

ACCWPA

Air Conditioning Contractors Western Pennsylvania

October –
November
2022

Inside:

- Moonlighting!
- Trap Shot Update
- November 9th General Mtg.

Volume 17, Issue 10-11

2022 Meeting Dates

November 9th

(Wednesday)

Board & General Mtg.

Hire, Retain, and

Develop Future

Leaders

Federated Insurance

Speaker: Justin Daul

Place: Carmody's



Happy Thanksgiving!!

December –

No Meetings

Happy Holidays!!!

Happy New Year!



The mission of the Air Conditioning Contractors of Western PA is to assist its members in managing their companies more efficiently, therefore becoming more profitable, together with increasing their exposure and credibility within the community.

2022 ACCWPA Events

October 5th

TRAP SHOOT! Update



First Prize
Chris Belcufine



Second Prize
Dave Williams



Third Prize
Matt Connelly

Great weather – Loads of FUN – 3 Winners

November 9th (Wednesday)

Board Meeting – 3:30 – 5:30 pm

Social – 5:30 – 6:00 pm

Guest Speaker - 6:00 – 7:00 pm

7:00 pm Buffet Dinner

Federated Presenting

Hire, Retain, and Develop Future Leaders

Justin Daul, Guest Speaker



4905 Grand Avenue (on Neville Island)

December – No Meetings

2023-2024 Nominations for EXECUTIVE BOARD OF DIRECTORS

PRESIDENT:
Sue Pelles, Pelles HVAC

VICE PRESIDENT:
John Wilcox, Wilcox Plbg. & Htg.

TREASURER:
Chuck Rauch, Valley Heating and A/C

SECRETARY:
Dave Williams, A-Air, Inc.

Officers Elections will be held at our November 9th General Meeting

What Does a Million Dollar Electrical Cord Look Like?

The answer is: exactly like your electrical cords, except burnt. Everyday items and equipment at your business could cost you millions if they spark a fire due to improper use, lack of maintenance, or poor housekeeping practices. In the past several years, we have seen a sharp increase in the number of devastating fires among your industry peers. We do not want you to experience the same fate. Fortunately, most fires can be prevented – but prevention starts with you. As a business owner, you are responsible for all aspects of your company's safety. And October is an excellent time to focus on fire hazards as National Fire Prevention Week falls October 9-15, 2022.

Take Action Now

- Walk through your business and note all the potential sources of fire. Federated clients can leverage a [sample fire hazard checklist](#) to help complete this task.
- Make sure the three elements that make up a fire — fuel, oxygen, heat — are kept separate at your facility.
- Complete scheduled maintenance on all equipment and machinery per manufacturer specifications.
- Make sure your facility has adequate electrical wiring and power. Never use electrical cords as a replacement for permanent wiring.
- Keep your facility clean – clean up any combustible trash, dust, or other materials from the premises every day.
- Conduct regular fire drills and communicate emergency procedures to employees.

Train employees on the fire hazards at your business and encourage them to report any fire concerns. As they are working, employees are the ones best positioned to notice an overloaded extension cord or discarded oily rags. They need to know what to look for to help curb risks and prevent fire hazards from sparking.

Call Federated Insurance for more information.

Misc. Info

Every Job is a
**SELF-
PORTRAIT**
Of the Person
who does it.
Autograph your
work
with
Excellence!

AUTHOR UNKNOWN



ACCWPA Newsletter and all notices:

If you like to get our
ACCWPA Newsletter
send your
email address to:
pforker@accwpa.org



Hire, Retain, & Develop Future Leaders

One good hire today could become a great leader tomorrow. This presentation will address hiring and retaining employees and will examine how to help them develop into future leaders to better position your organization to have well-trained, experienced people in key positions. Managing the succession of talent is a vital strategic process that can minimize gaps in leadership and enable your best people to develop the skills necessary for possible future roles.

Justin Daul

Local Marketing Representative for Beaver County & Allegheny County.

Federated Insurance

Wednesday, November 9th



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



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

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

Dinner Buffet - \$45.00

RSVP: 724-687-7860 (phone, email, or fax) – NO cancellations after Nov. 4th, noon!

*** Important – RSVP is a must! ***

Email: pforke@accwpa.org or fax (724) 687-7860

Company _____

Name _____

Email address _____ Cell # _____

Dinner Buffet - \$45.00

NO Cancellations after November 4th NOON. No shows will be billed.

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



Not a Contractor or Associate member?

We'd love to serve you, too.

For additional information visit

www.accwpa.org

or call 724-687-7860

Email: pforker@accwpa.org

Additional reasons for membership are:

- Company membership applies to all employees of your firm.
- **NEW!! Contractors Free Associate Membership in Service RoundTable!!**
- Networking!!!
- Monthly meetings with informative presentations that benefit both the Contractor and Supplier.
- Relevant technical training and educational classes.
- 4-year Apprenticeship School with curriculum that is focused only on the HVAC industry!
- Monthly newsletters and email communications filled with industry information and updates.
- Insurance for member's company discount.
- Social Outings that everyone can participate
- And much more to come!

Join today!

ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!

2022

ASSOCIATE MEMBERS

BEAVER STEEL SERVICES, INC.

Kurt Treser, 412-429-8860

CARRIER ENTERPRISE BRYAN PGH.

Mike Marhefky, 412-568-3404

COMFORT SUPPLY

Dave Heckler – 412-921-6600

DONWIL COMPANY

Gregg Massetti – 412-787-1313

EDWARD C. SMYERS CO.

Tom Smyers, Jr. – 412-471-3222

FEDERATED INSURANCE

Justin Harris – 412-720-4697

FILTECH INC.

Andy Komar – 918-408-8246

GEO. V. HAMILTON, INC.

Ed Wallace – 412-777-4405

H. GERHARDT SUPPLY

Harry R. Gerhardt – 412-279-4880

HABEGGER HVAC CORP.

C.J. Cameron – 412-469-1010

JOHNSTONE SUPPLY

Steve Bichey – 724-561-3345

LENNOX INDUSTRIES

Tom Wainwright – 614-578-0092

R. E. MICHAEL, LLC

Joe Kuczynski – 412-526-0881 - c

ROBERTSON HEATING SUPPLY

Tim Leja – 412-922-4001-c

STANDARD AIR & LITE CORP.

Tom Baney – 412-920-6505



Membership Benefits...

Air Conditioning of Western PA

will continue to be your local industry partner,
as we have been since 1950.

Annual Membership Brings You the Following Benefits:

- Networking events
- Discounts on seminar
- Current info from local suppliers
- Legislative efforts
- Local website
- Technical training courses
- Apprenticeship program
State recognized
- Monthly newsletter
- Information of industry news
changes within the industry
- Insurance for member's company discount
- Code enforcement updates
- ACCWPA Apprenticeship School
- 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



HAPPY THANKSGIVING!

Hire, Retain, & Develop Future Leaders

Justin Dual

Federated Insurance

Wednesday, November 9th



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Pittsburgh, Pa 15225 - 412-458-1813
Upstairs meeting room

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Registration on page 3

Upcoming Meetings!

2022

General Meetings Schedule!

November 9th

(Wednesday)

Board & General Mtg.

Hire, Retain, and

Develop Future Leaders

Federated Insurance

Presented: Justin Dual

Place: Carmody's



**December –
No Meetings**



**Work Hard in
Silence,
Let Success
make the
Noise!**

**Make
Today
Amazing!**

ACCWPA

Air Conditioning Contractors Western Pennsylvania



WE'VE GOT YOU COVERED...

PRODUCTS • KNOWLEDGE • SERVICE

Now with 7 locations in the Pittsburgh area stocking Heating, Ventilation, Air Conditioning and Refrigeration equipment.

MONACA Phone 724-775-8041 **BUTLER** Phone 724-283-9100 **NORTH HILLS** Phone 412-367-8040
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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

ACCWPA

Air Conditioning Contractors Western Pennsylvania

2022 CENTURY CLUB MEMBERS

FEDERATED INSURANCE
Justin Harris - 908-408-8246

STANDARD AIR & LITE CORP.
TOM BANEY, 412-920-6505

JOHNSTONE SUPPLY INC.
STEVE BICHEY, 724-561-3345

2022 VO-TECH MEMBERS

PENN COMMERCIAL INC.
MARIANNE ALBERT, 724-222-5330

PITTSBURGH TECHNICAL COLLEGE
DAVE BECKER - 412-809-6505

PITTSBURGH PUBLIC SCHOOLS
ANGELA MIKE, 412-529-8680

WESTERN AREA CAREER & TECHNOLOGY CENTER
DR. DENNIS McCARTHY, 724-746-2890

ROSEDALE TECHNICAL COLLEGE
Kara Chan - 412-521-6200

"Be There Fund"

(Must be an ACCWPA member to Win!)

Next General Meeting - \$30.00

PROUD AFFILIATE PARTNER WITH!!

Service Roundtable Affiliate Association



AWESOME CONTRACTOR BENEFIT!

Moonlighting?

– Federated Insurance

Question

We just discovered that one of our full-time employees is working a second job at another company. Are we allowed to prohibit our employees from “moonlighting”? We are afraid this employee’s other job will interfere with his ability to adequately perform his position at our company.

Answer

Implementing a broad policy prohibiting all outside employment, or otherwise seeking to limit what employees do outside their scheduled work hours, is generally not a best practice. Most additional employment is lawful conduct that presumably would occur during non-working hours away from the employer’s premises. A policy or practice that seeks to prohibit outside employment can lead to resentment among current employees (who may, for financial reasons, need additional income) and create a disincentive for employees to be honest with their employers—in other words, employees may still take but not disclose secondary employment. Furthermore, in addition to the federal National Labor Relations Act (NLRA), which protects union and non-union employee rights, some states provide employees with protections under lawful off-duty conduct laws. Blanket employer policies that prohibit moonlighting may violate the NLRA and/or state law.

Employers who want to prohibit moonlighting by employees should outline specific business-related concerns for doing so. Employers can generally implement conflict of interest policies, which may be enforceable if they seek to prevent an employee from taking a second job that actually and directly conflicts with the employer’s essential business-related interests. Of course, a determination as to whether a second job conflicts with the employer’s essential business-related interests should be made cautiously and on the basis of reasonable and reliable information. Given the legal complexities, an employer should consult with legal counsel before implementing any moonlighting policy.

That said, an employer can generally require that employees maintain the confidentiality of proprietary information and not use company resources and time for work on matters that are not company related. Also, an employer should require that any employees who take second jobs satisfactorily perform the duties for the employer when they are at work. In general, an employee who is unable to perform job duties or meet scheduling obligations because he or she has another job can be disciplined or terminated. If an employee is not meeting expectations due to secondary employment, the employer should address this issue from an objective performance management standpoint and in a manner consistent with company policy and practice.

The Question of the Month is provided by Enquireon®, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulation in your state. Consult with your own qualified legal counsel regarding your specific facts and circumstances.

ACCWPA
Corner



*Integrity is the
essence of
everything
successful.*

**PEACE, LOVE
and JOY
thru out 2022!**

**Smart Words
One Kind
Word can
change
someone’s
entire day!**

Inspiration

**Work
HARD
Dream
BIG
Never
GIVE UP**



Air Conditioning Contractors Western Pennsylvania 126 Resolution Drive • Mars, PA 16046-3719



ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!

Membership Advantages:

Networking with other contractors. This source of information is invaluable in handling problems within your own company. ACCWPA members help fellow members to be successful!



ACCWPA distributes ACCWPA Newsletters monthly to members and selected non-members, so that all those in the HVAC/R industry can keep informed of issues regarding our trade, and Chapter activities. We hope the non-members will see this newsletter as an example of the quality services that ACCWPA provide.

Contributions or suggestions can be emailed to pforker@accwpa.org

ACCWPA is proud to be a Service Roundtable Affiliate Associate.

October 18-21 - Service World Expo – Tampa, FL



ACCWPA Upcoming Events

November 9th

(Wednesday)

Board & General Mtg.

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Future Leaders

Federated Insurance

Guest Speaker: Justin Daul

Place: Carmody's

December

No Meetings



Air Conditioning Contractors Western Pennsylvania



2022 Officers and Directors



PRESIDENT:

Rob Champe, Shearer Heating & Cooling

724-222-1830

VICE PRESIDENT:

Sue Pelles, Pelles HVAC

724-321-0486

TREASURER:

Chuck Rauch, Valley Heating and A/C

724-941-9793

SECRETARY:

John Wilcox, Wilcox Plbg & Htg

412-212-7525

CONTRACTOR DIRECTORS:

Dave Williams, A-Air Company (ACCWPA Past-President)

412-728-5148

Steve Woodring, Wade Heating & Cooling

412-787-1341

ASSOCIATE DIRECTORS:

Mike Marhefky, Carrier Enterprise

724-989-9555

CJ Cameron, Habegger Corp.

724-550-6201

Colleen Karnes, Standard Air & Lite

412-920-6505

SPECIAL ADVISOR:

Executive Director:

Pat Forker
pforker@accwpa.org

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Cell 412-760-5792