

ACCWPA

Air Conditioning Contractors Western Pennsylvania

November
2016

Inside:

- 2016 Mark Your Calendar
- Bowling!!!!
- 2017 Slate of Officers

Volume 11, Issue 11

2016 General Meeting Dates

Mark your Calendar!

Date Change!

November 15, 2016

Bring your **"A" bowling team!**

Team Bowling Competition

6:30 pm – 8:30 pm

Mt. Lebanon Lanes

1601 Washington Road

Mt. Lebanon, PA 15228

December, 2016

No Meetings

-2017-

January 12, 2017

TBA

February 9, 2017

TBA

March 9, 2017

Fun Meeting - TBA

April 13, 2017

TBA

May 11, 2017

Apprentice Graduation

TBA

September 14, 2017

Fun Meeting - TBA

More in the December Newsletter!

ACCWPA
Air Conditioning Contractors Western Pennsylvania

November 15th – BOWLING!!!!

Join ACCWPA for an evening of fun, food and bowling!



When: Tuesday, November 15th

Time: 6:30 – 8:30 pm

Where: Mt Lebanon Bowling Lanes

1601 Washington Road, Pittsburgh, PA 16046

412-854-0600

\$40.00 per person; includes
2 hours of unlimited bowling, shoe rental,
food and a

**"\$20 GIFT CARD FOR ANY
AMF BOWLING LANES!"**

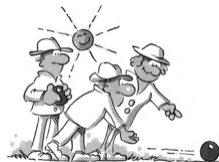
(caesar salad, chicken tenders & wings, pizza, pot stickers, unlimited soft drinks & dessert)

Prizes for Top Team

Top Male & Female Bowler!

Get your Company Teams together!

Non-Company teams (will put you on a team)



See Flyer Inside – RSVP by November 11th!!!

All businesses have a lot to consider with regard to human resources (HR) and risk management issues. On an average work day, a business may encounter dozens of HR-related issues. How the employer approaches those situations could put the business at risk for employment lawsuits and claims. Employers may approach personnel matters with the best intentions, but their efforts may be derailed by outdated policies or lack of best practices.

The implications for human resource-related errors can be considerable. Average judgments associated with poor HR practices can be monetarily devastating to a business, let alone the disruption they cause. Just defending claims of this type can **cost a company a significant amount of money in attorney's fees and legal costs.**

It is important to consider all remedies to control the risk and costs associated with HR decisions. While insurance policies can offer protection from these costs, it also makes sense to safeguard your organization with pre-claim best practices and legal expertise to help strengthen your policies, practices, decisions, and actions. Many companies also need access to HR resources or second opinions to update or create new policies, or address new concerns or hot topics, such as workplace bullying.

The Federated Employment Practices NetworkSM (FEPN) provides Federated Insurance clients access to both online and phone assistance for employment-related practices. FEPN also provides Federated's employment-related practices liability clients with access to independent attorneys who can review employment law questions.

Make a plan

"Employment practices" is a broad term that covers hiring, firing, and everything in between. As an employer, you are undoubtedly aware of employees' rights to file discrimination charges. However, you also should be aware of your right to protect yourself against this type of exposure. Having employment policies and procedures that have been reviewed by an attorney, and which are supported by consistent enforcement, can act as a safety net to protect your business from defense costs and business disruption. Complete and accurate documentation is an effective way to record events and procedures. Augmenting your employment policy with insurance designed to protect you from the costs of litigation can also help shield your business from expenses that could significantly cut into your earnings.

Not having a plan when it comes to "hiring, firing, and everything in between" could set you up for HR-related litigation. An effective employment policy isn't a "nice to have," it's a "must have." Planning, implementing, enforcing—these best practices work in tandem to help guide your business toward positive employment experiences while helping to deflect risk and exposure to avoidable litigation.

Some of the client services referenced are provided by third party organizations wholly independent of Federated, and are provided with the understanding that neither Federated nor its employees provide legal or other expert advice.

This article is intended to provide general information and recommendations regarding risk prevention only. There is no guarantee that following these guidelines will result in reduced losses or eliminate any risks. This information may be subject to regulations and restrictions in your state and should not be considered legal advice. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws. © 2016 Federated Mutual Insurance Company. All rights reserved.



*Integrity is the
essence of
everything
successful.*



SmartWords

You Must Remember

**"Pleasure in the
job puts perfection
in the work."**

Aristotle

Inspiration

BeLIEVE

IN
YouRSELF

HR Question of the Month by Federated Insurance

Question: We have an employee on FMLA who is required to have an updated CPR certification for licensure purposes. As an employer, we outsource CPR vendors who come into our clinics to recertify employees. This employee is on maternity leave and fully released to return to work with no restrictions, however the employee is on her last weeks of child bonding. The employee wishes to come in to one of our clinics to recertify CPR. Should we allow the employee to take the CPR course even though the employee is on FMLA? Would we be violating the employee rights even though it's the employee who wishes to attend the CPR course?

Response: If the employer agrees to it, we are not aware of any law that would prevent the employer from allowing the subject employee to voluntarily return to work for the CPR certification course prior to the conclusion of her Family and Medical Leave Act (FMLA) leave. It is up to the employer to decide whether to require that she conclude her FMLA leave as of that time or resume the leave when the CPR training ends.

Employees who are eligible for FMLA leave and who seek to use it in connection with bonding with a newborn or newly-adopted child or a child placed in foster care can take as much leave, up to 12 weeks, as they so choose (assuming they have not previously utilized any FMLA leave in the same 12-month period). Leave must be provided continuously when it is taken for this purpose, but employers are not required to provide leave on an intermittent or reduced schedule basis for this reason unless the employer agrees to do so. Thus, if the subject employee is presently on continuous FMLA leave to bond with a newborn baby and is medically cleared to return to work, then if she would like to return to work to participate in the CPR class, we are not aware of any law prohibiting her from doing so. If she wishes to resume whatever remaining FMLA she may have after the course completes, she can do so only if the employer agrees, because this arguably would be in the nature of intermittent leave under the Act

(see page 52 at <https://www.dol.gov/whd/fmla/employerguide.pdf>).

If the employer agrees to the arrangement, it should be cognizant of the precedent it is setting, as others may want – and expect – a similar accommodation in the future. (We assume from the inquiry this is the first situation of its kind. If it is not, the employer should follow its past practices to avoid discrimination and retaliation concerns here.)

As a best practice the employer should secure documentation from the employee indicating that it was her choice to return to work for the CPR class and that this is not something the employer forced or required her to do while she was otherwise on FMLA leave.

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

Misc. Info

November
15th -
BOWLING



2017

We are going Green!

Starting in January 2017
our ACCWPA Newsletter
will be sent to you via
email only.

Our Website will continue
to be your resource for
information as we continue
to post upcoming events.

If you wish to continue
getting your ACCWPA
Newsletter in 2017
Please email the
ACCWPA Office with your
correct email address.
accwpa@zoominternet.net

"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

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ACCWPA Upcoming Events

Date Change!

November 15, 2016

Bring your **"A" bowling team!**

Team Bowling Competition

6:30 pm – 8:30 pm

Mt. Lebanon Lanes

1601 Washington Road

Mt. Lebanon, PA 15228

Watch for more Info to COME!

December, 2016

No Meetings

2017 Calendar of Events will be
 in Decembers Newsletter – Get
 ready to mark your
 2017 Calendar!!



2016 Officers and Directors

President: Steve Woodring, Wade Heating & Cooling	412-787-1341
Vice President: Rege Dumm, A-Air	412-741-9420
Treasurer: Chuck Rauch, Valley Heating and A/C	724-941-9793
Secretary: Rob Champe, Shearer Heating & Cooling	724-222-1830
CONTRACTOR DIRECTORS: Ron Doeblor, Premier Heating John Wilcox, Wilcox Plbs & Htg	412-928-8277 412-212-7525
ASSOCIATE DIRECTORS: Mike Marhefky, Carrier Enterprise Steve Bichey, Johnstone Supply Colleen Karnes, Standard Air & Lite	724-989-9555 724-561-3345 412-920-6505
SPECIAL ADVISOR: John Matthews, A-Air Company Dave Williams, A-Air Company (ACCWPA Past-President) Bob Boyle, J. A. Sauer Bob Champe, Shearer Heating & Cooling	412-741-9420 412-728-5148 412-931-7200 724-222-1830
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