

- 2025 Meetings Update
- ACCWPA Golf Outing
- ACCWPA Trap Shoot

## 2025

### Meeting Dates

#### 2025

##### Sept. 10<sup>th</sup>

Board Mtg. ONLY

##### October 1<sup>st</sup>

Board Mtg.  
Fireside Chat – Ray Isaac  
Carmody's

##### October 14<sup>th</sup>

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

##### November 11<sup>th</sup>

Board Mtg. & General Mtg.  
Guest Speaker: TBD  
Topic & Location - TBD

## ACCWPA

Air Conditioning Contractors Western Pennsylvania

*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**

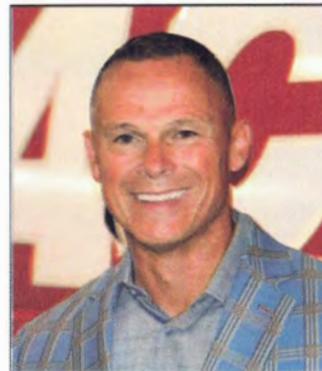
**724-687-7860**

**[pforker@accwpa.org](mailto:pforker@accwpa.org)**

## Mark your Calendar!!

# October 1<sup>st</sup>

## “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.

## Watch for Registration Flyer!

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

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

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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

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

**PROUD AFFILIATE PARTNER WITH!!**

Service Roundtable Affiliate Association



**AWESOME CONTRACTOR BENEFIT!**

## 2025 Century Club Members

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Johnstone Supply  
Ken Swank - 724-331-1663

## 2025 Vo-Tech Members

PENN COMMERCIAL INC.  
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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**

# SUCCESSFUL GOLF OUTING

## QuickSilver Golf Club August 19, 2025

The Committee & Chair Rob Champe planned our Tuesday, August 19<sup>th</sup> golf outing at QuickSilver Golf Club with another perfect day and event to remember! Great Weather and Everyone had a wonderful day golfing.

### Skilled prizes were won by:

**Longest Putt:** #18 – Chad Deems

**Longest Drive:** #15 – Tyler Joyce

**Closest to the Pin:** #11 – Matt Angert

#8 – Bob Champe

**Best Score:** Stan Polivka, Al Biagiarelli  
Shane Eichenlaub, Matt Angert

## Congratulations to EVERYONE!

Without the loyal support of our Associate Members / Contractor Members who sponsor holes or donate prizes. Sincere Thanks to all the supporters.

### **Tee Box Sponsors:**

A-Air, Inc.  
Boehmer Heating & Cooling Co.  
Calfo Home Services  
Carrier Enterprise  
Comfort Supply  
Donwil Company  
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Habegger HVAC  
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Johnstone Solutions  
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Phillips Htg-AC Co.  
Robertson Heating Supply  
Shearer Heating & Cooling  
Standard Air & Lite  
SUREWAY Htg. Clg. Plbg.

### **Thanks Scholarship Sponsors!**

**Platinum Sponsor:** Calfo Home Service

**Gold Sponsor:** Johnstone Solutions  
Standard Air

**Thanks to all who attended!**



# How Can You Shield Your Business From Theft

by Federated Insurance

Security is essential to the stability and success of any business. Theft, whether from external intruders or [internal threats](#), can disrupt operations and result in significant financial losses. Thankfully, you can help reduce these risks by using [key theft prevention strategies](#). Here are five tips to consider:

## 1. Install Security Cameras and Alarms

**Security cameras:** Place cameras at critical areas, such as entrances, exits, and storage rooms. Choose systems with high-definition recording and real-time alerts to monitor activity effectively. Bringing on a service that monitors for you can help boost effectiveness.

**Alarms:** Install alarm systems with motion sensors on doors and windows. Test alarms regularly to ensure they work properly.

## 2. Secure Doors and Windows

Use solid-core doors with durable locks to prevent forced entry. Install window security laminates to reduce the risk of break-ins. Lock all doors and windows during and after business hours to help protect your business.

## 3. Monitor Key Access

Keep a record of employees who have keys or access codes. Have employees return keys and update access codes whenever a staff member leaves the company.

Limit access to sensitive areas to authorized personnel only.

## 4. Maintain a Well-Lit Space

Light all entrances, exits, and parking areas strategically. Use motion-activated outdoor lighting to detect unexpected movement after hours.

## 5. Encourage Employee Vigilance

[Train employees](#) to report any suspicious activity right away. Teach them proper closing procedures, including securing assets and setting alarms.

Hold regular meetings to review [security protocols](#) and stress the importance of shared responsibility.

[Reach out to your local Federated Insurance® marketing representative](#) today for more information on theft prevention. Clients can access [mySHIELD®](#) for additional industry-specific safety resources.

*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. ©2025 Federated Mutual Insurance Company.*

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ACCWPA  
Corner



*Integrity is the  
essence of  
everything  
successful.*

**PEACE, LOVE  
and JOY  
thru out 2025!**

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

**Inspiration**





**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.**

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**

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**HABEGGER HVAC CORP.**

C.J. Cameron – 412-469-1010

**HVAC DISTRIBUTORS**

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**IRR Supply Centers**

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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



## Deductions for Company Equipment

Employers must proceed cautiously when deducting from nonexempt employees' wages to avoid potential wage claims. To determine which deductions are permissible, an employer should look at applicable state law, as states may handle wage deductions differently.

For example, in California, employers generally may not withhold an employee's wages in whole or in part, unless the withholding or deduction is authorized (by law or by the employee) in writing. The California Division of Labor Standards Enforcement (DLSE) has specifically stated that an employer cannot legally make a deduction from wages if, by reason of mistake or accident, a cash shortage, breakage or loss of company equipment occurs. There is an exception that purports to provide an employer with the right to deduct for any cash shortage, breakage or loss of equipment if the employer can show that it was caused by a dishonest or willful act or by the employee's gross negligence. However, the DLSE has cautioned that use of this deduction may, in fact, not comply with the provisions of the California Labor Code and various California court decisions. Additionally, the DLSE has stated that any employer that resorts to self-help does so at its own risk, as an objective test is applied to determine whether the loss was due to dishonesty, willfulness or a grossly negligent act.

In general, wage deductions and withholdings in California cannot reduce an employee's gross wages below the minimum wage rate, unless authorized by law. Employers may not derive any financial gain from wage deductions.

Similarly, under federal guidelines, the cost of any items that are considered primarily for the benefit or convenience of the employer has restrictions—namely, no deduction may be made from an employee's wages that would reduce the employee's earnings below the required minimum wage or overtime compensation. This is true even if an economic loss suffered by the employer is due to the employee's negligence. Examples of items that would be considered to be for the benefit or convenience of the employer are tools used in the employee's work and damage to the employer's property by the employee.

If any discrepancies exist among federal, state and local laws, employers must comply with the provisions that are most favorable to employees. Employers with questions on whether any specific deductions are permissible should consult legal counsel, who can also advise on potential other means that an employer may be able to use to recoup any money or property, such as an agreement, demand letter or lawsuit.

*The HR Question of the Month is provided by Zyware®, 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 TRAP SHOOT – October 14<sup>th</sup> – see flyer!**

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**



# 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 September 30<sup>th</sup> noon!**

**\* 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 Sept. 30<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!**

**HAPPY LABOR DAY!!!**



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**

**Sept. 10<sup>th</sup>**

Board Mtg. ONLY

**October 1<sup>st</sup>**

Board Mtg.  
Fireside Chat with Ray Isaac  
Carmody's

**October 14<sup>th</sup>**

Board Mtg.  
TRAP Shoot  
Northside Sports Club  
Warrendale, PA

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

Board Mtg. & General Mtg.  
Guest Speaker: TBD  
Topic: TBD  
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
<b>ASSOCIATE DIRECTORS:</b> Mike Marhefky, Carrier Enterprise Keith McCann, Habegger Corp.	724-989-9555 412-913-5815
<b>SPECIAL ADVISOR:</b> Steve Woodring, Wade Heating & Cooling	412-787-1341
<b>Executive Director:</b> Pat Forker <a href="mailto:pforker@accwpa.org">pforker@accwpa.org</a>	Office/Fax 724-687-7860 Cell 412-760-5792