

- 2017 Mark Your Calendar
- September 7th Meeting
- Develop a Positive Workplace

2017 General Meeting Dates

Mark your Calendar!

September 7, 2017

(New Date!)

Hosted by Standard Air & Lite
Mike Maynard, BDR
Trainer

The Next Generation of Employees and Owners

Carmody's Grill On Neville Island

September 20, 2017

Community Service Project

October 12, 2017

Understanding ECM Motors!

Mike Riddell
Nidec Motor Corporation
Place: TBA

November 9, 2017

Business Succession

Jeff Conley
EG Conley PC
Place: TBA

September 7th – Meeting at Carmody's Grille

The Next Generation of Employees and Owners

Mike Maynard

BDR Trainer and Senior Profit Coach
Hosted by Standard Air and Lite

Who are these new employees and why are they so different?
Understanding the Millennial workforce

What is my business worth in today's market place - Can you retire from that sales price

How do I increase the value of my business - Understanding the value enhancers and growing them

Who are today's buyers and where do I find them

Where do I turn to find help getting my business ready to be sold

Join Us

September 7th



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

Flyer on page 3 - RSVP

Good Reason to Have a Drug – Alcohol-Free Workplace Program by Federated Insurance

In its simplest form, *managed care* describes a variety of techniques that, when properly deployed, can help support an effective risk management program. These strategies can be most effective when they concentrate on both injury prevention and post-injury techniques.

Testing May Equal Savings

One effective managed care strategy is a **drug-free workplace program**, which, when used where appropriate, often includes **pre-employment, random, or post-incident drug testing**. An appropriately utilized and compliant program can help monitor and prevent drug and alcohol use. A drug-free workplace program can also offer benefits over and above its initial intent.

Direct savings may come in the form of premium credits. Some states offer work comp discounts for a certified drug-free workplace program. Insurance carriers in other states may have discretionary underwriting credits available.

Indirect savings are those realized by simply reducing the negative consequences of workplace drug and alcohol use. Intuitively, it makes sense that employees who are under the influence of drugs or alcohol are more likely to experience a workplace injury. These workers jeopardize their productivity, safety, and the safety of others. Estimates indicate more than 70 percent of illegal substance users are employed¹. Few businesses are immune from this issue.

What Can a Drug/Alcohol Policy Impact?

An effective drug-free workplace program can have an impact on your business in a few different ways.

Pre-employment drug testing can help sidestep the risk before you hire it into your business.

Random drug testing sends a strong message to employees that workplace substance abuse will not be tolerated. It may also help you identify and manage employees with risky behavior.

Post-incident drug testing can be a critical component of claims management. The mere presence of this type of test may result in fewer claims.

The End Result

When using any of these drug testing measures, a worthwhile goal is to help eliminate negative consequences of drugs and alcohol. You're not testing to "catch" anyone; in fact, it could be argued that the best testing program is one that catches no one. Success can be defined by the absence of these substances.

Taking appropriate measures to help reduce the number of claims could create a distinct competitive advantage, not to mention the overall positive effect on your business. A compliant and well-managed program is a technique you can use to enhance your work environment. It is important to note, however, that legal rules and restrictions may apply to policies that involve workplace drug use or testing; therefore, be sure to seek qualified legal counsel before developing and implementing a policy.

Federated Insurance offers clients access to vendors who provide drug and alcohol testing resources. For more information, contact your local Federated representative or log in to Federated's Shield Network[®].

¹ "Drugs and Alcohol in the Workplace"; National Council on Alcoholism and Drug Dependence, Inc. <https://www.ncadd.org/about-addiction/addiction-update/drugs-and-alcohol-in-the-workplace>; accessed November 2016

This article is intended to provide general information and recommendations regarding risk prevention only and should not be considered legal advice. Following these guidelines does not guarantee reduced losses or elimination of any risks. This information may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state or federal laws. © 2017 Federated Mutual Insurance Company. All rights reserved.

ACCWPA Corner



*Integrity is the
essence of
everything
successful.*



SmartWords You Must Remember

"In the realm of ideas
everything depends on
enthusiasm...in the real
world all rests on
perseverance."

Johann Wolfgang von
Goethe

Inspiration

*Be*LIEVE

IN
*You*RSELF

The Next Generation of Employees and Owners

Mike Maynard

BDR Trainer and Senior Profit Coach
Hosted by Standard Air and Lite

Who are these new employees and why are they so different? Understanding the Millennial workforce

What is my business worth in today's market place - Can you retire from that sales price

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September 7th



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



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

Guest Speaker – 6:00 – 7:00 pm

7:00 pm – Buffet and Social Hour resume (cash bar)

Dinner Buffet - \$40.00

RSVP – 724-779-1860, fax or email • No Cancellations after February 7th noon!

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

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

Name(s): _____

Company: _____ Phone: _____

Email: _____

Dinner Buffet: \$40.00 NO Cancellations after September 1st NOON. No shows will be billed.

IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!

PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!

About our Speaker – Mike Maynard

BDR Trainer and Senior Profit Coach

Mike Maynard began his career in the heating and air conditioning industry in 1976 as an installer in new construction for a HVAC company.

Maynard held many different positions in the company, eventually becoming the service manager. In 1985 he was promoted to operations manager. At this time the company employed 35 people and had approximately \$3.5 million dollars in sales.

In 1989, Mike had the opportunity to acquire this organization, and he began transforming it into a leading company in his market. He continued to grow the company, achieving net profits well above industry averages. After 22 years on the contracting side of the business, Maynard sold his company to a national consolidator of heating, air conditioning, and plumbing companies. At the time he sold his business, it had grown into an organization with more than 50 employees and sales of over \$7 million dollars a year.

Mike is currently a Senior Profit Coach and Trainer for BDR. In his work as a Profit Coach, Mike has helped his diverse group of clients to grow and prosper. One of his clients, Advent Air Conditioning, was named National Residential HVAC Contractor of the Year for 2014 by Contracting Business magazine.

Mike also has a key role as a trainer at BDR. He is a lead instructor at BDR's Profit Launch business planning workshops. In addition, he is also a trainer for BDR's accessory, service, Premal, and Wall 1 dealer trainings as well as for BDR's plumbing courses.

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- 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



Upcoming Meetings!

Sept. 7th

Special Guest Speaker hosted by: Standard Air & Lite

Mike Maynard
BDR Trainer
The Next
Generation of
Employees and
Owners

Carmody's Grill On Neville Island

Oct. 12th

Understanding
ECM Motors
Mike Riddell
Nidec Motor Corp.
Place: TBA

Nov. 9th

Business
Succession
Jeff Conley
EG Conley PC
Place: TBA

**No Meeting In
December**

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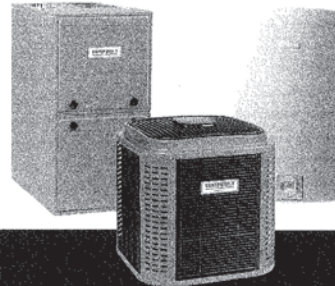


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Here is a checklist with a dozen actions a manager can adopt to drastically improve working relationships with employees.

We won't call them New Year's resolutions (those vows are often broken).

Let's just call it an achievable to-do list for the new year:

I know the first names of all my employees, and I use their names when I communicate with them.

I say hello to everyone every day.

I am able to smile in the morning.

I know at least one outside interest of each employee and am often willing to chat with them about it.

I can listen without giving condescending advice.

I welcome my employees when they come to me with problems, concerns or questions.

I seek input from everyone and cheerfully encourage them to contribute ideas.

I can keep calm when things go wrong.

When I correct employees, I make sure they understand the "why" behind it.

I give praise to at least one person each day when deserved.

I support my work group and recognize any effort.

I leave work each day knowing that my employees would say that I worked just as hard or harder than they did, and that I treated everyone fairly.

2017

We have Gone Green!

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





Air Conditioning Contractors Western Pennsylvania
 522 East Vanderbilt Drive
 Mars, PA 16046

Indoor Environmental & Energy Professionals



Septmeber 4th!

ACCWPA Upcoming Events

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