

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

October  
2017

**Inside:**

- 2017 Mark Your Calendar
- ECM Motors
- Why wear Eye Protection

Volume 12, Issue 10

## 2017 General Meeting Dates

*Mark your Calendar!*

**November 9, 2017**

### Business Succession

Jeff Conley  
EG Conley PC  
Place: Carmody's Grille

**December –**

No Meetings

## 2018

Mark your Calendar!  
Watch for 2018  
Meeting Topics!

January 11<sup>th</sup>  
February 8<sup>th</sup>  
March 8<sup>th</sup>  
April 12<sup>th</sup>  
May 10<sup>th</sup>  
June 14<sup>th</sup> – Board Mtg Only  
July – no meetings  
August – Golf Outing  
September 13<sup>th</sup>  
October 11<sup>th</sup>  
November 8<sup>th</sup>  
December – No Meetings

**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

If you wish to continue getting our ACCWPA Newsletter please email your email address to:  
accwpa@zoominternet.net

## October 12<sup>th</sup> – Meeting at Carmody's Grille

# Understanding ECM Motors

## Mike Riddell

Nidec Motor Corporation

Mike is the Electric motor manufacturer's representative, with five years of experience working on motor rewind & rebuild materials along with replacement motors in the HVAC, Refrigeration, Automation and similar industries.

### Topics' to be discussed:

- **Efficiency Design of EC Motors**
- **Trouble Shooting Commonly Encountered HVAC EC Motors**
- **Replacement Options and Additional Uses of EC Motors**

## Join Us

# October 12<sup>th</sup>



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

**Flyer on page 3 - RSVP**

**Question:** We post jobs and include the minimum requirements for applying for vacant positions. Based on the job description and when applicable, we also ask for proof of training or coursework. This information is derived from the job description. In the past, the screeners were more liberal and screened in unqualified applicants who either did not meet the minimum requirements and/or did not attach the appropriate documentation. Moving forward, the employer has aligned and posted the jobs accordingly. Is the employer obligated to screen in previous applicants who were screened in from the past?

**Response:** From an employment law standpoint and barring industry-specific qualification obligations, or implication under affirmative action and/or government contract compliance issues, we are not aware of any federal or state law that governs this particular issue. Most employers enjoy the discretion to determine qualifications and eligibility criteria for positions in their organizations. Employers are also typically free to establish lawful recruitment and hiring techniques and protocols designed to ensure that they are able to hire individuals who meet them (and ideally, are the most qualified for the position).

You indicate that the employer posts minimum requirements for applying for vacant positions and while proof of training or coursework or other qualification is ordinarily required, it appears that prior "screeners were more liberal and screened in unqualified applicants who either did not meet the minimum requirements and/or did not attach the appropriate documentation." The employer now seeks to correct this moving forward, such that individuals seeking employment in the future are subject to the more stringent requirement to show proof of their qualifications. The employer is certainly within its rights to make this adjustment.

Whether the employer must revisit prior applicants who were subject to the more lenient screening procedures is, again absent industry-specific or other regulatory requirements, generally up to the employer to do determine. If it does so, it may be that some individuals who were subject to the more lax screeners and became employees may lose their jobs on account of their lack of qualification -- is the employer prepared for this consequence? If these individuals are have not become employees yet, we are not aware of any obligation on the part of the employer to retain them in the hiring process if they do not meet minimum qualifications. On the other hand, if individuals who passed through the hiring process on account of the "more liberal" screeners are "grandfathered" in and allowed to continue with the recruitment process or remain employed (if they were already hired), there may be resentment among those who are or were held to the higher standards, and other issues associated with the fact that one or more people who did not meet minimum job qualifications became (and remained) employed.

This response assumes that the employment relationships in question are at will (i.e., not governed by an employment contract) and that there are no industry-specific regulatory requirements governing employee qualification (i.e., if the employer is a school district, for example, there may be specific hiring requirements for teachers that the employer cannot overlook). Based on these assumptions, the employer has discretion to decide whether to "grandfather" in the existing applicants (or employees) or to disqualify them from further consideration or employment.

The employer may also wish to consider whether the "more liberal" screeners would benefit from further training to ensure that they are consistent in their approaches and do not again "screen in unqualified applicants who either did not meet the minimum requirements and/or did not attach the appropriate documentation." If in doing so these screeners did not meet their own job obligations and/or violated employer policy, disciplinary action may also be appropriate, depending upon the applicable facts and circumstances.

This article is intended to provide general information and recommendations regarding risk prevention only and should not be considered legal advice. Following these guidelines does not guarantee reduced losses or elimination of any risks. This information may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state or federal laws. © 2017 Federated Mutual Insurance Company. All rights reserved.

## ACCWPA Corner



*Integrity is the  
essence of  
everything  
successful.*



**Smart Words**  
You Must Remember

Work hard in  
Silence,  
Let Success make  
the  
NOISE!

## Inspiration

*Be*LIEVE  
  
IN  
*You*RSELF

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# Understanding ECM Motors

**Mike Riddell**  
Nidec Motor Corporation

Mike is the Electric motor manufacturer's representative, with five years of experience working on motor rewind & rebuild materials along with replacement motors in the HVAC, Refrigeration, Automation and similar industries.

Topics' to be discussed:

- **Efficiency Design of EC Motors**
- **Trouble Shooting Commonly Encountered HVAC EC Motors**
- **Replacement Options and Additional Uses of EC Motors**

**Join Us**  
**October 12<sup>th</sup>**



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



3:00 pm Board Meeting • 5:30 – 6:00 Social (cash bar)

**Guest Speaker – 6:00 – 7:00 pm**

7:00 pm – Buffet and Social Hour resume (cash bar)

**Dinner Buffet - \$40.00**

**RSVP – 724-779-1860, fax or email • No Cancellations after October 9<sup>th</sup> noon!**

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**\* Important – RSVP is appreciated! \***

Email: [accwpa@zoominternet.net](mailto:accwpa@zoominternet.net) or fax (724) 779-1860

Name(s): \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Dinner Buffet: \$40.00 NO Cancellations after October 9<sup>th</sup> NOON. No shows will be billed.**

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!**

**PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!**

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## Why you need to Wear Eye Protection . . by Bud Price

Here are three possible scenarios why you need to wear appropriate eye protection whenever you're looking at the risk of eye hazards.

1. Jason was cutting the grass in his backyard when a small stone flew up from under the mower and hit him in the eye. It took an operation to save the eye. Jason was lucky. He would have been luckier had he been wearing eye protection—no injury, no surgery, no problem.
2. Nellie was using a compressed air gun to clean parts when a small sliver of metal flew up and sliced into her cornea. She should have been wearing her safety goggles. She knew it, and kicked herself for weeks afterwards for being so careless. She had to go around for weeks looking like a pirate with an eye patch. Worse, complications developed that permanently affected her vision.
3. Lewis was playing racquet ball with a buddy when a hard slam by his opponent sent the ball whizzing off the wall right into his left eye. The force of the blow detached his retina. Surgery was required to reattach the retina and restore sight in the eye. Even with insurance, Lewis still ended up spending all his vacation money on medical bills. If he'd been wearing proper eye protection, he could have avoided the whole thing and gone on a nice vacation.

### New Equipment Checklist

With technology advancing so swiftly, we need to keep up with the times, and that often means getting new equipment that will help us improve productivity. But new equipment can also introduce new hazards. Use this checklist to safely operate new equipment.

- Do you know the hazards associated with this equipment?
- Do you have the required PPE to work safely?
- Are there any materials close to the equipment that could get caught in the equipment's moving parts, catch fire, or cause other problems?
- Are guards and safety devices in place and operating properly?
- Are you following the recommended start-up procedure?
- Are you loading/feeding the equipment correctly?
- Are you operating the equipment properly and within established tolerances?
- Are you using this equipment only for its intended purpose?
- Would you recognize any signs that the equipment is malfunctioning?
- Do you know to whom you should report equipment problems?
- Are you following the recommended shutdown procedure?
- Do you know the proper procedure and schedule for maintenance on this equipment (if authorized to service the equipment yourself)?

Never operate any equipment unless you are trained and authorized. There are too many hazards associated with most equipment for inexperienced people to use it.

### Report Near Misses

When you have a close call, you may think, "Boy, I was lucky!" and then go back to work. But you need to report every near miss, even if nobody got hurt and there was no damage to equipment or materials.

Why? Because the safety problem that caused your near miss might cause somebody else's accident if it isn't corrected.

Notify your supervisor so they can work with a safety team member to create an Intex Incident Record with associated incident investigation and corrective actions.

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- Code enforcement updates
- Local lobbying
- Indoor Air Expo
- Voice for the local contractors
- Golf Outing
- Education opportunities for your technicians  
office staff
- Advocacy agenda promote contractor interest
- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 8 Monthly informative meetings



## Upcoming Meetings!

### Oct. 12<sup>th</sup>

Understanding

ECM Motors

Mike Riddell

Nidec Motor Corp.

Place: Carmody's Grille

### Nov. 9<sup>th</sup>

Business

Succession

Jeff Conley

EG Conley PC

Place: Carmody's Grille

## No Meeting In December

## 2018

Mark your Calendar!

January 11<sup>th</sup>

February 8<sup>th</sup>

March 8<sup>th</sup>

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May 10<sup>th</sup>

June 14<sup>th</sup> – Board Mtg Only

July – no meetings

August – Golf Outing

September 13<sup>th</sup>

October 11<sup>th</sup>

November 8<sup>th</sup>

December – No Meetings



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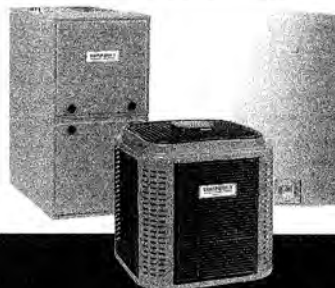


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Air Conditioning Contractors Western Pennsylvania

Have you ever met a business owner who didn't want to save money? Yet, the way some companies try to cut costs can have the opposite effect. With the economy leaving little room for error, trimming unnecessary expenses is the logical first step toward keeping more profit. Unfortunately, risk management is sometimes looked upon as one of those unnecessary expenses.

It could be that some businesses don't fully recognize the benefits a risk management culture can have. Instead, owners may be discouraged by the amount of time and money needed to reach that point. Successful businesses, on the other hand, know that to avoid possible financial pitfalls, they need to reduce their exposure. They realize risk management, despite the time and financial investment it can require, can have overall economic benefits while creating a safer working environment.

### **Involvement is key**

No company, no business owner is immune to the possibility of losses. Indeed, the act of running a business exposes owners to everyday risks, such as fire, vehicle accidents, or even fraud. Identifying risks ahead of time and then dedicating resources and effort to avoid them through aggressive risk management can help keep a business ahead of the game.

### **Why bother?**

It may feel counterintuitive to believe that a risk management culture—the sum total of all the efforts, attitudes, and investments related to workplace safety and loss prevention—can actually improve your bottom line. But, investing in risk management can definitely have advantages:

**First, by managing risk, your company could experience fewer insurance claims.** That may equate to lower insurance premium.

**Second, fewer claims means you also help reduce the "after effects."**

Insurance is meant to cover the direct costs associated with a claim, such as property damage, medical bills, and legal expenses. What is often not anticipated, however, are the unexpected, "hidden" costs from a loss. For example, insurance may not cover the cost of hiring and training a replacement employee, lost productivity, negative publicity, higher premiums related to the loss...and the list goes on. These are typically out-of-pocket expenses and can quickly add up. It could take a lot of extra sales to recoup those losses.

**Last, workers compensation claims often result in a higher work comp mod.**

Not only can this have an immediate effect on your premiums, the consequences could be felt for a long time.

Business owners who take risk management seriously understand its positive effect on their operations, both from employee well-being and financial standpoints. They see immediate value in being proactive. As one company risk manager put it, "There are many business owners who believe that risk management is too expensive. I would challenge them to put a pencil to it. I think they will be surprised that safety pays."

*This article is intended to provide general information and recommendations regarding risk prevention only and should not be considered legal advice. Following these guidelines does not guarantee reduced losses or elimination of any risks. This information may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state or federal laws.*  
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**2017**

**We have Gone Green!**

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*

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**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania



# ACCWPA

Air Conditioning Contractors Western Pennsylvania

522 East Vanderbilt Drive  
Mars, PA 16046

## Indoor Environmental & Energy Professionals



### 2018 ACCWPA Election of Officers

Will take place at our November 9<sup>th</sup> General Meeting.

#### Nominees:

President: Steve Woodring  
Vice-President: Rege Dumm  
Secretary: Rob Champe  
Treasurer: Chuck Rauch

If you are interested in a Officers Position contact  
Chuck Rauch at 724-941-9793

### ACCWPA Upcoming Events

#### October 12, 2017

Understanding ECM Motors  
Mike Riddell  
Nidec Motor Corporation  
Place: Carmody's Grille

#### November 9, 2017

Business Succession  
Jeff Conley  
EG Conley PC  
Place: Carmody's Grille

#### December 2017

No Board or General Meeting

#### January 11, 2018

Watch for 2018 Meeting Topics!



### 2017 Officers and Directors

<b>President:</b> Steve Woodring, Wade Heating & Cooling	412-787-1341
<b>Vice President:</b> Rege Dumm, A-Air	412-741-9420
<b>Treasurer:</b> Chuck Rauch, Valley Heating and A/C	724-941-9793
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**Executive Director:**  
Pat Forker  
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