanding the County’s New Paid Sick and Safe Leave Regulations.

Did You Know?

1. What is earned sick and safe leave?

Earned sick and safe leave means paid leave away from work that is provided by an employer and can be used for the purposes described in the law. Earned sick and safe leave includes paid time off “PTO” that can be used by the employee for any purpose.

2. What can earned sick and safe leave be used for?

An employee may use earned sick and safe leave:

- 1) to care for or treat the employee’s mental or physical illness, injury, or condition;
- 2) to obtain preventive medical care for the employee or the employee’s family member;
- 3) to care for a family member with a mental or physical illness, injury, or condition;
- 4) if the employer’s place of business has closed by order of a public official due to a public health emergency;
- 5) if the school or child care center for the employee’s family member is closed by order of a public official due to a public health emergency;

- 6) to care for a family member if a health official or health care provider has determined that the family member’s presence in the community would jeopardize the health of others because of the family member’s exposure to a communicable disease; or
- 7) if the absence from work is due to domestic violence, sexual assault, or stalking committed against the employee or the employee’s family member and the leave is used:
 - (A) by the employee to obtain for the employee or the employee’s family;
 - (i) medical attention needed to recover from a physical psychological injury due to domestic violence, sexual assault, or stalking;
 - (ii) services from a victim services organization related to the domestic violence, sexual assault, or stalking;
 - (iii) legal services, including preparing for or participating in a civil or criminal proceeding related to the domestic violence, sexual assault, or stalking; or
 - (B) during the time that the employee has temporarily relocated due to the domestic violence, sexual assault, or stalking.

NOTE: “Family member” is broadly defined to include:

- A child (biological, adopted, foster, stepchild, a child for whom the employee has legal or physical custody or guardianship, or a child for whom the employee is the primary caregiver);
- A parent (biological, adoptive, foster, or stepparent of the employee or the employee’s spouse);
- The legal guardian of the employee;
- An individual who served as the primary caregiver of the employee when the employee was a minor;
- A spouse;
- A grandparent or spouse of a grandparent of the employee;
- A grandchild; and
- A sibling and the sibling’s spouse (biological, adopted, or foster).

3. How much leave must an employee receive?

An employee must earn 1 hour for every 30 hours worked in the County up to 56 hours in a year.

- 1) An employer with 5 or more employees must provide paid leave.
- 2) An employer with less than 5 employees must provide 32 hours of paid leave and 24 hours of unpaid leave.

4. How much leave can an employee use in one year?

An employee can use up to 80 hours in a year.

5. Can an employee carryover unused leave into the next year?

Yes, up to 56 hours of leave can be carried over, unless an employer awards the full amount of leave that the employee would earn over the year at the beginning of the year.

If an employee uses more leave than the employee has accrued when leaving employment, an employer may deduct the amount paid for the unearned leave from the employee's final wages if the employee signed a document agreeing to the deduction.

6. Who is covered?

A person who regularly works in the County more than 8 hours each week, including a domestic worker, for an employer that employs 1 or more persons in the County in addition to the owners. An employer includes the County government, but not the federal, state, or any other local government. The law does not cover an independent contractor or a person who does not have a regular work schedule.

An employer must permit a probationary employee to earn leave during an initial 90-day probationary period, but may prohibit the employee from using the leave during the 90-day probationary period.

7. Can an employer provide more earned sick and safe leave than required in the law?

Yes, these are minimum standards.

8. If an employer currently provides more than 56 hours of vacation leave or paid time off each year, does the employer have to also provide additional earned sick and safe leave?

No. As long as the leave can be used for the purposes described in question 2 above an employer does not have to provide additional earned sick and safe leave.

9. How much does an employer need to pay an employee for earned sick and safe leave used?

The employee must be paid at the same rate and with the same benefits as the employee normally earns. A tipped employee must be paid at least the County minimum wage.

10. What increments can the employee take leave?

An employee must be permitted to take leave in 4-hour increments or the smallest increment that the employer's payroll system uses to account for absences or work time, whichever is smaller.

11. Does an employer need to provide the employee with a written statement of earned leave?

Yes, but an employer may satisfy this requirement through an online system where the employee can access his or her own leave balance.

12. Can an employer require documentation for use of leave?

Yes, if an employee uses more than 3 consecutive days.

13. How long must an employer keep records of earned sick and safe leave?

3 years.

14. Must an employer pay an employee for unused leave when the employee leaves?

No.

15. Must an employer reinstate unused leave if the employee returns to service?

Yes, if the employee returns within 9 months unless the employee would not be eligible for unemployment benefits due to leaving voluntarily without good cause.

16. How does an employer calculate a year to determine leave earned and used if the employer's fiscal year is not set up on a calendar year basis?

Although the law uses the term "calendar year," an employer can set up leave benefits on a 12-month period beginning on any date during the year. For example, if the employer begins a fiscal year on July 1, a leave earning year will be considered from July 1 to June 30.

17. How is the law enforced?

The County Office of Human Rights is responsible for enforcement. An employee can file a complaint with them.



GET THE SCOOP

Due to the number of New Service On Main (NSOM) meters found to be installed without permits, WSSC is requesting Washington Gas lock-off these NSOM meter installations. **All NSOM meters set in Montgomery and Prince George's County Territories will be set and locked-off at the POS outlet valve.**

Here's what you do to avoid having your customer be without Heat or Hot Water

- Run the gas line, and schedule first inspection with WSSC (this is close-in/gas tag inspection).
- Inspector passes the gas line and unlocks the meter.
- Replace equipment.
- Schedule final inspection.

For one-day change outs, you'll need to schedule inspection a day prior and coordinate the close-in/gas tag inspection time with the inspector.

Come to the April 20th general membership meeting to hear more on this subject.

EDITORIAL

If you have an Editorial or Classified Ad you would like to submit for our Newsletter Committee to consider for publication, please email it to the office at charlotte@wsmpa.com.

(Opinions expressed by various authors are those of the author and not necessarily those of this association, the board of directors or the editorial staff.)

These companies support our Association, please patronize them:

Meeting Sponsors and Advertisers:

Barger & Associates/ Delta
Barnett Pro Contractor Supplies
D & B Distributing Co., Inc./Jetglas®
Ferguson Enterprises, Inc.
Northeastern Supply, Inc.
Parts Unlimited, Inc.
Thos. Somerville Company
Washington Gas
Washington Winnelson Company

Advertisers:

Cummins-Wagner, Inc.
Milby Company
Milwaukee Tool
Noland (Rockville)
ROI Marketing
REpSOURCE - MidAtlantic
T & S Brass
T. M. O'Donnell Company
The Joyce Agency
Tom Weaver Associates
Virginia Marketing

