

ACCWPA

Air Conditioning Contractors Western Pennsylvania

June
2015

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- Mark Your Calendar
- HR Question
- Severe Weather

Formerly Air Conditioning Contractors of America – WPA Chapter – ACCA-WPA

Volume 10, Issue 6

2015 General Meeting Dates

Mark your Calendar!

June, 2015
Board Meeting Only

July and August, 2015
No Board or General Mtg.

August 13, 2015
ACCA Golf Outing
Lone Pine County Club

September 10, 2015
TBA

September 18, 2015
Heat Exchanger Seminar
See flyer inside.

October 5 & 6, 2015
ACC-WPA Indoor Air Expo
West View Fire Hall

October 8, 2015
Board Meeting Only

October Planning Meeting
TBA

November 12, 2015
Prepare or Sale Your Business /
Purchase a Business
Brian Vensel / John Marks
Juniper Grill – Cranberry Twp.



Stay With the People You Have Known Since 1950!

Only the name & logo changed, not the services.

Air Conditioning Contractors of Western Pennsylvania



Our local association services will not be going away, we will continue to provide our apprenticeship program, sponsorship/roster services, and local advocacy on your behalf, industry/business relevant meetings and other key local membership benefits. As we collectively stay together as a local association, we will continue to remain a strong presence across the Western Pennsylvania Region.

We are not going anywhere.

What will change is how you are invoiced for these services. Starting July 1st, I will be mailing all ACC-WPA Contractor Members for your new association Air Conditioning Contractors of Western Pennsylvania ACC-WPA. We will now invoice you every September for the upcoming year when you receive this invoice it will cover from September 2015 thru September 1, 2016 – it will be coming to you on BLUE paper. If you are paying a dues invoice printed on white paper that will only be for ACCA National services.

Please note that you now have a choice and do not have to be an ACCA National member to remain a member of ACC-WPA.

Do not hesitate to contact me with questions.

Pat Forker, ACC-WPA Executive Director

Email: accwpa@zoominternet.net

Office: 724.779.1860; Fax: 724.779.1860; Cell: 412.760.5792

HR Question of the Month



Does surrogacy affect FMLA and short-term disability?

Question: We have an employee inquiring about her rights under FMLA and Short-Term Disability if she becomes a surrogate mother. This would be a voluntary election. The employee has worked over 1250 hours and been with the company over a year. Would surrogacy be treated as any other disability/pregnancy as defined by FMLA and short-term disability?

Response: An employee who is eligible to take leave under the federal Family and Medical Leave Act (FMLA) is entitled to take up to 12 weeks of leave if he or she needs it for one of the specified family or medical reasons in the Act. We are not aware of any exception from FMLA for surrogate mothers. In other words, whether the employee is pregnant with her own biological child or is pregnant as a surrogate, the same protections would apply. Thus, if the subject employee otherwise meets the eligibility criteria, then she is entitled to take up to 12 weeks of FMLA leave for her own serious health condition (which could be related to the pregnancy), prenatal care, and/or for the birth of the baby.

With regard to short-term disability benefits, this would be governed by the terms and conditions of your policy (which we cannot review within the format of our service). We recommend that you review your policy and consult directly with the carrier to determine whether a surrogate pregnancy would be a qualifying condition for benefits under the policy.

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To learn more about the Federated Employment Practices NetworkSM, contact your local Federated Marketing Representative, or visit www.federatedinsurance.com.

© 2014 Federated Mutual Insurance Company. All rights reserved. This article is intended to provide general recommendations regarding risk prevention. It is not intended to include all steps or processes necessary to adequately protect you, your business, or your customers. You should always consult your personal attorney and insurance professional for advice unique to you and your business. For more information on ACC-WPA's Federated Insurance program contact Matt Johnson, Account Executive ACC-WPA's Federated representative at 606-923-6350 (mdjohnson@fedins.com); be sure to tell him you are a member of ACC-WPA)

EDUCATION EVENTS

Heat Exchange Experts
September 18, 2015



WELCOME NEW MEMBER...

Sabre Equipment Inc.
802 Pennsylvania Avenue
Coraopolis, PA 15108
412-262-3080
info@sabreequipment.com

Smart Words You Must Remember

"The more you talk about negative things in your life, the more you call them in. Speak victory not defeat."

— Joel Osteen

Inspiration

"You are being brain washed every day whether you realize it or not. Either take charge and decide and control what goes into your head, or, by default, the world will do it for you. Who cares more about you: the WORLD? Or YOU?"

— David Humes

Severe Weather Preparation: Hurricanes, Tropical Storms & Severe Thunderstorms

Damage from severe storms is usually caused by straight line winds and flooding. In parts of the U.S. and Canada, the spring and early summer seasons bring severe storms.

Damage from tropical storms and hurricanes is well documented. Hurricane season in the Atlantic begins June 1st and ends November 30th. The Eastern Pacific hurricane season begins May 15th and also ends November 30th. Preparation is key to reduce the risk of injuries and business interruption.

Consider the following in preparing for hurricanes, tropical storms and severe thunderstorms:

- **Written Procedures**
 - Ensure the plan is updated. Are emergency contact phone numbers current? Review the plan with the leadership team and employees.
 - Use checklists to ensure all tasks and areas are assigned, checked, and monitored. Tropical Storm, Hurricane, and Tornado Preparation info/checklists are posted on the [LII Severe Weather Page](#)
- **Monitoring the weather -**
 - **Mobile device alert systems** – several systems exist that provide automatic emails and phone messages. In the U.S., the National Weather Service provides automatic mobile device messages in their iNWS application (LINK). Coverage areas can be defined by: city, county, zip code, landmark, or a custom drawing.
 - **Weather Radios or Weather Alert system** - Do you have one? Does it have a battery backup (if yes, change annually)? Who monitors it? What happens if a Warning is issued? If you have a Weather Radio does it have Specific Area Message Encoding (SAME) technology? (More information on SAME in U.S. <http://www.nws.noaa.gov/nwr/>; Canada http://www.msc.ec.gc.ca/msb/weatheradio/index_e.cfm)
- **Employee Notification** - How are employees alerted to severe weather? Will notifications work in a power failure?
- **Shelters** - Check for changes to shelter areas due to construction, renovation, process changes, etc.
- **Familiarize Management Team** with the basics of severe weather safety - alarm notification, shelter locations, etc.
- **Educate & Communicate** severe weather plans to all employees and contractors. Tell them how they'll be notified, what to do, and where to go.
- **Procedures for outside work** - Do procedures address roof work or other work that may need to be limited during watch/warning times? Discuss what to do and where to go during severe weather.
- **Facility Walk Around** - Have a team evaluate the outside perimeter of the property/building to identify items that could become airborne or damaged in severe weather/winds. Evaluate temporary and other exterior structures and containment areas.
- **Roof/Gutter inspection** - Assess roof tops for possible ways in which high winds could cause damage. Clear debris from roof and gutters and be sure they are secured, etc.

SAFETY TRAINER

The *Seven Minute Safety Trainer* allows user friendly access to more than 350 safety meeting topics anytime and anywhere as an easy-to-use mobile application. Federated Insurance is excited to announce this complimentary new service that will provide its contractor clients with effective and efficient employee safety training resources. Whether using a desktop or a mobile device, controlling your company's risk management culture is made easier by design to give more convenience when holding safety training meetings at the business or paper-free at the jobsite. The *Seven Minute Safety Trainer* also allows contractor clients the flexibility to manage the training topics while recording the meeting topics and attendees. Besides helping save time and money, it can also assist in meeting OSHA's requirements. Injuries hurt businesses, employees, and their families. Federated clients interested in providing industry-leading safety training can access the *Seven Minute Safety Trainer* administration site by logging in to Federated's Shield Network.

DISTRACTED DRIVING –

Federated's new distracted driving safety program, *In the Blink of an Eye*, focuses on the dangers associated with America's latest epidemic, distracted driving. This continues to be a public safety issue that costs business owners millions of dollars each year. The program is designed to help business owners address the risk exposures distracted driving can have on their companies, as well as help reduce claims and the related costs of distracted driving by setting high standards for driving company vehicles.

EMPLOYMENT-RELATED PRACTICES -

Surrounding employment issues in a business can be daunting. This 45-minute presentation by Federated Insurance is directed toward owners, managers and human resources directors to help avoid the pitfalls of employment actions. It specifically reviews necessary documentation, hiring practices and termination procedures. Tips for avoiding litigation and additional resources are also included.





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ACCA Upcoming Meetings

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ACCA Golf Outing
Lone Pine Country Club
More info to come.

September 10, 2015

TBA

September 18, 2015

Heat Exchanger Seminar
See flyer inside.



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