

- 2017 Mark Your Calendar
- HR Question of the Month
- Update your email address

2017 General Meeting Dates

Mark your Calendar!

IF YOU WANT TO KEEP RECEIVING OUR NEWSLETTER FILL OUT FLYER WITH YOUR EMAIL ADDRESS!!!!

April 13, 2017

Tool Time
Burgh's Pizza and Wings

May 11, 2017

Apprentice Graduation

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

March 9th ACCWPA Meeting

R22 replacements

compare 3 top choices of refrigerants to replace R-22

Static Pressure

How to take and use static pressure readings in airside diagnostics

Guest Speaker

Gary Ciorra

Tech Service Manager, Johnstone Supply

I started in HVAC in 1980 after attending gateway tech I then worked for local refrigeration company then started my own business. after 15 years in business I went to distribution and became FSR (field service rep) for American Standard and Trane after 8 years became TSA (tech service advisor) for ICP products and trainer for Mitsubishi. I am now tech service manager for Johnstone supply where I do training and tech support.

Join Us

March 9, 2016

Juniper Grill

2013 MacKenzie Way, Cranberry Twp., PA 16066 (across from the Marriott)

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 and Social Hour resumes (cash bar)

- Dinner - \$45.00

Selection: Chicken Enchiladas, Angus Beef Brisket or Wood Fired Salmon

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

NO cancellations after March 7th noon!

Make Your Reservations – Flyer on page 3

HR Question of the Month By Federated Insurance

We dropped under 50 employees, does FMLA still apply?

Question: Our company recently made some changes, and we no longer have more than 50 employees. How do we handle our prior FMLA obligations (50 or more employees)? Do we have to wait a certain time period before we no longer are required to provide FMLA leave?

Response: Yes, if an employer drops below the 50-employee threshold typically required for Family and Medical Leave Act (FMLA) coverage, indeed there is a certain time period that an employer must wait before it ceases being a covered employer for purposes of the Act. The employer will need to comply with its obligations under the FMLA as to any eligible employees, until such time as it is no longer a covered employer.

The FMLA covers all public sector employers, but only those in the private sector employer that are "engaged in commerce or in any industry or activity affecting commerce," and that employ "50 or more employees for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year." Thus, employers do not become covered by the FMLA the moment they reach the 50-employee threshold. Rather, they must wait 20 weeks at that employee count, to ensure that they have had 50 or more employees "for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year" before coverage under the FMLA is triggered. By the same token, the moment an employer dips below the 50-employee headcount requirement, it does not suddenly lose coverage. Indeed if the employer had 50 or more employees in at least 20 weeks in the prior calendar year (and they do not need to be consecutive), the employer would stay covered by the FMLA for the remainder of the current year, even if it is never at or above the 50-employee threshold. Only when the employer can safely say that it has not had at least 50 employees for either 20 weeks in the present year or 20 weeks in the prior year will it cease to be considered a covered employer for FMLA purposes.

Here is an example. A company has 80 employees at the beginning of 2017 but on October 31, 2017, it lays off half of its workforce, leaving the employer with just 40 employees. Although it does not have 50 or more employees for the remainder of the year, it will stay covered by the Act for the rest of 2017 because it had 50 or more employees for at least 20 weeks earlier in the "current" calendar year. As well, although the employer has only 40 employees moving in to 2018, it will remain a covered employer for all of 2018 -- even if it never hires another employee -- because it had 50 employees for at least 20 workweeks in 2017, which at that point is the prior calendar year. In this example, it would not be until 2019 that the employer would cease to be a covered employer under the FMLA, assuming it does not increase its headcount, and it will have to comply with its FMLA obligations until then.

For more information, please see http://www.ecfr.gov/cgi-bin/text-id.x?%20c=ecfr;sid=f60cac82476ea25c3294f2114da66cc6;rgn=div5;view=text;node=29%3A3.1.1.3.54;idno=29;cc=ecfr#se29.3.825_1104 as well as page 9 at <https://www.dol.gov/whd/fmla/employerguide.pdf>

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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.

ACCWPA Corner



*Integrity is the
essence of
everything
successful.*



Smart Words You Must Remember

"We should all be concerned about the future because we will have to spend the rest of our lives there."

~ Charles F. Kettering, American inventor, engineer, and businessman

Inspiration

*Be*LIEVE
IN
*You*RSELF

Have you ever done any of these things:

- Skipped a safety meeting or training session?
- Ignored safety rules or procedures?
- Not used required personal protective equipment (PPE)?
- Failed to read job instructions or safety directions?
- Not asked questions when you were uncertain about a safety issue?
- Taken a short cut or skipped required steps in a process?
- Not paid attention while working because you were distracted?
- Failed to read a label or material safety data sheet before working with a hazardous chemical?
- Acted unsafely or recklessly because you were angry or upset?
- Forgotten that your actions can affect the safety of co-workers?
- Failed to take required precautions because you'd done a job so often without problems you figured you didn't have to worry?
- Not gotten enough sleep or stayed out late partying and come to work very tired or hung over?
- Ignored a warning sign?
- Worked at a faster pace than you knew was safe?

Any of these things could cause an accident and get you and/or co-workers hurt. So don't take chances. Choose the safest way every day!

**National Eye Care Month.
Are you taking good care of your eyes at work?**

According to the U.S. Department of Labor, 1,000 eye injuries occur daily on the job. Three out of five of those workers injured weren't wearing any eye protection. The rest were wearing some eye protection, but it wasn't the right kind to protect against the hazards they faced.

For example, they wore safety glasses with no side shields, allowing objects or chemicals to get around the protection and into the eyes. Or they wore a face shield but failed to wear goggles underneath.

To prevent injuries, always wear effective eye protection. To be effective, the eyewear must be the appropriate type for the hazard encountered and it must be properly fitted.

If you're not sure what type you need, ask your supervisor. Ninety percent of eye injuries can be prevented through the use of proper protective eyewear.

Also remember that eye protection must be properly maintained to keep you safe. Scratched or dirty lenses reduce vision and may contribute to accidents.

2017

We are going Green!

Starting in Spring 2017 our ACCWPA Newsletter will 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

"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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March 12th – Daylight Saving Time

March 17th – St Patrick’s Day

March 20th – Springs Begins!

ACCWPA Upcoming Events

April 13, 2017
 Tool Time
 Burgh’s Pizza and Wings - Bridgeville

May 11, 2017
 ACCWPA Apprentice Graduation

June 8, 2017
 Pittsburgh Winery – bring your Friends

August 24, 2017
 Golf Outing - Quicksilver
 12:30 shotgun start

September 13, 2017
 Community Service Project

September 14, 2017
 Make your Own BEER!



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