

ACCWPA

Air Conditioning Contractors Western Pennsylvania

March
2018

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- 2018 Mark Your Calendar
- ACCWPA Mtg. Notice
- Next Generation

Volume 13, Issue 3

2018 General Meeting Dates

Mark your Calendar!

March 8, 2018

**Concealed Firearm in the Work Place
Legal or Illegal?**

Harry Sills

Juniper Grill – Cranberry

April 12, 2018

**Belt Drive
Optimization**

Mickey Perry

Sponsored by: Johnstone Supply
Sports Grille - Cranberry

2018

Meeting Topics!

May 10th -

June 14th – Board Mtg Only

July – no meetings

August 23rd – Golf

September 13th -

October 10th – Trap Shoot

November 8th -

December – No Meetings

ACCWPA
Air Conditioning Contractors Western Pennsylvania

If you wish to continue getting our ACCWPA Newsletter, please email your email address to: accwpa@zoominternet.net

March 8th - Meeting

Concealed Firearms in the Work Place – Legal or Illegal?

Harry Sills

What are the concerns of the Member's pertaining to concealed carry in their work place and address them accordingly. Harry plans to discuss methods, and a variety of issues for concealed carry and other important issues. Q & A and back-and-forth discussion is very important. Harry will bring pass outs from PA Castle Doctrine literature and Pa firearms laws.

Join Us March 8th

Juniper Grill

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

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

Guest Speaker – 6:00 – 7:00 pm

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

**Your Dinner Selection will be made
At Restaurant: - \$40.00**

RSVP – 724-779-1860, fax or email •

NO cancellations after February 6th noon

Registration Flyer on page 3

**WE HAVE MOVED SEE PAGE 8.
PLEASE UPDATE YOUR INFORMATION!**

Develop talent now for a successful future

While incentives such as bonuses and profit sharing are important, recognizing achievements and building self-esteem are priceless.

Some business owners procrastinate or avoid communicating their succession plans because they fear how family members and employees might react. However, their silence may actually create more stress and cause harm to the business. Most employees—including family members—will feel more secure about the future if they know what to expect and how they will fit in.

It's never too late to develop a business succession plan. But the earlier you start, the better. Estate planning experts agree that long-term plans to transfer businesses are generally much more successful than those "patched together" following the unexpected death or disability of an owner.

Business succession actually begins with each employee's first day on the job

Think about it, whether he or she is one of your children or a high school student working part-time, that young person could someday be the head of the company.

Experts agree—succession planning includes creating an environment that motivates employees to use their talents and skills to reach their full potential and contribute to the success of the business. Sounds simple, but how do you accomplish it?

Perhaps a mentor program or an apprenticeship is a good start. Talented young people are more likely to stay with the company if they feel involved in something bigger than their own job. It is wise to provide opportunities by matching experienced workers with newer employees to guide them as they grow in their jobs.

As employees gain experience, they become assets to your business and their value increases. Providing key employees opportunities to gain well-rounded business experience through cross-functional training and experience is admirable. This no doubt helps them become dependable managers who can make good decisions and take initiatives to improve operations.

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.

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Goals –
Set Goals
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*** Important – RSVP is appreciated! ***

Email: accwpa@zoominternet.net or fax (724) 687-7860

Name(s): _____

Company: _____ Phone: _____

Email: _____

Dinner: \$40.00 NO Cancellations after March 6th NOON. No shows will be billed.

IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!

PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!

Proper Health — by Bud Price

You may not be able to turn back the hands on the clock, but poor health is not an inevitable consequence of aging. Sure, your body will change as time goes by. That's inevitable. But you can slow down the aging process and improve the quality of your life in later years by simply making some smart choices now. What kinds of choices? The basic requirements for healthy aging include:

Proper nutrition. You may be able to get away with living on fast food when you're 20, but poor eating habits will take their toll as you age. Sooner or later they are likely to lead to health problems.

Physical activity. Daily physical activity is essential for healthy aging. Physical activity keeps your heart fit, keeps your weight down, keeps your muscles toned, helps keep your bones strong, helps maintain flexibility, and helps brain function.

Weight control. Gaining a little weight is a normal part of the aging process, but excessive weight gain can lead to diseases such as heart disease, high blood pressure, and diabetes.

Preventive health care and proper use of medications. If you can catch and treat health problems in the early stages, the chances of living a longer, healthier life increase. Medications can also help control disease and improve your health as you age.

Promoting mental and emotional health. By keeping active and engaged in interesting activities, you can remain mentally and emotionally healthy throughout your life.

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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!

March 8, 2018 Concealed Firearm in the Work Place Legal or Illegal?

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Work Hard in Silence, Let Success make the Noise!

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724-746-2890

“Be There Fund”

(Must be an ACCWPA member to Win!)

March 2018: \$30.00

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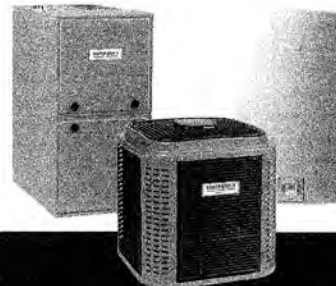


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Emergency Action Are you prepared for an Evacuation...

By Bud Price

In a workplace emergency you have to act quickly and effectively.

So:

- Know your workplace's Emergency Action Plan, including how and to whom to report workplace emergencies.
- Know where emergency alarms are located and how to use them.
- Understand how to perform emergency duties you've been assigned.
- Have at least two emergency exit routes—a primary route and an alternate route in case your primary route is blocked by fire or smoke.
- Follow EXIT signs to evacuate safely.
- Move swiftly, but don't run.
- Once outside, move away from the building and its exits so you don't hamper emergency operations.
- Know the location of your muster points - the place you should escape to in the event of an emergency.
- Report to the evacuation warden when you reach the muster point.
- Stay at the muster point until notified by the warden that it is safe to leave.
- Also remember these important evacuation safety tips:
- Recognize your limits; don't be a hero.
- Do your job and let others do theirs; everyone has specific jobs for which he or she has been trained.
- Remain calm; help others only if you can do so without endangering yourself.

Three ways to prepare for an emergency

Here are three steps recommended by the Department of Homeland Security that you can take to make sure that you're prepared if a disaster strikes.

1. Have a family emergency plan. To develop one, ask yourself these questions: "Do we have everyone's contact numbers as well as an out-of-town contact?" "What is the evacuation route for our neighborhood?" "Is there a designated place for everyone to meet outside of the home and neighborhood?" "What is the emergency plan including the evacuation location of my child's school?" Homeland Security says only you can answer these questions and develop an emergency plan that will suit your family's unique needs. You can download templates at their website to help get you started (www.ready.gov).

2. Create an emergency kit. The kit should include basic items like water, food, battery-powered radio, flashlight, and first-aid supplies. For a complete list of recommended supplies, go to www.ready.gov.

3. Learn more about specific natural disasters, potential terrorist threats, and other catastrophic events. For general information check the Homeland Security website. For specific questions about threats in your area, contact your local Office of Emergency Management or Citizen Corps council.

WHY SAFETY RULES MATTER

Don't be one of the 4 million-plus American workers who are injured on the job every year—or one of the 5,500-plus who are killed. Take safety rules seriously.

DON'T SKIP YOUR LUNCH BREAK

Skipping your lunch break to get more work done might be a mistake. A Canadian government program called "Take Back the Lunch Break!" urges workers to take their break and eat a nutritious meal.

If there's time, you could get out and take a brisk walk, too. The Canadians suggest that more work is not necessarily better work—and it also might not be safer work!

ASK BEFORE YOU ACT

Not sure about a job procedure? Not sure about a safety or health hazard? Not sure about what type of PPE you need to protect yourself on the job?

Any time you're not sure about anything related to your job and your safety, ask your supervisor about it before you act.

Misc. Info

ACCWPA Newsletter and all notices:

If you wish to continue getting your ACCWPA Newsletter in 2018 Please email the ACCWPA Office with your correct email address. accwpa@zoominternet.net

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Indoor Environmental & Energy Professionals

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ACCWPA
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New Phone & Fax number;
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ACCWPA Upcoming Events

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Executive Director:
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