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2014 General Meeting Dates

Mark your Calendar!

January 9, 2014

Updates on Affordable Care Act/
Obamacare
Peter's Place, Bridgeville

February 13, 2014

Consol Center Tour
Space very limited
TGIF tour to follow

March 13, 2014

Pittsburgh Building Inspectors
Tambellini's, Bridgeville

April 10, 2014

OSHA and the Contractor
Carmody's, Wexford

May 8, 2014

Fleet Mgmt/Electronic Form
Solutions
DoubleTree, Meadowlands

August, 2014

Date to be announced
Golf Outing

September 11, 2014

TBA
Peter's Place, Bridgeville

September 17, 2014

Community Service Project

October 9, 2014

Collecting Bad Debt
Tambellini's, Bridgeville

November 13, 2014

Employee Drug Testing
Carmody's Wexford

Furnace Lawsuit Moves Forward

By Charlie McCrudden

December 9 the U.S. Court of Appeals for the D.C. Circuit issued an order laying out the briefing schedule for the American Public Gas Association (APGA) lawsuit challenging the Department of Energy (DOE) regional standards for residential furnaces. Under the Court's order, the initial briefs are due on January 13, 2014, with the final briefs filed by April 15, 2014.

A date for oral arguments before the Court will be determined at a later date. A long standing backlog at the U.S. Court of Appeals for the D.C. Circuit means it could take months before oral arguments are heard and a similar wait before the Court hands down a ruling.

There is a real possibility that the case will not be resolved before the January 1, 2015, effective date for pending regional standards for split system central air conditioners.

In June 2011, the DOE proposed new energy conservation standards for residential HVAC equipment that included regional standards for two of the most commonly equipment types, non-weatherized natural gas furnaces and split system central air conditioners, based on the state where they are installed. Soon after the DOE finalized the standards in October 2011, APGA challenged them in a federal court. ACCA joined the lawsuit as an Intervenor on the side of APGA.

The standards in question were to go into effect on May 1, 2013, but the Court stayed the rules until the pending case can be resolved. A January 2013 settlement between APGA and the DOE that would have vacated the furnace rules entirely has yet to be ruled on by the Court.

Leadership Lessons

5 Leadership Lessons from Nelson Mandela

- Donn Carr, President/Principal Carr Management Group



The world is void of true leaders and has been for quite some time. We see it in business. We see it in politics. We see it in life in general. I felt it only appropriate to share with you only five leadership lessons from Nelson Mandela. His words ring strongly of his passion and willingness to lead when others ran.

1. "A good leader can engage in a debate frankly and thoroughly, knowing that at the end he and the other side must be closer, and thus emerge stronger. You don't have that idea when you are arrogant, superficial, and unformed."

"I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear."

2. "It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. *You take the front line when there is danger. Then people will appreciate your leadership.*"

"Resentment is like drinking poison and then hoping it will kill your enemies."

3."Long speeches, the shaking of fists, the banging of tables and strongly worded resolutions out of touch with the objective conditions do not bring about mass action and can do a great deal of harm to the organization and struggle we serve."

"Do not judge me by my successes, judge me by how many times I fell down and got back up again."

4. "Real leaders must be ready to sacrifice all for the freedom of their people."

"Action without vision is only passing time, vision without action is merely day dreaming, but vision with action can change the world."

5. "What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead."

"Courageous people do not fear forgiving, for the sake of peace."

Message from the President

America Jobs for America's Heros

The Returning Heroes Tax Credit provides up to \$5,600 to employers for each veteran hired who either has received food stamps for three months in the past 15 months, OR has been unemployed for at least four weeks in the past year.

Now, this new free publication prepared for the campaign by Caplin & Drysdale provides a clear and concise understanding along with step-by-step guidance. It even includes links to the required IRS and DOL forms employers need to submit. Whereas most media articles generalize and leave out key eligibility and filing details, this guide includes what you need to know to decide if your company is eligible and how to file.

- Returning Heroes Tax Credit
- Wounded Warrior Tax Credit
- Activated Military Reservist Credit for Small Businesses
- Federal Empowerment Zone Employment Credit

Visit <http://www.centerforamerica.org> for more details.

SmartWords You Must Remember

"Cheers to a new year and another chance for us to get it right."

Oprah Winfrey

Product Spotlight

Mastering Core Service

Learn how to successfully take and pass the NATE Service Core Exam – the fundamentals to general, construction and HVACR-specific knowledge required for certification.

To learn more about this and other tools ACCA has to offer, visit: www.acca.org/store.

Earn Ohio CEUs At ACCA 2014!

We are excited to announce that nine of the Learning Labs being presented at ACCA 2014 have been approved for Ohio State Continuing Education Units (CEU). That means if you are an Ohio contractor, all you need to do is register for ACCA 2014, attend the sessions that are approved, fill out the form in the room with your contractor ID number, and ACCA will submit it to the state for you. It's really that easy!

Don't wait to register, this Sunday, December 15, is the last day for all first, full attendees to receive a free DVD of all the Learning Labs. This is a bonus on top of receiving CEUs that you are not going to want to miss out on.

ACCA is working on getting CEUs approved for several other states, NATE, and BPI. As soon as we have approval, we will announce them.

Tips I Learned #1

3 Brilliant Negotiating Tips I Learned From Steve Jobs

BY [Peter Cohan](#)

In June 2007, when Apple's first iPhone was sold, cell phones were already a big market. But by 2009, Apple ended up with 30 percent of it.

How did Jobs convince AT&T to give Apple a groundbreaking deal in exchange for the exclusive right to service the iPhone in the U.S.? When he worked at telecommunications *consulting firm*, Adventis, Raj Aggarwal met with Jobs twice a week for several months.

In an August 15 interview with me, Aggarwal explained how Steve Jobs persuaded AT&T to provide service for the iPhone with an unprecedented revenue sharing agreement. According to the Harvard Business School case, Apple Inc. in 2010 AT&T, the exclusive U.S. operator for the iPhone, agreed to an unprecedented revenue sharing agreement -- Apple got about \$10 a month from each iPhone customer's bill -- which gave Apple control over distribution, pricing, and branding."

Aggarwal, whose Adventis consulting stint with Jobs occurred in "early 2005," said that Jobs was able to pull off the AT&T deal because of his personal involvement in the details of the iPhone, his efforts to build relationships with carriers, his willingness to make demands that others perceived as outrageous, and his nerve to bet major resources on that vision.

Here is how you can apply Jobs' three strategies to your start-up.

1. Dig into the key details.

A great entrepreneur has to balance the urge to dive into all the details to ensure the start-up runs perfectly and the need to delegate work to the people she hires. But there are times when you have to dig into the details - especially when your start-up's future depends on getting them right.

Aggarwal pointed out that Jobs was different than other CEOs who delegate strategy implementation. "Jobs met with the CEOs of each carrier. I was struck by the hands-on nature and his desire to make his mark on everything the company was doing. He got deeply involved in the details he cared about. He made it happen," said Aggarwal.

2. Bet bold on your vision.

If you are the kind of entrepreneur with a vision of your start-up's future, you will not get very far unless you can convince others to share that vision. If you've done your best to explain the vision to your people and business partners and they still don't get it, you may have to take a bold step to convince them how important the vision is to your start-up's future.

Aggarwal was impressed by the way Jobs was willing to take a risk to realize his vision. "In one meeting in the conference room with Jobs, he was annoyed that AT&T was spending too much time worrying about the risks of the deal.

I Wonder if ACCA Has That for Me?

Does ACCA offer webinars exclusively for their members?

As needed, ACCA offers "Hot Topics" webinars that cover breaking news or items of burning importance to the HVACR industry.

Members may participate in "Hot Topics" at no charge, and as soon as possible after the webinars are held, we then make the recordings available for viewing online.

To learn more about ACCA's upcoming "Hot Topics" webinars visit www.acca.org/members.

Tips I Learned #2

Tips I Learned From Steve Jobs

BY [Peter Cohan](#)

So he said, 'You know what we should do to stop them from complaining? We should write AT&T a check for \$1 billion and if the deal doesn't work out, they can keep the money. Let's give them the \$1 billion [Apple had \$5 billion in cash at the time] and shut them the hell up,'" Aggarwal recounted.

Although Jobs did not actually offer AT&T the cash, his willingness to do so made an impression on Mr. Aggarwal.

3. Make and fight for outrageous demands.

If you have a reputation for transforming industries, you can get away with making bold demands and getting people to meet them. This may help explain why Jobs was able to get so much out of the AT&T deal.

On the other hand, rather than being a result of his success, maybe it was Jobs' outrageous demands and his willingness to fight for them that caused him to succeed.

Aggarwal also found Jobs unique in his outrageous demands. As he explained, "Jobs said, '\$50 a month unlimited voice, data, and SMS plan -; that's our mission. We should ask for and go after something unreasonable that no one has been willing to accept.' He would come up with these outrageous demands and fight for them -; getting much more than he otherwise would have."

You may not be the next Steve Jobs, but you can be a better entrepreneur by learning from these three strategies.

2014 OFFICERS

The Nominating Committee presented the following names at the October 10th's general meeting. Elections will take place at the January 9th General meeting at Peter's Place.

President:

Dave Williams

Vice President:

Steve Woodring

Treasurer:

Chuck Rauch

Secretary:

Rob Champe