

- 2020 General Meeting Topics
- VRF -March Topic
- Spring Back March 8th

2020 General Meeting Dates

Mark your Calendar!

March 12th

VRF (Variable Refrigerant Flow System)

Speaker: Trevor May
Place: Sports Grille at Cranberry

April 9th

New Calgon Tablets for Coil Cleaning

Speaker: TBA
Place: Carmody's Grille – Neville Island

May 14th

2020 Apprentice Graduation

How to Live a Meaning Full Life!
Speaker: Bert Dorazio
Place: Juniper Grille
Cranberry Twp.

June 11th

Board Meeting Only

July - No Meetings

August 14th (FRIDAY)

ACCWPA Golf Outing
Conley Resort & Golf Club

March 12th – Meeting Notice

VRF (Variable Refrigerant Flow System)

Contractors across the professional trade industries have likely heard of VRF systems on the job, but might be wondering what exactly VRF is and how it works. Even though it has been widely used in other countries for over 30 years, VRF, which stands for variable refrigerant flow, has only been available in the United States since the early 2000s. VRF is known for its superior energy efficiency and ability to offer a quick return on investment in many applications. Whether you're an HVAC contractor, a builder or a mechanical contractor, leveraging VRF technology will allow you to deliver a state-of-the-art HVAC solution for your customers. Learn what VRF is, how it works!

Complexity is the name of the game when describing the technical nature of how variable refrigerant flow technology works. **The simplest explanation of VRF is to describe it as a large-scale ductless HVAC system that can perform at a high capacity.** The specific design of a VRF system varies based on application. In general, VRF technology provides the ability for multiple indoor units or zones to operate on the same system. VRF systems can either be a heat pump system or a heat recovery system, which provides simultaneous heating and cooling.

VRF equipment can be used in conjunction with a wide range of heating and cooling products. This means that a VRF system can be scaled to meet the climate control needs of a small single-family residence all the way to a commercial high-rise building.

Trevor May, VRF Technical Specialist

Hosted by: Standard Air & Lite

Join us

Thursday, March 12th



Sports Grille at Cranberry

1294 Freedom Road, Cranberry Twp., PA 16066

3:00 pm – Board Meeting ♦ 5:30 – 6:00 pm - Social Hour (cash bar)

Guest Speaker: 6:00 pm – 7:00 pm

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

Dinner Buffet - \$45.00

RSVP: 724-687-7860 (phone, email or fax)

NO cancellations after March 9th, noon!

Registration Flyer on page 3

Giving a Compliment isn't Complicated! . . . By Happify

Giving a compliment isn't complicated -- it just requires sincerity. And the best part? Compliments are contagious. You give one, and then that person gives it back or gives one to someone else.

When this happens at work, it becomes an accepted standard. As with any relationship, it creates balance -- because when you inevitably have to say something less than positive, all that goodwill you've banked can make criticism easier to take.

Happify.com shares four compliments anyone would love to receive. While there's no such thing as an all-purpose compliment, there are contexts that get overlooked and undervalued -- all which can be tweaked and customized for the situation at hand.

Giving compliments can fall into one of two categories. We either don't give them as often as we know we should; or, when we do voice our praise, we stick to the superficial—"nice shoes," or "I really like your haircut"—rather than the truly meaningful. There's little debate on the benefits of saying nice things to other people. In the workplace, doing so can lead to increased harmony and productivity; in our personal lives, it brings us closer and just makes everyone feel warm inside. So how come it still feels like exceptional behavior rather than a default setting?

Debra Roberts, LSCW, a communications specialist and author of *The Relationship Protocol* offers three reasons: They don't know what to say; they don't think the words will be well-received; and, they don't think the compliments are needed. Catherine A. Sanderson, Ph.D., professor of psychology at Amherst College and author of *The Positive Shift*, adds another—paying a compliment requires putting others in the spotlight. "Giving one involves being less egocentric," she says.

But Before You Say Anything ...

You have to get out of your head. "You can't compliment someone unless you've noticed them," points out Sanderson. It can feel awkward, maybe embarrassing, especially if you're not usually prone to handing words of appreciation out. A daily gratitude journal can help you observe and appreciate the outside world, and writing this intel down lets you practice before you have to verbalize. But take it a step further and give yourself a reasonable goal. Start with giving out one daily compliment to whomever you choose. "The first few days will be challenging," she says, "but eventually, it will become a habit."

While there's no such thing as an all-purpose compliment, there are contexts that get overlooked and undervalued, which are ripe for kind words, all which can be tweaked and customized for the situation. Take a look at the suggestions below.

"I appreciate you making the effort for me."

Roberts sees a common scenario with couples. One partner is frustrated and asks the other to make a change. For example, we ask our partner to stop burying themselves in their phone after work and to spend some time engaging in conversation with us instead. But when he or she genuinely makes an effort, we never make mention of it, and eventually, they stick their head back in their phone. When the only thing that's voiced is disappointment or outright negativity, the takeaway is that the expectations are too high and you can't be satisfied. The result is anger and frustration all around. But Roberts points out that focusing on the fact that the requested change in behavior hasn't been completely accomplished is short-sighted. "A word of appreciation that

Continued on page 7

ACCWPA Corner



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Trevor May

VRF Technical Specialist
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Guest Speaker: 6:00 pm – 7:00 pm

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

Dinner Buffet - \$45.00

RSVP: 724-687-7860 (phone, email or fax) – NO cancellations after March 9th, noon!

*** Important – RSVP is a must! ***

Email: accwpa@zoominternet.net or fax (724) 687-7860

Company _____

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Dinner Buffet - \$45.00 per person

NO Cancellations after March 9th NOON.

IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!

PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!

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Question

If an employee is not eligible for FMLA leave is the employer required to provide the WH-382 form (Designation Notice)?

Answer

Employers are not required to use the federal Family and Medical Leave Act (FMLA) Designation Notice (Form WH-382) published by the Department of Labor, but leave covered under the act must be designated as FMLA-protected and the employer must inform the employee in writing of the amount of leave that will be counted against the employee's FMLA leave entitlement.

If an employee is not FMLA-eligible, the employer can indicate this on the Notice form by checking next to the lines that read "Your FMLA Leave request is Not Approved" and "The FMLA does not apply to your leave request." In cases where an employee's ineligibility is because they have already taken all available leave under the Act in a 12-month period, the employer also checks next to the line that reads: "You have exhausted your FMLA leave entitlement in the applicable 12-month period." The employer should retain a copy of any Designation Notice provided to an employee (whether or not FMLA is designated, as the case may be) and retain it in its records for three years (ideally in a confidential file separate from the personnel file).

While use of Form WH-382 is optional, it provides an easy method of providing employees with the written information required by 29 C.F.R. §§ 825.300(c), 825.301, and 825.305(c)." These sections of the FMLA Regulations govern employer notice requirements, designation and certification, respectively, and we invite you to review them at the [Electronic Code of Federal Regulations; Part 825 – The Family and Medical Leave Act of 1993](#).

We recommend that in all cases where an employee seeks or directly or even indirectly requests leave under the FMLA, the employer provide him or her with the [Designation Notice WH-382](#). The Regulations state that this should be done "once the employer has acquired knowledge that the leave is being taken for an FMLA-qualifying reason"

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. © 2020 Federated Mutual Insurance Company. All rights reserved.

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- Golf Outing
- Education opportunities for your technicians office staff
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- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 8 Monthly informative meetings
- Local lobbying



Upcoming Meetings!

2020

March 12th

VRF (Variable Refrigerant Flow System)

Speaker: Trevor May
Place: Sports Grille at Cranberry

April 9th

New Calgon Tablets for Coil Cleaning
Speaker: TBA
Place: Carmody's Grille

May 14th

2020 Apprentice Graduation

How to Live a Meaning Full Life!
Speaker: Bert Dorazio
Place: Juniper Grille
Cranberry Twp.

June 11th

Board Meeting Only

July - No meetings

August 14 – (Friday)

ACCWPA Golf Outing
Conley Resort & Golf Club



**Work Hard in
Silence,
Let Success
make the Noise!**

acknowledges that your partner was listening and cared enough to put your words into action can inspire them to keep trying and may help you sidestep future arguments," she says. "Why not encourage it? That way you have a better shot at that behavior continuing."

"That advice you gave was really helpful."

If you've been wrestling with a tricky problem—how to deal with your demanding boss or petty squabbles with your siblings, and a friend provides an ear to listen or some understanding words, let that person know that what they did was meaningful, says Sanderson. Although they might know that you value their friendship, it's always nice to hear and it might give them a lift just when they need it.

"You have a real talent for ..."

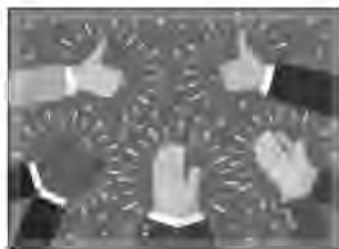
At its heart, giving someone a compliment lets them know that their work and efforts have been noticed and that they are truly seen. Voicing your appreciation for a skill or trait, something that defines the person, packs even more power. By pointing out their ability to ask questions, make a joke at the right time, or just be a calming influence, you could be reinforcing what the person likes in themselves. You also might be recognizing qualities they didn't think much of or never considered special, giving them a new sense of expertise and confidence, Roberts says.

"Good job."

It's amazing how infrequently these two little words are heard. In the workplace, blame is doled out, credit is hoarded, and employees operate under the maxim: "If you don't hear anything bad, everything is fine," Sanderson says. That dynamic doesn't offer much incentive to strive or care; but, by offering praise, you can have a meaningful impact. Chances are likely that the person you compliment is going to text their partner or friend immediately because it's so appreciated, Roberts says.

Singling out a specific detail is even better, says Dalton Kehoe, Ph.D., professor emeritus of communication studies at York University and author of *Mindful Management*. Saying, "I loved your opening line," or "That example you used on page six was perfect," further shows you were paying attention. In addition to boosting morale, positive feedback causes people to stop worrying about making a mistake or, more specifically, the consequences of making a mistake. "Getting a compliment generates energy to do work that you wouldn't ordinarily do," says Kehoe. "The next report will come in earlier and probably better," he says.

Giving a compliment isn't complicated. It requires neither flowery prose nor perfect delivery—just sincerity. And the best part? Compliments are contagious. You give one. That person gives it back or gives one to someone else. When this happens at work, it becomes an accepted standard. And in any relationship, it creates balance, because when you inevitably have to say something less than positive, all that goodwill you've banked makes criticism easier to take. "You're now someone who's well-intentioned," Roberts says. "You're not just a complainer or looking to give someone a hard time. And all you have to do is say something nice. It's as simple as that, and not only will the other person feel good, but you will too."



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Indoor Environmental & Energy Professionals

VRF (Variable Refrigerant Flow System)

Join Us: Thursday, March 12th



March 8th!!!

ACCWPA Upcoming Events

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Cranberry

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Cleaning

Speaker: TBA

Place: Carmody's Grille - Neville
Island

May 14th

Apprentice Graduation!

Juniper Grille - Cranberry Twp.

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