

ACCWPA

Air Conditioning Contractors Western Pennsylvania

February
2022



Inside:

- 2022 Meeting Dates
- Safety Leadership
- Question of the Month

Volume 17, Issue 2

2022 Meeting Dates

February 10th
Board Mtg. Only
NO General Mtg.

2022 General Meetings Schedule!

March 10th
2023 Regulatory
Requirements

Speaker: Chris Belcufine
Napoli Restaurant -
Bridgeville

April 14th
Upcoming New
Refrigerants
Requirements

Speaker: TBA
Place: TBA



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.

Safety Leadership starts with YOU! . . . Federated Insurance

Time and time again, the topics of safety leadership and risk management culture are brought up at businesses around the country. As leaders, you have a responsibility to help keep your operations running smoothly and ensuring your employees are working to the best of their abilities. But from an overarching perspective, safety leadership must start at the top — with you.

Risk Identification – When it comes to risk management, identifying the root causes of accidents and injuries and remedying them immediately using a risk management plan can help create a healthier, more stable business. Take the time to periodically conduct a workplace analysis that includes the inside and outside of the building. Focus on:

- General operations
- Machines and equipment
- Employee processes and work practices
- Housekeeping safety
- Clean walking surfaces
- Well lit and organized storage and loading zones
- Any other areas and activities necessary to perform safely well at your workplace

Take notes when potential hazards are found, gather the information, and develop plans for what is needed to control situations that may lead to unacceptable consequences. As necessary, endeavor to promptly correct workplace hazards. Safety guidelines are more effective if they are presented in a written format — create a formal safety manual and present it to employees. In this, include the means for holding employees accountable for any unsafe work habits or conditions.

Lead by Example - Your actions as a leader hold a great deal of value. As you interact with others, you should demonstrate a high level of understanding for the safety of your business, and your actions should reflect the culture of a workplace that encourages others to follow your lead.

If you see areas that need work, note them and address them. Any employee infractions should be documented and followed up on, and training should be assigned promptly. By continuously following your risk management plan and showing interest in a safe workplace, you demonstrate to your employees the level of dedication and respect that you have for them, and for your business model.

Listen to Employees – Your employees are on the front lines, and often interact with job-specific risks that you may not be entirely familiar with. If they raise safety concerns or offer suggestions about areas of their jobs, take the time to listen to them, and work to remedy the situation. Job hazard analyses are also more accurate when employees are involved.

In turn, work with them on areas that they may need further training in, along with regular refresher courses for specific tasks. By working alongside your employees to come up with relevant topics, you can keep them involved in regular training.

A risk manager is an important part of any business. Your role requires care, organization, and planning, as well as confidence and the energy to take control of a business's risk management culture. You will recognize the importance of designing and following through on a comprehensive risk management plan in order to best help protect your business's people and bottom line.

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.

Time to Review Your Personal and Business Financials Risk . . . Federated Insurance

In March 2020, the world changed when COVID-19 shut everything down. Since then, there have been stay-at-home orders, remote work, and schools and universities teaching over Zoom. The economy is a paradox — staffing shortages, high unemployment, supply chain problems, and business closures for some; or the best sales results in decades for others, along with a stock market that continues to grow. In the meantime, company expenses have increased to adjust to the impact of the pandemic.

The life insurance industry has also been impacted. The number of death claims has grown by double digits. But the positive is new life insurance sales are growing for ages that were slow to purchase coverage in the past. Perhaps the pandemic has shown a light on the financial risks that weren't as apparent or were brushed off in the past. Have you considered your personal and business financial risks?

Personal Coverage - In the event of your death, a benefit to your spouse or children can help cover the loss of income, final expenses, debt, and help provide an educational benefit. If you already have personal coverage, it is important to review the death benefit amount periodically to make sure it will continue to provide desired coverage for any increasing income and higher expenses. And in a low interest environment, will a death benefit earn enough for lifetime access to the funds, or will the beneficiary run out of money too soon? Consider increasing your coverage to manage a gap in your personal financial plan. If your spouse doesn't have an income, it is still important to purchase coverage on your spouse to cover the expense for child care, final expenses, and debts.

Business Coverage - When competition for qualified employees is fierce, life insurance can also be used to offer a more immediate award for remaining with the company by using a bonus structure that encourages key employees to stick around for the long-term. To help protect your business from the sudden loss of a key employee (including yourself) due to death, key person coverage provides the business with cash at a time when it may be needed most to help find, recruit, and train someone new; and to help replace lost profits due to the loss of the key employee and their skills and leadership.

Did a business in your community risk its future when a business owner died suddenly? It is essential to have a written business succession plan to help manage the transition to a new owner. Yet, even the best succession plan can be derailed if the money to implement a buy-sell agreement is not there when it's needed. Life insurance proceeds are promptly available after the death of the insured owner to help cover the purchase price for the owner's share of the business, helping to ensure that the new or remaining owners can keep the doors open.

Every industry has experienced unprecedented change over the last two years. What hasn't changed is the need to manage the risk. Take some time to review your personal and business financial risks and consider updating your coverage.

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.

ACCWPA Corner



*Integrity is the
essence of
everything
successful.*

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

**SmartWords
One Kind
Word can
change
someone's
entire day!**

Inspiration

**Work
HARD
Dream
BIG
Never
GIVE UP**



Not a Contractor or Associate member?

We'd love to serve you, too.

For additional information visit

www.accwpa.org

or call 724-687-7860

Email: 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!

2022

ASSOCIATE MEMBERS

BEAVER STEEL SERVICES, INC.

Kurt Treser, 412-429-8860

COMFORT SUPPLY

Dave Heckler – 412-921-6600

DOWIL COMPANY

Gregg Massetti – 412-787-1313

FEDERATED INSURANCE

Justin Harris – 412-720-4697

FILTECH INC.

Andy Komar – 918-408-8246

GEO. V. HAMILTON, INC.

Ed Wallace – 412-777-4405

H. GERHARDT SUPPLY

Harry R. Gerhardt – 412-279-4880

HABEGGER HVAC CORP.

C.J. Cameron – 412-469-1010

JOHNSTONE SUPPLY

Steve Bichey – 724-561-3345

FAMOUS SUPPLY

Mike Eckert – 412-622-8100

ROBERTSON HEATING SUPPLY

Tim Leja – 412-922-4001-c

STANDARD AIR & LITE CORP.

Tom Baney – 412-920-6505



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
- 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



February 14th!!

Don't forget your sweetheart!



Upcoming Meetings!

2022

General Meetings Schedule!

March 10th

2023 Regulatory Requirements

Speaker: Chris Belcufine
Napoli Restaurant -
Bridgeville

April 14th

Upcoming New Refrigerants Requirements

Speaker: TBA
Place: TBA

May 12th

Tool Time

Speaker: Preston Brickner
Place: TBA



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

Happy
Valentine's
Day

HR Concerns for 2022?

Question

We are looking ahead to 2022 and trying to plan out what HR issues our company should be prepared for. What are some of the things our HR dept. should focus on this year?

Answer

In addition to the normal workplace concerns that HR always has to deal with, 2022 will present some new challenges to consider. The effects of the COVID-19 pandemic are still being felt in the workplace and will affect HR in a number of ways. Other top concerns include a focus on diversity, equity and inclusion in the workplace, employee well-being, and the competitive hiring market.

One effect of the pandemic is that some workplaces are just now returning to in-person work after a sudden shift to remote work. Adjusting to working with co-workers in person again may be a challenge for some employees that creates headaches for HR. Planning ahead for this re-adjustment period may smooth the way for returning to in-person work.

You may find that some employees prefer remote work to coming into the office and that others prefer a hybrid approach, with some days spent in the office and some days at home. Working with employees to successfully navigate a hybrid workplace will be a common challenge for HR departments in many industries. The best way to do this will depend on the nature of your particular workplace.

Employers will also need to be aware of required COVID protocols, which continue to evolve based on location and federal, state and local guidelines. One particular issue to pay attention to is the ongoing litigation regarding federal vaccine mandates for large private employers, health care workers and federal contractors. The outcome of those lawsuits, which are expected to be decided by the Supreme Court, will affect many employers across the country. Other employers may be affected by state or local requirements.

Many companies are also focusing efforts in improving diversity, equity and inclusion within the workplace. These efforts include working to increase diversity in hiring so that many different groups are represented in the workplace, ensuring that all employees are fairly compensated and have access to opportunities within the company and fostering a sense of belonging for employees within the company.

Employee well-being in general is something that many employers will be concerned about in 2022. Employees are being increasingly vocal about their needs related to work-life balance, mental and physical health, flexible work, leave for personal and family needs, professional development and finding meaning and personal satisfaction in their work. How to incorporate these things into the workplace culture will be a top priority for 2022.

All of these issues will also affect the continuing challenge of a competitive hiring market. Potential candidates have the ability to be selective about positions they are considering and can expand their job searches geographically thanks to the increase in remote work. Along with more traditional things like compensation and employee benefits, company culture and flexible work options will be a critical selling point if your company is hiring in 2022.

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.

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



Welcome to the **all-new**

famous-supply.com

*Smarter Shopping.
Easier Account &
Order Management.
Faster Checkout.*

FAMOUS SUPPLY
famous-supply.com



JOHNSTONE SUPPLY



Goodman
Air Conditioning & Heating
Copeland

WE'VE GOT YOU COVERED...

PRODUCTS • KNOWLEDGE • SERVICE

Now with 7 locations in the Pittsburgh area stocking Heating, Ventilation, Air Conditioning and Refrigeration equipment.

MONACA Phone 724-775-8041 **BUTLER** Phone 724-283-9100 **NORTH HILLS** Phone 412-367-8040
BETHEL PARK Phone 412-831-8188 **MONROEVILLE** Phone 412-373-6360 **PITTSBURGH** Phone 412-690-2388 **GREENSBURG** Phone 724-216-5406

WWW.JOHNSTONESUPPLY.COM



RELAX. IT'S RHEEM. Rely on Ruud Service That Satisfies Since 1934

BEAVER FALLS.....500 Seventh Ave.724-843-4500
BUTLER.....678 E. Butler Rd.724-282-8200
CRANBERRY TWP.....1245 Freedom Rd.724-772-3855
GREENSBURG.....990 Broad St.724-836-6319
MONROEVILLE.....1616 McClure Rd.724-733-7577
PITTSBURGH.....952 Noblestown Rd.412-922-0500
WHEATLAND.....10 Mill St.724-347-3774
WASHINGTON.....84 Stewart Ave.724-222-6720

ACCWPA
Air Conditioning Contractors Western Pennsylvania

ACCWPA
Air Conditioning Contractors Western Pennsylvania

PROUD AFFILIATE PARTNER WITH!!

Service Roundtable Affiliate Association



AWESOME CONTRACTOR BENEFIT!

2021 CENTURY CLUB MEMBERS

FEDERATED INSURANCE
HUNTER McHUGH, 412-720-4697 **STANDARD AIR & LITE CORP.**
TOM BANEY, 412-920-6505
JOHNSTONE SUPPLY INC.
STEVE BICHEY, 724-561-3345

2021 VO-TECH MEMBERS

PENN COMMERCIAL INC.
MARIANNE ALBERT,
724-222-5330 x228 **PITTSBURGH TECHNICAL COLLEGE**
412-809-5100
PITTSBURGH PUBLIC SCHOOLS
ANGELA MIKE, 412-529-8680 **WESTERN AREA CAREER
& TECHNOLOGY CENTER**
DR. DENNIS McCARTHY, 724-746-2890
ROSEDALE TECHNICAL - ROB ROSSELL - 412-521-6200

“Be There Fund”

(Must be an ACCWPA member to Win!)

Next General Meeting - \$240.00



Happy Valentine's Day!!

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 pforker@accwpa.org

ACCWPA is proud to be a
 Service Roundtable Affiliate Association



ACCWPA Upcoming Events

February 10th
 Board Mtg. Only
 NO General Mtg.

March 10th
 2023 Regulatory Requirements
 Speaker: Chris Belculfine
 Napoli Restaurant – Bridgeville

April 14th
 Upcoming New Refrigerants Requirements
 Speaker: TBA
 Place: TBA

2022 Officers and Directors

PRESIDENT: Rob Champe, Shearer Heating & Cooling	724-222-1830
VICE PRESIDENT: Sue Pelles, Pelles HVAC	724-321-0486
TREASURER: Chuck Rauch, Valley Heating and A/C	724-941-9793
SECRETARY: John Wilcox, Wilcox Plbg & Htg	412-212-7525
CONTRACTOR DIRECTORS: Rege Dumm, A-Air, (ACCWPA Past-President) Steve Woodring, Wade Heating & Cooling	412-741-9420 412-787-1341
ASSOCIATE DIRECTORS: Mike Marhefky, Carrier Enterprise CJ Cameron, Habegger Corp. Steve Bichey, Johnstone Supply Colleen Karnes, Standard Air & Lite	724-989-9555 724-550-6201 724-561-3345 412-920-6505
SPECIAL ADVISOR: Dave Williams, A-Air Company	412-728-5148
Executive Director: Pat Forker pforker@accwpa.org	Office/Fax 724-687-7860 Cell 412-760-5792