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- 2024 Meeting Update
- November 12th - SAFETY
- Election 2025 Officers

**2024
Meeting Dates**

November 12th

(Tuesday) Note Day Change!

Board & General Mtg.

Topic: Active Shooter /

Workplace Safety

Speaker:

Patrick L. Woods

Place: Carmody's

**Election of 2025
Officers**

December -

No Meetings



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.



November 12th ACCWPA Meeting

**Active Shooter /
Workplace Safety**

Patrick L. Woods

Senior Risk Consultant – Federated Insurance.

This presentation will provide insite on how to handle an active shooter woakplace violence situatio. We will go over a "shelter in place" senario, in the event you are nable to leave your workplace for an extended period of time due to workplace iolence or natural disasters. The preentation will give informatio on how to help prepare your business to avoid becomin a victim of workplace violence and/or crime.

WHAT YOU WILL LEARN: • Survival of Workplace Violence • Survival Bucket • Chrime Prevention Tips • Building our Tool box of Safety

Tuesday, November 12th

(Date Change)



4905 Grand Avenue (on Neville Island)

Pittsburgh, Pa 15225 - 412-458-1813

Upstairs meeting room.

REGISTRATION FLYER ATTACHED!

**Come join us for our last
2024 General Meeting!
and
2025 Election of Officers**

2025 ACCWPA ELECTION OF OFFICERS

PRESIDENT:

John Wilcox, SUREWAY Htg. - Clg. - Plbg.

VICE PRESIDENT:

Steve Boehmer, Boehmer Htg. and Clg.

TREASURER:

Chuck Rauch, Valley Heating and A/C

SECRETARY:

Dave Williams, A-Air, Inc.

Officers Elections will be held at our November 12th General Meeting

QUESTION OF THE MONTH – Federated Insurance

We are a small office with a hybrid remote/in-office work arrangement. We are trying to boost employee morale and get employees to come into the office more often. Are we allowed to celebrate employees' birthdays? We were thinking something simple like having everyone get together in the conference room to have cake whenever it's someone's birthday.

ANSWER:

Celebrating employees' birthdays can be a positive way for employers to build team rapport and show employees that employers value them. That said, employers should be aware of potential issues.

When implementing a birthday recognition program, employers should be mindful of respecting employees' privacy and preferences as well as avoiding discrimination concerns. One way to respectfully celebrate is to highlight employees born in the same month (which protects their actual birth date and age). Employers could also allow employees to voluntarily opt into the birthday recognition celebrations or have a way to easily opt out (such as a person they can contact if they would prefer not to have their birthday shared).

Furthermore, employers should be aware that some employees may have allergies, making them unable to eat cake or certain other foods. Employers should give employees the choice of whether they wish to have cake or a different food.

It is always important to ensure that any workplace practice complies with broader principles of privacy and non-discrimination, even at a seemingly simple level, like birthday celebrations. Employers should work with local counsel for assistance with creating policies and practices that help boost employee morale while complying with all applicable laws.

The HR Question of the Month is provided by Zywave®, 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 2024!**

SmartWords
One Kind
Word can
change
someone's
entire day!

Inspiration

Work
HARD
Dream
BIG
Never
GIVE UP



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!

2024

ASSOCIATE MEMBERS

BEAVER STEEL SERVICES, INC.

Kurt Treser, 412-429-8860

CARRIER ENTERPRISE BRYANT PGH.

Mike Marhefky, 412-568-3404

COMFORT SUPPLY

Dave Heckler – 412-921-6600

FEDERATED INSURANCE

Kevin Sundberg – 559-547-9694

FILTECH INC.

Andy Komar – 412-461-1400

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

HVAC DISTRIBUTORS

Stan Polivka – 412-629-5500

JOHNSTONE SUPPLY

Steve Bichey – 724-561-3345

LENNOX INDUSTRIES

Tom Wainwright – 614-578-0092

R. E. MICHAEL, LLC

Russ Murphy – 412-713-0823

ROBERTSON HEATING SUPPLY

Tim Leja – 412-922-4001

STANDARD AIR & LITE CORP.

Tom Baney – 412-920-6505



Active Shooter / Workplace Safety

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- WHAT YOU WILL LEARN:**
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 - Building our Tool box of Safety

Tuesday, November 12th



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

RSVP – 724-687-7860, fax or email • No Cancellations after November 4th noon!

*** Important – RSVP is a must! ***

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

Company _____

Name _____

Email address _____ Cell # _____

Dinner - \$55.00

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!**

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.

<u>MONACA</u> Phone 724-775-8041	<u>BUTLER</u> Phone 724-283-9100	<u>NORTH HILLS</u> Phone 412-367-8040
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<u>GREENSBURG</u> Phone 724-216-5406		

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BUTLER.....	678 E. Butler Rd.	724-282-8200
CRANBERRY TWP.....	1245 Freedom Rd.	724-772-3855
GREENSBURG.....	990 Broad St.	724-836-6319
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

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PROUD AFFILIATE PARTNER WITH!!

Service Roundtable Affiliate Association



AWESOME CONTRACTOR BENEFIT!

2024 Century Club Members

Federated Insurance
Kevin Sundberg,
559-547-9694

Standard Air & Lite Co.
Tom Baney, 412-920-6505

Johnstone Supply
Steve Bichey - 724-561-3345

2024 Vo-Tech Members

PENN COMMERCIAL INC.
Marianne albert, 724-222-5330

ROSEDALE TECHNICAL COLLEGE
Kara Chan - 412-512-6200

PITTSBURGH PUBLIC SCHOOLS
Mike Angela, 412-529-8680

WESTERN AREA CAREER
& TECHNOLOGY CENTER
Rob Rossell - 724-809-4047

Be There Fund™

(Must be an ACCWPA member to Win!)

Next General Meeting - \$60.00

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



Trap Shoot Winners

Tuesday, October 8th

First Place: Chris Belculfine
Second Place: Rob Champe
Third Place: George Seibel



Join Us again in 2025 for loads of FUN!

Upcoming Meetings!

2024 General Meetings Schedule!

November 12th

(Tuesday) Note Day Change!

Board & General Mtg.
Nominations of Officers
Topic: **Active Shooter /
Workplace Safety**
Place: Carmody's

Election of 2025 Officers

December –

No Meetings



Work Hard in
Silence,
Let Success
make the Noise!

Make
Today
Amazing

Happy
Thanksgiving!



Your employees are often your first line of defense in keeping your digital business assets secure. Using regular training programs and implementing a **cyber risk management plan** can be an effective way to build your line of defense against digital threats that could negatively impact your business, valuable information, and profits. Consider the following:

Conduct Frequent Employee Training

- **Phishing Awareness** - Teach employees to recognize common phishing tactics, such as suspicious emails and fraudulent links.
- **Safe Browsing Habits** - Instruct staff on best practices for navigating the internet securely, including how to identify secure websites.
- **Password Management** - Encourage the use of strong, unique passwords and emphasize the importance of changing them regularly.
- **Regular Training** - Use simulations and refresher courses to help reinforce **cyber security** knowledge.

Utilize a Risk Management Plan

- **Regular Vulnerability Assessments** - Conduct routine checks to identify and evaluate potential cyber risks within the organization.
- **Automated Security Protocols** - Implement automated systems to oversee security measures, ensuring timely updates and responses to threats.
- **Incident Response Plans** - Develop clear and structured response strategies for addressing data breaches or cyberattacks effectively.

Reach out to your local Federated® marketing representative to learn more about cyber safety and other risk management topics.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. Examples shown are for illustrative purposes only. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Qualified counsel should be sought with questions specific to your circumstances. ©2024 Federated Mutual Insurance Company.

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



HAPPY THANKSGIVING!!



HAPPY THANKSGIVING! NOV. 28th!



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.



ACCWPA Upcoming Events

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Topic:

Active Shooter/Workplace Safety

Speaker:

Patrick L. Woods

Place: Carmody's

Election of 2025 Officers

December – No Meetings



Air Conditioning Contractors Western Pennsylvania



2024 Officers and Directors



PRESIDENT:

Sue Pelles, Pelles Heating & Cooling 724-625-2444

VICE PRESIDENT:

John Wilcox, SUREWAY Htg. Clg. Plbg. 412-247-1300

TREASURER:

Chuck Rauch, Shearer Heating & Cooling 724-222-1830

SECRETARY:

Dave Williams, A-Air Company 412-728-5148

CONTRACTOR DIRECTORS:

Steve Woodring, Wade Heating & Cooling 412-787-1341

Rob Champe, Shearer Heating & Cooling (ACCWPA Past-President) 724-222-1830

ASSOCIATE DIRECTORS:

Mike Marhefky, Carrier Enterprise 724-989-9555

Keith McCann, Habegger Corp. 412-913-5815

Colleen Karnes, Standard Air & Lite 412-920-6505

SPECIAL ADVISOR:

NONE

Executive Director:

Pat Forker
pforker@accwpa.org

Office/Fax 724-687-7860
Cell 412-760-5792