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- 2025 Meetings Update
- October Fireside Chat
- ACCWPA Trap Shoot

**2025  
Meeting Dates**

**2025**

**October 1<sup>st</sup> (Wed.)**

Board Mtg.  
Fireside Chat – Ray Isaac  
Carmody's

**October 14<sup>th</sup> (Tues.)**

Board Mtg.  
**TRAP Shoot**  
Northside Sports Asso.  
Warrendale, PA

**November 11<sup>th</sup>**

Board Mtg. & General Mtg.  
Guest Speaker: Todd Titus  
Director of State and  
Public Affairs at HARDI  
Topic & Place – Carmody's  
**How The Big Beautiful  
Bill Will Affect the  
HVAC Industry!**



*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.*

**FOR FURTHER  
INFORMATION...  
ACCWPA  
724-687-7860  
pforker@accwpa.org**

**Mark your Calendar!!**

**October 1<sup>st</sup> (Wednesday)**

**“Fireside Chat” with Ray Isaac**



**Business Leadership,  
Succession Planning, Business  
Transitions, and the current M&A activity in  
the Home Services Space.**

Question and Answer will follow. Ray believes as he has experience and lives in these spaces currently.

He has been featured on a couple of podcasts that he will share with us in the next couple of days along the format. Members could review these podcasts before our meeting.



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

**Registration Form on Page 3**

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

WE'RE THE EXPERTS YOU COUNT ON  
WITH 7 PITTSBURGH AREA LOCATIONS

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S. Hills • Monroeville  
Strip District • Greensburg

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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

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

**PROUD AFFILIATE PARTNER WITH!!**

Service Roundtable Affiliate Association



**AWESOME CONTRACTOR BENEFIT!**

## 2025 Century Club Members

Federated Insurance  
Kevin Sundberg,  
559-547-9694

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

Johnstone Supply  
Ken Swank - 724-331-1663

## 2025 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 - \$90.00**

## Wednesday, **October 1st**

**JOIN US for this exciting Guest Speaker!!!**



**RAYMOND ISAAC**

Ray Isaac is the Executive Vice President of Industry Relations of Northwinds Services Group (Formerly Isaac Holdings) headquartered in Rochester, NY. In May of 2021 Isaac Heating and Air Conditioning, Inc. partnered with TruArc Partners out of NYC. Prior to selling, Ray and his three brothers were partners in the business started by their grandfather, George T. Isaac in 1945.

Isaac Heating & Air Conditioning has been selected as a Rochester Top 100 Company numerous times in the past 15 years, is a two-time recipient of the Better Business Bureau Torch Award, is a Rochester Business Ethics honoree, and was selected as the Residential Contractor of The Year by Contracting Business Magazine. Ray and his late father Jim were 2019 selections to the Rochester Business Hall of Fame.

Ray was the National Chairmen of the Air Conditioning Contractors of America (ACCA) in 2008, and NATE National Chairmen of the Board from 2008 – 2011.



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)**

**6:00 - 7:00 pm – Guest Speaker Ray Issac**

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

**Dinner Buffet - \$55.00**

**RSVP – 724-687-7860, fax or email • No Cancellations after Sept. 25<sup>th</sup> noon!**

**\* Important – RSVP is a must! \***

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

Company \_\_\_\_\_

Name \_\_\_\_\_

Email address \_\_\_\_\_ Cell # \_\_\_\_\_

**Carmody's Grille - \$55.00**

**NO Cancellations after Sept. 25<sup>th</sup> - NOON. No shows will be billed.**

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!**



**Not a Contractor or Associate member?  
We'd love to serve you, too.**

For additional information visit

[www.accwpa.org](http://www.accwpa.org)

or call 724-687-7860

Email: [pforker@accwpa.org](mailto: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!**

**2025**

**ASSOCIATE MEMBERS**

**BEAVER STEEL SERVICES, INC.**

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**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

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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

**IRR Supply Centers**

Michael Garrison – 317-209-5732

**JOHNSTONE SUPPLY**

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**RTI Insurance Services**

Kyle Goda – 724-271-8007

**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



## 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 • Local lobbying
- ACCWPA Apprenticeship School
- Voice for the local contractors
- Golf Outing / Trap Shoot
- Education opportunities for your technicians  
office staff – Associates bring in Mfg. Reps.
- Advocacy agenda promote contractor interest.
- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 6-8 Monthly informative meetings



## Little about Our GUEST SPEAKER . . .



On a personal side, Ray's charitable work has included service as President of the Small Business Council of Greater Rochester, Chairman of The Heritage Christian Services Foundation Board, Vice President of Rochester Rotary, and a member of the St. John Fisher College Deans Advisory Council, among others both locally and nationally...

Ray has been a presenter and Keynote speaker at numerous events and conferences, speaking on the topics of leadership, business, self-improvement, and ethics.

Ray has been married to his wife Erica for 31 years and has two sons, Cameron 28 and Zachary 20.

## Upcoming Meetings!

### 2025

#### Meetings Schedule!

#### October 1<sup>st</sup> (Wednesday)

Board Mtg. & General Mtg.  
Guest Speaker: Ray Issac  
Topic & Place – Fireside Chat

#### October 14<sup>th</sup> (Tuesday)

Board meeting & Trap Shoot  
Northside Sportsmen Club  
Warrendale, PA 15086

#### November 13<sup>th</sup>

(Thursday)

Board Mtg. & General Mtg.  
Guest Speaker: Todd Titus  
Topic & Place – Carmody's

**How the Big  
Beautiful Bill Will  
Affect the HVAC  
Industry**



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

**Make  
Today  
Amazing**

**FOR FURTHER  
INFORMATION...**

**ACCWPA**  
**724-687-7860**  
[pforker@accwpa.org](mailto:pforker@accwpa.org)

**Question:** Our HR employees have access to other employees' confidential information, such as pay. One HR employee is talking to non-HR employees in our company about other employees' pay. Are we allowed to prevent her from sharing other employees' pay? I thought we weren't allowed to prevent employees from discussing pay.

**Answer:** Under the federal National Labor Relations Act, employees have the right to communicate with other employees at their workplaces about their wages. Wages are a vital term and condition of employment, and discussions of wages are often preliminary to organizing or other actions for mutual aid or protection. Employee discussions about their own compensation are protected by law even in workplaces where no union is present and/or no organizing is underfoot.

That said, managerial, HR, and other employees who have access to compensation data for their subordinates or other employees in the organization (in the ordinary course of business) do not have the right to disclose that data to others in the company who do not have a legitimate need to know it. Such discussions are not the same as employee discussions about their own compensation with each other for their mutual aid and protection. Employers must safeguard employees' personal information. In this regard, an employer should seek to prohibit managerial, supervisory, HR, and other employees who legitimately have access to employee compensation data from discussing it with other employees who do not need to know it for appropriate business purposes.

Employers, of course, should nonetheless be cautious to avoid violating any employee's right to discuss his or her own wages. An employer may wish to consult with local counsel for assistance with drafting a policy that addresses these issues without running afoul of applicable law.

*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.*

## MARK YOUR CALENDAR!

**October 14<sup>th</sup>** (Tuesday) **TRAP SHOOT!**



325 Mt. Pleasant Road, Warrendale, PA 15086  
More information to come!

**ACCWPA TRAP SHOOT – Tuesday, October 14<sup>th</sup>**  
**Registration Flyer Enclosed!**

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](mailto:pforker@accwpa.org)



# Trap Shoot

Join us for loads of FUN!

## Tuesday, October 14<sup>th</sup>, 2025



325 Mt. Pleasant Road, Warrendale, PA 15086

**Prizes: 1<sup>st</sup> \$50 Gift Card; 2<sup>nd</sup> \$25 Gift Card; 3<sup>rd</sup> \$25 Gift Card**

ACCWPA only has available few 12g Trap shells to purchase at \$15.00 a box.

If you have any, please bring your own 12g shells!

If you have an extra shotguns, please bring it so if someone who does not can borrow it for the shoot.

**Shoot, Prizes, soft drinks, water, DiBella's Boxed Dinner Selections - \$95.00**

Each shooter fires 2 rounds of 25 clays from the 16-yard line.

Each round will be scored for a total # of birds hit.

If there are duplicate high scores, a shoot off 1 round of 25 clays will take place.

3:00 – 5:30 pm Board Meeting • 5:30 – 6:00 pm Dinner

**6:00 pm - TRAP SHOOT begins**

**DiBella's will be available before, during or after the shoot.**

**RSVP – 724-687-7860, fax or email • No Cancellations after October 6<sup>th</sup> noon!**

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

Email: [pforker@accwpa.org](mailto:pforker@accwpa.org) or fax (724) 687-7860

Name(s): \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Shoot and Dinner: \$95.00 NO Cancellations after Oct. 6<sup>th</sup> NOON. No shows will be billed.  
3.5% Credit Card Fee is applied if using a Credit Card.**

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

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**HAPPY HALLOWEEN!!!**



126 Resolution Drive • Mars,  PA 16046-3719 • 724-687-7860

## **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 provides.

Contributions or suggestions can be emailed to [pforker@accwpa.org](mailto:pforker@accwpa.org)

**ACCWPA is proud to be a Service Roundtable Affiliate Associate.**



### **ACCWPA Upcoming Events**

#### **October 1<sup>st</sup> (Wednesday)**

Board Mtg.  
Guest Speaker: Ray Isaac  
Topic: Fireside Chat  
Location - Carmody's

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TRAP Shoot  
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Board Mtg. & General Mtg.  
Guest Speaker: Todd Titus  
Director of State and Public Affairs at HARDI  
Topic: **How the Big Beautiful Bill Will Affect the HVAC Industry!**  
Location – Carmody's



### **2025 Officers and Directors**



<b>PRESIDENT:</b> John Wilcox, SUREWAY Htg. & Clg. & Plbg.	412-706-2477
<b>VICE PRESIDENT:</b> Steve Boehmer, Boehmer HVAC	412-381-4100
<b>TREASURER:</b> Chuck Rauch, Shearer Heating & Cooling	724-222-1830
<b>SECRETARY:</b> Dave Williams, A-Air Company	412-728-5148
<b>CONTRACTOR DIRECTORS:</b> Sue Pelles, Pelles Heating & Cooling ACCWPA Past-President) Rob Champe, Shearer Heating & Cooling	724-625-2444 724-222-1830
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<b>SPECIAL ADVISOR:</b> Steve Woodring, Wade Heating & Cooling	412-787-1341

**Executive Director:**  
Pat Forker  
[pforker@accwpa.org](mailto:pforker@accwpa.org)

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