

- 2022 Meeting Dates
- Question of the Month
- Welcome New Member

## 2022

### Meeting Dates

#### April 14<sup>th</sup> Upcoming New Refrigerants Requirements

Speaker: Jerad Adams  
Place: Carmody's

#### May 12<sup>th</sup> Show N Tell - TOOLS Apprentice Graduation

Speaker: Mike Schwartz  
ACCWPA's 4<sup>TH</sup> Year Teacher  
Place: Carmody's

#### June 9<sup>th</sup> ?????

Speaker: TBA  
Place: TBA

#### July – No Meetings

#### August 25<sup>th</sup> ACCWPA Golf Outing Lone Pine Country Club



***The mission of the Air Conditioning Contractors of Western PA is to assist its members in managing their companies more efficiently, therefore becoming more profitable, together with increasing their exposure and credibility within the community.***

## Internal vs External Hiring?

### Question of the Month – Federated Insurance

#### Make Plans to Join Us: Thursday, April 14, 2022

Sneak PEEK into upcoming refrigerant changes, including new popular refrigerant options and the effect this will have on equipment manufacturers and installing/servicing contractors. More info on page 3!

### Internal vs External Hiring? Question

We had an employee leave employment in one division of our company, leaving the position vacant. An employee from another division showed interest in the vacant position and emailed the managers to request an interview. The two managers had been planning to post the job externally and are thinking of not considering the internal applicant because her department is short-staffed, and her managers are already really struggling. Would there be any discrimination issues with not considering this internal candidate?

### Answer

It is generally a business decision whether to consider internal candidates for a particular position. There is no specific requirement that an employer consider internal candidates. However, if a company has a policy regarding accepting applications from internal candidates, that policy should generally be followed. If the policy does not provide for the flexibility that is needed, it should be amended and the new policy communicated to employees.

It is common for employers to request approval from an internal candidate's current manager before making an offer to the candidate or authorizing a transfer. However, you may wish to consider the effect that rejecting an applicant's request due to the needs of their current department will have on the employee's morale and their future employment with the company. An employee who is otherwise qualified for the position but is passed over for this reason may become disgruntled and may end up leaving the company altogether.

An employer or manager may think that keeping an employee in their current position would be the best result for the company as a whole. However, employees will also want to prioritize their own career interests and it is generally recommended for managers to support qualified employees in their professional development. It cannot be guaranteed that an employee will be satisfied with an employer's unilateral decision that the employee will not be permitted to work in a different department. An employment decision that does not support an employee's interest in advancement could lead the employee to seek that advancement outside the company. If the employee is otherwise well-qualified and valued, the employer could be losing a valuable asset while also failing to keep original department well-staffed.

Employers should take care to ensure that any employment decision should not discriminate against employees based on any protected classes under federal or state law. Even if discrimination based on a protected trait is unintentional, it is still unlawful. However, on its own, status as a current employee is not a protected trait and it would not be illegal discrimination to not consider internal candidates. However, fairness could still be an issue in this type of situation, especially if other current employees from other divisions are considered. Ultimately, the employer will need to make a decision based on the needs of its particular workforce and its specific priorities.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Qualified counsel should be sought with questions specific to your circumstances. ©2021 Federated Mutual Insurance Company.

## Reviewing the OSHA Top 10! – Federated

Insurance

Safety violations can occur in any number of ways, but there are plenty of opportunities to help create safer work environments. One way is to become familiar with the Occupational Safety and Health Administration (OSHA) Top 10 list, which accounts for the most frequently cited standards following inspections of businesses and work sites by federal OSHA.<sup>1</sup> This helpful list can be used as a guide to learning what common risks to watch out for, and accessing vital information to help avoid devastating – and costly – worker injuries or fatalities.

Each year, OSHA posts their Top 10 violations after the month of April to allow the prior fiscal year's inspection data to finalize.<sup>1</sup> For the 2020 fiscal year, the Top 10 consisted of:

1. Fall Protection<sup>(C)</sup>
2. Hazard Communication
3. Respiratory Protection
4. Scaffolding<sup>(C)</sup>
5. Ladders<sup>(C)</sup>
6. Lockout/Tagout
7. Powered Industrial Trucks
8. Fall Protection Training Requirements<sup>(C)</sup>
9. Eye and Face Protection
10. Machinery and Machine Guarding

OSHA inspections across the nation are completed at both the state and federal levels. In 2021, over 60,000 OSHA inspections occurred, resulting in more than 89,000 violations.<sup>2</sup> Knowing that these risks exist – and that there are plenty of resources to help mitigate them – what will you do for your business to avoid becoming a part of this statistic?

Consider your specific business and workplace. Depending on the type of work that is done there, one or more of these safety risks may be present. Have you read the applicable standards? Written safety programs and regular training are great ways to help engage your employees in safer work habits. Post clear signage with workplace safety reminders, and verify that all employees are using the proper equipment and attire for their jobs. This includes ensuring that employees have access to Personal Protective Equipment (PPE), maintaining equipment and machinery, and verifying that your workplace is operating at a high standard of safety and functionality so your employees are comfortable and confident in their ability to complete their work.

1. <https://www.osha.gov/top10citedstandards> Accessed 2/1/22.

2. <https://enforcedata.dol.gov/views/oshalab.php> Accessed 2/1/22.

3. Federated OSHA Top 10 Frequently Cited Standards. 2020-2021.

(C) Construction Standard instead of General Industry (according to OSHA)

Federated Insurance provides OSHA Top 10 information on mySHIELD<sup>®</sup>, and offers access to additional resources, such as sample safety programs and training content to help identify and mitigate worksite health and safety hazards.

ACCWPA  
Corner



*Integrity is the  
essence of  
everything  
successful.*

**PEACE, LOVE  
and JOY  
thru out 2022!**

Smart Words  
One Kind  
Word can  
change  
someone's  
entire day!

Inspiration

Work  
HARD  
Dream  
BIG  
Never  
GIVE UP

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# Upcoming Refrigerant Changes

Sneak **PEEK** into upcoming refrigerant changes, including new popular refrigerant options and the effect this will have on equipment manufacturers and installing/servicing contractors.

## Join Us: Thursday, April 14, 2022

**Guest Speaker: Jerad Adams**

Friedrich Air Conditioning Commercial Product Management Director

**Facilitated by Preston Brickner, Hbbpro**



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



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

**Guest Speaker: 6:00 pm – 7:00 pm**

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

**Dinner Buffet - \$45.00**

**RSVP: 724-687-7860 (phone, email, or fax) – NO cancellations after April 11<sup>th</sup>, noon!**

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**\* Important – RSVP is a must! \***

Email: pforker@accwpa.org or fax (724) 687-7860

Company \_\_\_\_\_

Name \_\_\_\_\_

Email address \_\_\_\_\_ Cell # \_\_\_\_\_

**Dinner Buffet - \$45.00**

**NO Cancellations after April 11<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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## **Not a Contractor or Associate member?**

**We'd love to serve you, too.**

For additional information visit

[www.accwpa.org](http://www.accwpa.org)

or call 724-687-7860

Email: [pforker@accwpa.org](mailto:pforker@accwpa.org)

### **Additional reasons for membership are:**

- Company membership applies to all employees of your firm.
- **NEW!! Contractors Free Associate Membership in Service RoundTable!!**
- Networking!!!
- Monthly meetings with informative presentations that benefit both the Contractor and Supplier.
- Relevant technical training and educational classes.
- 4-year Apprenticeship School with curriculum that is focused only on the HVAC industry!
- Monthly newsletters and email communications filled with industry information and updates.
- Insurance for member's company discount.
- Social Outings that everyone can participate
- And much more to come!

## **Join today!**

**ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!**

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**2022**

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### **STANDARD AIR & LITE CORP.**

Tom Baney – 412-920-6505



In its most simplistic form, estate planning is the process of outlining today how you want your assets to be managed and transferred after your death. In reality, it's much more than that.

In your estate plan, you designate who should receive which assets and when they should get them. You choose who you want to make financial and medical decisions for you if you are unable to do so yourself, and who should care for your minor children when you're gone. You can include provisions to help minimize estate taxes and other settlement expenses, and provide guidance to your family about your wishes for your funeral, burial, or end of life care. If you put this much thought into your personal affairs, wouldn't you want to do the same with your business? One of the most important plans you can make is for the smooth transition of your business to the next generation.

For a business owner, estate planning also includes succession planning — who, when, and how your business will be taken over. Proper planning means peace of mind today, knowing that your desires for the future of your business will be fulfilled tomorrow. Federated can help you achieve your goals with specialized risk management support. A network of independent attorneys is available to assist in your estate and business continuation planning process.

Keep in mind that proper planning can help to ensure that the legacy of your business will continue. A few simple planning techniques may include:

- Making certain that your assets go to who you want, when you want, and how you want.
- Avoiding the delay, publicity, and cost of probate in the event of death or disability.
- Protecting your heirs from disability, creditors, and predators.
- Providing minimum business disruption and tax benefits to the owner and the successor.
- Leaving a lasting legacy to charity.

Many business owners may also wish to include charitable giving as a part of their legacy. There are many different options available as a part of your estate plan to accomplish these desires. If the goal is not to give major gifts on an annual basis, an option could be to make a gift by using other types of assets, such as annuities and life insurance policies, as well as more thoughtful planning through estate gifts and endowments.

Federated can help provide a holistic, team approach to effectively assist you with your estate and business succession plans. Specifically designed life insurance products are available to fund a variety of planning needs. Federated can help to align you with a marketing representative, product specialist, and the independent professional advisors needed to create a successful plan.

Don't jeopardize your family's financial future or create unnecessary difficulties by not having an estate plan or setting up business succession plan. If you already have a plan in place, make sure it is up to date and continues to reflect your wishes. Not sure where to start? Talk to your **Federated marketing representative** for a referral to an independent attorney who specializes in estate and business succession planning to help you get the process started. Take the first step towards planning your legacy today!

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## **WELCOME NEW MEMBER...**

**Motta Heating & A/C, Inc.**

614 Route 288

Ellwood City, PA 16117

724-201-0500

[mottaheating@zoominternet.net](mailto:mottaheating@zoominternet.net)

Every Job is a  
**SELF-  
PORTRAIT**  
Of the Person  
who does it.  
Autograph your  
work  
with  
Excellence!

AUTHOR UNKNOWN



## **ACCWPA Newsletter and all notices:**

If you like to get our  
ACCWPA Newsletter  
send your  
email address to:  
[pforker@accwpa.org](mailto:pforker@accwpa.org)



Welcome to the *all-new*

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Air Conditioning & Heating  
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Air Conditioning Contractors Western Pennsylvania

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**Service Roundtable Affiliate Association**



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DR. DENNIS McCARTHY, 724-746-2890

**ROSEDALE TECHNICAL COLLEGE**  
ROB ROSSELL - 412-521-6200

**“Be There Fund”**

*(Must be an ACCWPA member to Win!)*

**Next General Meeting - \$270.00**

## Membership Benefits...

### Air Conditioning of Western PA

will continue to be your local industry partner,  
as we have been since 1950.

#### Annual Membership Brings You the Following Benefits:

- Networking events
- Discounts on seminar
- Current info from local suppliers
- Legislative efforts
- Local website
- Technical training courses
- Apprenticeship program  
State recognized
- Monthly newsletter
- Information of industry news  
changes within the industry
- Insurance for member's company discount
- Code enforcement updates
- ACCWPA Apprenticeship School
- 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



## GRADUATION DAY!

**May 12, 2022**

*It's Graduation Day for our*

**2022**

***Apprenticeship Class!***

***We are also honoring our 2020 Graduation  
Class because of COVID!***

Please join us in congratulating our 2022 Graduates and  
Ho Apprenticeship Classes!



## Upcoming Meetings!

### 2022 General Meetings Schedule!

**May 12<sup>th</sup>**

#### **Show N Tell - TOOLS Apprentice Graduation**

Speaker: Mike Schwartz  
ACCWPA's 4th Year Teacher  
Place: Carmody's

**June 9<sup>th</sup>**

**?????**

Speaker: TBA  
Place: TBA

**July – No Meetings**

**August 25<sup>th</sup>**

**ACCWPA Golf Outing  
Lone Pine Country Club**



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



## ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!

### Membership Advantages:

Networking with other contractors. This source of information is invaluable in handling problems within your own company. ACCWPA members help fellow members to be successful!



ACCWPA distributes ACCWPA Newsletters monthly to members and selected non-members, so that all those in the HVAC/R industry can keep informed of issues regarding our trade, and Chapter activities. We hope the non-members will see this newsletter as an example of the quality services that ACCWPA provide.

Contributions or suggestions can be emailed to [pforke@accwpa.org](mailto:pforke@accwpa.org)

**ACCWPA is proud to be a Service Roundtable Affiliate Associate.**  
**October 18-21 - Service World Expo - Tampa, FL**



#### ACCWPA Upcoming Events

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 Place: Carmody's (Neville Island)

**June 9<sup>th</sup>**  
 ??????  
 Speaker: TBA  
 Place: TBA

#### 2022 Officers and Directors



<b>PRESIDENT:</b> Rob Champe, Shearer Heating & Cooling	724-222-1830
<b>VICE PRESIDENT:</b> Sue Pelles, Pelles HVAC	724-321-0486
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