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Volume 9, Issue 11

2014 General Meeting Dates

Mark your Calendar!

November 13, 2014

Drugs + Alcohol + Work Do Not Mix!
 Peter's Place, Bridgeville

December, 2014

No General Meeting

January 8, 2015

PA Energy Efficient New Homes Program
 Mike Arblaster
 Meeting place: TBA



Air Conditioning Contractors of America
ACCA

Is a non-profit association serving more than 60,000 professionals and 4,000 businesses in the indoor environmental and energy services community.

Founded 40+ years ago, ACCA sets the standards for quality comfort systems, provides leading-edge education for contractors and their employees, and fights for the interests of professional contractors in every state in the country.

ACCA is the only nationwide organization of, by, and for small businesses that design, install and maintain indoor environment and building performance systems.



PA State Chapter Update....

PA State Chapter ready to hold Executive Officer Elections!

ACCA Contractors:

The inaugural board has been operating for the past few months. Our main goal has been to do the leg work so that the first official Executive Board can be voted in and take office January 2015. The framework would be in place and the new board can go about the business of running the PA State Chapter.

Our stated mission statement is:

The mission of ACCA-PA is to promote quality and professionalism, to help our members become more successful, and to enhance the HVAC/R industry's image to the consumer.

The primary functions the new board will concentrate on is State wide training opportunities and establishing a watchdog network to keep members aware of government issues that affect our industry.

We will be looking for contractors who would like to serve on the board or assist in any way. Elections will be held in November to fill the positions of:

- **President**
- **Vice President** (President in waiting)
- **Secretary**
- **Treasure**

Once the Executive Board is set, they will appoint contractor members to help carry out the work of the board.

Please contact me if you have any questions, or would like to put your name on the ballot for one of the positions or to be considered for a contractor board member.

Bob Boyle
PA State Board, Co-Chair Interim President
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HVAC Contractors Wanted

Builders of new home construction projects may be eligible for financial incentives from the [Pennsylvania Energy Efficient New Homes Program](#), a program offered by FirstEnergy's Pennsylvania utilities.

The high-efficiency systems you sell and install may be all that are needed for your builders to be eligible for thousands of dollars in program incentives. Don't let your builders miss out on this great opportunity.

Benefits for HVAC Contractors

Contractors who market or install high-efficiency systems can leverage the Pennsylvania Energy Efficient New Homes Program's financial incentives to help increase sales.

Participants also gain access to a select group of leading builders, reduced callbacks by pairing high-efficiency equipment with quality installations, and a means to differentiate your business from contractors who compete solely on price.

Benefits for Homebuilders

Participating builders whose homes meet ENERGY STAR® standards are eligible for a rebate of \$400 plus \$0.10/kWh saved annually over a non-certified "reference" home built to the standard 2009 IECC code. Homes with high-efficiency systems like ground-source heat pumps have received an average incentive of \$2,300.

Program incentives are offered to builders in the Met-Ed, Penelec, Penn Power and West Penn Power service territories.

In addition, ENERGY STAR homes sell faster and for more money than comparable non-certified homes. With ENERGY STAR homes typically using 15-30 percent less energy, it's no surprise that a National Association of Home Builder survey found that 91 percent of homebuyers prefer an ENERGY STAR rating for their home.

Get Involved

Participating builders are required to hire HVAC contractors who are credentialed through a third-party oversight organization in order to receive program incentives.

Both training sessions and marketing materials are available to help contractors and builders meet the ENERGY STAR program guidelines and promote their ENERGY STAR-certified homes.

Plan to attend our January 8th, 2015 ACCA general meeting and find out how you or your builders can participate in this program!

The costs of energy efficiency programs are recovered through customer rates in accordance with Pennsylvania Act 129 of 2008. For a complete list of commercial, industrial, residential and low income energy efficiency programs, please visit energysavePA.com. www.energysavepa-newhomes.com

EDUCATION & EVENTS

To register : www.acca.org

Residential Design For Quality Installation

Nov. 18 - 20, 2014

ACCA 2015 & IE3 Expo

March 16 - 19, 2015



SmartWords You Must Remember

"You can fail at what you don't want, so you might as well take a chance on doing what you love."

— Jim Carey

Product Spotlight

Mastering Core Service

Learn how to successfully take and pass the NATE Service Core Exam – the fundamentals to general, construction and HVACR-specific knowledge required for certification.

To learn more about this and other tools ACCA has to offer, visit: www.acca.org/store.

March 16/19, 2015 ACCA National Convention

The single largest source of contractor education in the country!



HR Question of the Month....

Does an accused employee have the right to review a written complaint against them?

Question: One co-worker verbally abused another co-worker. Subsequently the abuser received a written reprimand for their behavior. The abuser now wishes to physically review the complaint filed by their co-worker. Are they entitled to view the complaint?

Answer: No, in at-will employment there is no requirement that the accused employee be allowed to see a written complaint from a colleague. Having said that, the accused employee should have been provided the details of the concern when being questioned, so that he/she would be able to respond fully, accordingly. We would recommend that if there are specific emails, for example, that an employee was accused of writing, that these be shown to an accused employee as part of the investigation. If this was not done, the employer still need not allow the employee to review the written documentation but the employer should be sure it has fully addressed all of the issues and that the written warning is appropriate. Of note, the complaining employee should not be privy to the discipline visited upon the accused employee; this is between the employer and the accused employee. The employer's duty when investigating and addressing a concern is to stop the alleged behavior and prevent it from happening again. Again, this response assumes that there is no collective bargaining agreement or local ordinance that applies here.

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To learn more about the Federated Employment Practices NetworkSM, contact your local Federated Marketing Representative, or visit www.federatedinsurance.com.

ACCA – How Do We Do IT!!!

We write the standards for the design, maintenance, installation, testing, and performance of indoor environment systems. We bring contractors together with other contractors through unique learning opportunities and online communities. We provide exclusive technical, legal, and marketing resources. We bring customers to our members, since they come to our website trying to find quality contractors. And we fight aggressively for contracting business interests in Washington, DC and in every state in the country.

ACCA Publications

ACCA Publishes Technical Bulletin On Residential Vapor Retarder and Air Barrier Retrofits

ACCA, the nation's largest association of indoor environmental systems professionals, has published a new Technical Bulletin entitled "Residential Vapor Retarder and Air Barrier Retrofit Primer."

ACCA Technical Bulletins are provided to members at no cost at <http://members.acca.org/downloads> and cover a variety of topics related to system design, installation, and maintenance.

This new technical bulletin will help contractors identify and evaluate air barriers and vapor retarders/barriers in older homes. It is a primer designed to introduce contractors to the materials and the traditional vapor barriers/retarders installation practices, so they can identify misapplications. It contains information that can aid in selecting remedies that will resolve moisture issues related to building assembly failures.

ACCA members can download the "Residential Vapor Retarder and Air Barrier Retrofit Primer" technical bulletin and all of ACCA's other technical bulletins at <http://members.acca.org/downloads>. For more information, contact ACCA's: Donald Prather at donald.prather@acca.org.