

**Inside:**

- 2017 Mark Your Calendar
- HR Question of the Month
- Safety Tips

## 2017 General Meeting Dates

*Mark your Calendar!*

**March 9, 2017**

R-22 Compare 3 replacements / Airside Diagnostics  
Juniper Grill – Cranberry

**April 13, 2017**

Tool Time  
Burgh's Pizza and Wings

**May 11, 2017**

Apprentice Graduation

**June 8, 2017**

Pittsburgh Winery  
ACCWPA Board Meeting

**August 24, 2017**

Golf Outing - Quicksilver  
12:30 shotgun start

**September 13, 2017**

Community Service Project

**September 14, 2017**

Make your Own BEER!

**October 12, 2017**

Building Codes - TBA

**November 9, 2017**

Business Succession  
EG Conley PC

## February 9<sup>th</sup> ACCWPA Meeting

# Investing in Key Employees

**Joe Hamilton**

Federated Insurance

Have you ever lost a promising employee? If you have, you know the costs related to turnover are high and getting higher as jobs become more specialized. Rewarding key employees and letting them know how special they really are to your business could mean the difference between keeping or losing a valued employee. But, to do that, you need benefits that work well both short- and long-term.

Join Us

# February 9<sup>th</sup>

Learn about the triple protection option approach that your peers are using successfully to recruit and train top talent.



4905 Grand Avenue (on Neville Island)  
Pittsburgh, Pa 15225  
412-458-1813  
Upstairs meeting room

**Make Your Reservations – Flyer on page 3**

## HR Question of the Month By Federated Insurance

**Question:** I was told that it is illegal for employees to discuss their wages with a fellow employee. Could you verify if this is correct?

**Response:** The opposite is actually true. Employers cannot prohibit employees from discussing their salaries/wages with one another and generally cannot take adverse action against employees who do so. The National Labor Relations Board (NLRB) broadly defines activity that is protected under the National Labor Relations Act (NLRA) and the right to discuss wages is among the protected rights that employees have under this law.

Specifically, salary discussions among employees are protected under the NLRA, which applies to both unionized and non-unionized employers alike, and prevents an employer from interfering with, restraining, or coercing employees in exercising their rights under the Act. The NLRA protects employees' right to discuss their wages, hours, and other terms and conditions of employment for their mutual aid or protection. In 2005, the NLRB expanded the potential arena for these violations in a case holding that even a broadly stated generic corporate confidentiality policy (as opposed to a more narrow policy prohibiting only salary discussions) also violated the Act because it "could reasonably be construed" to prohibit employees from discussing their wages or other terms and conditions of their employment. This case was subsequently affirmed by the federal Circuit Court of Appeals that reviewed it in 2007. You may wish to review the NLRB's guidance on protected concerted activity at <http://www.nlr.gov/rights-we-protect/protected-concerted-activity> (see internal links for additional information). This article from the U.S. Department of Labor also addresses this issue: [https://www.dol.gov/wb/media/pay\\_secrecy.pdf](https://www.dol.gov/wb/media/pay_secrecy.pdf).

Accordingly, any employer mandate or rule prohibiting or even discouraging employees from discussing their own wages (or other terms and conditions of employment) with co-workers -- and any policy that seeks to take adverse action against employees who do so -- likely violates Section 8(a)(1) of the NLRA, and is not advised. We recommend that you have local counsel review the employer's policies to ensure they do not run afoul of applicable laws.

Want to learn more about how to handle issues like this? [Click here](#) to listen to our Podcast about employees discussing wages.

Want to learn more about how to handle issues like this? Contact Federated Insurance.

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*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.*

## ACCWPA Corner



*Integrity is the  
essence of  
everything  
successful.*



**SmartWords**  
You Must Remember

"Winners are losers  
who got up and gave  
it one more try."

*Dennis DeYoung*

## Inspiration

**BeLIEVE**  
  
IN  
**YouRSELF**

- Almost anything on the job can be a hand hazard— machines, power tools, chemicals, sharp edges, rough surfaces, or hot objects. In fact, there are over a half million disabling hand and finger injuries in an average year. Besides wearing the right kind of gloves, what else can you do to protect your hands?
- Follow manufacturer and company instructions for using tools and equipment.
- Always be conscious of where both your hands are while you work.
- Feed materials into machinery with push sticks, not your hands.
- Use machine guards and other safety devices to keep your hands away from moving machine parts.
- Always cut away from your body.
- Use a shop vacuum or a brush, not hands, to sweep up metal scrap, glass, or wood chips.
- Check materials for sharp edges, burrs, splinters, etc., before handling them.
- Make sure you know how hot or cold an object is before handling it.
- Wipe off greasy or slippery objects before handling them.
- Lift, carry, and unload objects so that your hands and fingers are not near pinch points.
- Use the right tool for the job and use it correctly.
- Store tools so that sharp edges are not exposed.
- Pass tools to co-workers handle first, don't throw them.

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***Here are some suggestions for 2017:***

Commit to making your safety and the safety of your co-workers a core value.

Learn more about safety practices and procedures associated with your job.

Think of ways to improve safety.

Work with others in your department and throughout the organization to eliminate health and safety hazards.

Promise to use assigned personal protective equipment every workday all year.

Apply the safety rules you follow at work at home and teach them to your family.

Ensure zero accidents at work and at home this year!

**2017**

**We are going Green!**

Starting in Spring 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](mailto:accwpa@zoominternet.net)

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*"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*



# ACCWPA

Air Conditioning Contractors Western Pennsylvania  
522 East Vanderbilt Drive  
Mars, PA 16046

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PERMIT NO. 1732

## Indoor Environmental & Energy Professionals

Happy  
Valentine's  
Day

**Don't forget your Sweetheart!  
February 14<sup>th</sup>!**

### ACCWPA Upcoming Events

#### **March 9, 2017**

R-22 Compare 3 replacements  
Airside Diagnostics  
Juniper Grill – Cranberry Twp.

#### **April 13, 2017**

Tool Time  
Burgh's Pizza and Wings - Bridgeville

#### **May 11, 2017**

ACCWPA Apprentice Graduation

#### **June 8, 2017**

Pittsburgh Winery – bring your Friends

#### **August 24, 2017**

Golf Outing - Quicksilver  
12:30 shotgun start

ACCWPA  
Air Conditioning Contractors Western Pennsylvania

### 2017 Officers and Directors

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