

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

APRIL  
2017

**Inside:**

- 2017 Mark Your Calendar
- HR Question of the Month
- Safety Ways

Volume 12, Issue 4

## 2017 General Meeting Dates

*Mark your Calendar!*

**May 11, 2017**

Apprentice Graduation  
The Sports Grill  
Cranberry Twp.

**June 8, 2017**

Pittsburgh Winery  
ACCWPA Board Meeting

**August 24, 2017**

Golf Outing - Quicksilver  
12:30 shotgun start

**September 13, 2017**

Community Service Project

**September 14, 2017**

Make your Own BEER!

**October 12, 2017**

Building Codes - TBA

**November 9, 2017**

Business Succession  
EG Conley PC

**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

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address to:  
accwpa@zoominternet.net

## April 13<sup>th</sup> - ACCWPA Tool Time Meeting

**Presented by: Johnstone Supply**



**BRAZE-FREE tube fittings – connecting copper tubes  
just got a whole lot easier!**

New ZoomLock fittings are specially designed to work without brazing, which automatically makes your job simpler and faster when joining copper tubes. In addition, the one-piece fittings are reliably secure, leak-proof and more repeatable than brazed connections — so there's no compromise on quality

**Presented by: The Habegger Corp**



**APCO - DETOX THE AIR - The Whole House Air Purifier**

The award-winning APCO system (Advanced Photocatalytic Oxidation) represents an entirely new type of air purifier. APCO is installed in the ductwork of the central air system where it scrubs the air as it passes by. APCO's unique combination of UV-C light and activated carbon achieves unmatched germ and odor reduction without producing any harmful ozone. APCO is particularly effective at reducing odor-causing volatile organic compounds (VOCs) which include toxic chemical vapors like formaldehyde and toluene.

**Join Us for Show N Tell! -  
April 13<sup>th</sup>, 2017**



533 Washington Avenue, Bridgeville, PA 15017  
412-257-8760 • Metered Parking Lot cash or credit cards can be used.

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

**Guest Speakers: 6:00 pm – 7:00 pm**

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

• Dinner - \$30.00

**Selection: Italian Buffet**

**RSVP: 724-779-1860 (phone, email or fax) –**

**NO cancellations after April 11th noon!**

**Make Your Reservations – Flyer on page 3**

## *Unpaid FMLA and paid holidays?*

### **Question:**

We received a question regarding unpaid FMLA leave and holiday pay. An employee has requested unpaid FMLA leave. There are paid holidays during the leave period. Is the employee entitled to holiday pay?

### **Response:**

In determining whether an employee on FMLA leave is entitled to holiday pay for a holiday that falls during the leave period, the employer's policy governs. The FMLA Regulations provide specifically that "[a]n employee's entitlement to benefits other than group health benefits during a period of FMLA leave (e.g., holiday pay) is to be determined by the employer's established policy for providing such benefits when the employee is on other forms of leave (paid or unpaid, as appropriate.)" See 29 CFR 825.209(h). In other words, the employer's policy relative to holiday pay eligibility and whether FMLA leave affects it should be uniformly enforced for all types of leaves to avoid potential discrimination or retaliation claims. If employees on other types of leaves of absence, whether protected by the FMLA or not, are eligible for holiday pay, employees on FMLA leave should be, too.

If your policy does not specifically address holiday pay eligibility under these circumstances, we recommend that you consider revising your policy to ensure it addresses this issue in a manner that comports with your company's objectives while remaining compliant with applicable law. Any policy that is changed should be communicated in advance of its implementation, and uniformly enforced to avoid discrimination concerns. From an employee relations standpoint, if this is the first situation of its kind and your policy is silent, you may want to consider paying the subject employee for the holidays until such time as the policy is changed (and then move forward consistent with the new policy), even though strictly speaking this is not a statutory requirement.

Want to learn more about how to handle issues like this? [Click here](#) to listen to our Podcast about FMLA and holiday pay.

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*This article is intended to provide general information and recommendations regarding risk prevention only. There is no guarantee that following these guidelines will result in reduced losses or eliminate any risks. This information may be subject to regulations and restrictions in your state and should not be considered legal advice. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws. © 2016 Federated Mutual Insurance Company. All rights reserved.*



*Integrity is the  
essence of  
everything  
successful.*



**SmartWords**  
You Must Remember

**"Business is a  
combination of  
war and sport."**

Andre Maurois

### **Inspiration**

**BeLIEVE**  
  
IN  
**YouRSELF**

**Presented by: Johnstone Supply**



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**Guest Speaker: 6:00 pm – 7:00 pm**

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**Selection: Italian Buffet**

**RSVP: 724-779-1860 (phone, email or fax) – NO cancellations after APRIL 11th noon!**

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

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

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

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

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

**Dinner Selection: Italian Buffet**

**NO Cancellations after April 11th NOON. No shows will be billed.**

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!  
PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFITS!**

## Triple Protection Plan – An Employee Retention Strategy By Federated Insurance

Over the years, you've built a profitable business. You've invested your money, your time, and your passion. Now ask yourself, "What is my most valuable business asset?" While physical assets—the buildings and equipment—support financial goals, the success of many businesses can be traced to the good judgment, skills, and expertise of your key employees.

*What if a competitor makes your key employee an offer he/she can't refuse?  
What is the impact on the business if you or your key employee dies?  
What happens to your key employee's family when the paycheck stops?*

Your key employees aren't listed on your balance sheet or your income statement, but what they do shows up there. Unfortunately, many business owners train and mentor employees with the intention they will stay forever only to have them leave. Most people don't realize how costly this can be because they have not thought about losing an employee nor the consequences associated with that loss.

So, the question becomes, "How can I protect my business against these possibilities?" The answer is to wisely allocate your financial resources and provide protection for multiple concerns with a specially designed program.

### Triple Protection Plan

With a Triple Protection Plan (aka Three Part Plan) you can address your employee retention concerns and help protect against the financial impact of an employee death. It can also provide a benefit for an employee's spouse and/or children.

A **Private Bonus Plan** can help retain employees. It is a written agreement that pays selected employees set bonuses at specific times. The plan is informally funded with a cash value life insurance policy and it protects against the employee's voluntary departure by providing a strong incentive to stay. The business applies for, owns, and pays the premiums on a life insurance policy on the key employee to informally fund the private bonus plan. The business withdraws policy cash values as needed to pay the scheduled bonuses.

**Key Person Coverage** protects against financial losses associated with an employee's death. The proceeds from the same life insurance policy provide liquidity, which can be used to recruit, hire, and train a replacement. It can also be used for business continuation or overhead expenses.

**Family Protection** allows the business the opportunity to share the life insurance protection with the employee's family. Using an Endorsement Split Dollar plan, the company can provide life insurance to a key employee. And, the company remains in control of the policy while offering financial security for the key employee's family with a portion of the death benefit.

Employee retention and the potential departure of a key person are concerns for all business owners. By using a Triple Protection Plan, your talented employees will be more likely to stay and you gain peace of mind thanks to an added degree of stability and security. One solution for three problems!

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as we have been since 1950.**

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- 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

**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

## Upcoming Meetings!

### April 13<sup>th</sup>

### Tool Time

Burgh's Pizza  
and Wings -  
Bridgeville

### May 11<sup>th</sup>

### Apprentice Graduation

Guest Speaker  
The Sports Grille  
Cranberry Twp.

### June 8<sup>th</sup>

### Pittsburgh Winery

Invite your family  
and friends!

### August

### 11<sup>th</sup>

### Apprentice Graduation

Guest Speaker &  
Location – TBA

## 2017 ASSOCIATE MEMBERS

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### STANDARD AIR & LITE CORP.

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### STEEL CENTER AVTS

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### PENN COMMERCIAL INC.

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### TRIANGLE TECH

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### PITTSBURGH TECHNICAL COLLEGE

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## "Be There Fund"

(Must be an ACCWPA member to Win!)

April 2017: \$30.00



**PITTSBURGH 15201**  
185 40TH STREET  
**412-486-0695**

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**August 24<sup>th</sup>!**

*Watch for more Info soon!*



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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

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Air Conditioning Contractors Western Pennsylvania



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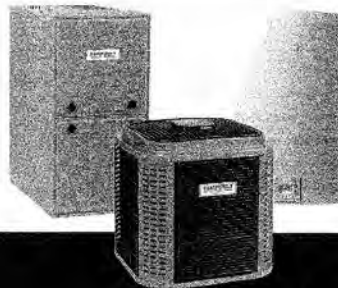


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## Use required PPE to protect yourself from hazard

OSHA has determined that the hazards addressed by personal protective equipment (PPE) are present in all workplaces. That's why you need to use required PPE.

- **Safety eyewear** protects your eyes from flying materials, dust, fumes, or light.
- **Gloves, clothing, and footwear** protect you from heat, cuts, punctures, chemicals, etc.

### Whenever you're assigned PPE

- Inspect it before each use—and don't use it if it's damaged. Replace it.
- Get a good fit. If it doesn't fit you properly, it probably won't protect you properly.
- Use it all the time to protect yourself from injury. Workplace hazards are always present—even when you least expect them.
- Follow instructions for PPE removal, storage, cleaning, and disposal.

## Take these easy precautions and prevent injuries

When you're faced with transporting a big, bulky load, make the safe choice:

- **Size up the load.** Before you try to lift it, make sure it's not too heavy. Straining to lift a load that's too heavy is asking for a back injury. Also, make sure that you can get a good grasp on the load. If it's too bulky or an awkward shape, you're likely to drop it before you reach your destination. And make sure you'll be able to see clearly over the load as you carry it.
- **Get help, if necessary.** When a load is too heavy or bulky to carry alone, ask for help. Straining to handle an unmanageable load can cause back strain or other injuries. Be sure to plan out your moves so that you lift and unload at the same time.
- **Divide the load, if possible.** If you can't get help, try to divide the load into smaller, more manageable parts. Then make several trips.
- **Use a handcart.** If it's not possible to divide the load, use a hand cart to help you move it. Place heavy objects on the bottom, with load over axles. Stack lighter objects on top, but don't block your view. With the help of this kind of equipment, you can move large, bulky loads safely and efficiently.

## HANDS ON TIPS FOR HAND TRUCKS

Whenever you need to move a heavy load with a hand-truck, be sure to:

- Wear heavy-duty work gloves with a good grip. Wear your required safety footwear.
- Place the heaviest objects on the bottom.
- To avoid back strain, use proper lifting techniques in loading and unloading.
- Store the load well forward, with weight borne on the axle.
- Make sure you can see over the load. When the load passes chin level, the chance of an accident increases dramatically.
- Push, don't pull.
- Think about the route in advance; plan for doorways, blind corners, etc.
- Watch out for pedestrians and vehicles, objects on the floor, obstruction in the way, and the edges of platforms or docks.
- Park the hand-truck out of the way. Don't leave it in an aisle or blocking an emergency exit.

**2017**

**We have gone Green!**

ACCWPA Newsletter will only 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



### ACCWPA Upcoming Events

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ACCWPA Apprentice Graduation  
The Sports Grille – Cranberry Twp.

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12:30 shotgun start

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Community Service Project

**September 14, 2017**

Make your Own BEER!

**October 12, 2017**

Building Codes - TBA

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

### 2017 Officers and Directors

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**Executive Director:**

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