

- 2026 Meetings Update
- Broccoli
- Employee Retention Strategy

## 2026 Meeting Dates

### **2026**

#### **April 9<sup>th</sup>**

*Broccoli*

AI as Your Daily Work Assistant: Practical Uses in Home Services Operation  
*Rival Sports Bar – Bridgeville*

#### **May 14<sup>th</sup>**

ACCWPA APPRENTICE GRADUATION  
*Carmody's*

#### **June 11<sup>th</sup>**

ACCWPA Social –  
*Giant Oaks Winery  
Finleyville*



*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)**



## AI as Your Daily Work Assistant!

### ACCWPA General Meeting

### Thursday – April 9<sup>th</sup>

## AI as Your Daily Work Assistant: Practical Uses in Home Services Operation

### Ryan Keenan

Broccoli

Ryan Keenan has over a decade of battle tested experience consulting for thousands of home service contractors. Notable companies he has represented include ServiceTitan as their very first Account Executive, Power Selling Pros as a business developer, group trainer, and customer service coach, and now endorses Broccoli AI as a Senior Account Executive. Ryan lives and breathes a legacy as a self-professed technology advocate for trades.



1595 Washington Pike, Bridgeville, PA 15017

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

**6:00 - 7:00 pm** – Virtual Guest Speakers Ray Keenan

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

**Dinner - \$55.00**

**RSVP – 724-687-7860, fax or email • No Cancellations after April 3rd noon!**

## Registration Form on Page 3

Please RSVP no later than **April 3rd noon!**

## 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 / 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



## Question of the Month . . .

By Zyware

### Question

We are confused about how bonuses work for employees who take leave under the federal Family and Medical Leave Act (FMLA). Can an employee's FMLA leave be counted against them for their bonus?

### Answer

As a general matter, employers must be cautious when denying any right to an employee who takes FMLA leave. Employers are prohibited from discriminating or retaliating against an employee or prospective employee for having exercised or attempted to exercise any FMLA right. Employers may not use an employee's request for or use of FMLA leave as a negative factor in employment actions, such as hiring, promotions or disciplinary actions.

That said, an employer may deny a bonus that is based upon achieving a goal, such as hours worked, products sold or perfect attendance, to an employee who takes FMLA leave (and thus does not achieve the goal) as long as it treats employees taking FMLA leave the same as employees taking non-FMLA leave. For example, if an employer does not deny a perfect attendance bonus to employees using vacation leave, the employer may not deny the bonus to an employee who used vacation leave for an FMLA-qualifying reason.

Additional laws may apply to an employee's situation, such as other federal, state and/or local laws. Employers are advised to work with local counsel to ensure they comply with all applicable legal requirements.

Published Date: March 17, 2026

The 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.

## Upcoming Meetings!

### 2026 Meetings Schedule!

April 9<sup>th</sup>

*Broccoli*

AI as Your Daily Work Assistant:  
Practical Uses in Home Services  
Operation.

Rival - Bridgeville

Speaker: Ray Keenan

*Rival Sports Bar – Bridgeville*

May 14<sup>th</sup>

Apprentice GRADUATION

Carmody's – Nevelle Island

Speaker -Robert Pelles 4<sup>th</sup> yr Teacher



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

Make Today Amazing

**FOR FURTHER  
INFORMATION...**

**ACCWPA  
724-687-7860  
pforker@accwpa.org**



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# ACCWPA General Meeting - Thursday – April 9<sup>th</sup>

## **AI as Your Daily Work Assistant: Practical Uses in Home Services Operation**

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**\* Important – RSVP is a must! \***

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

Company \_\_\_\_\_

Name \_\_\_\_\_

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

**RIVAL - \$55.00**

**NO Cancellations after April 3<sup>rd</sup> - NOON. No shows will be invoiced.  
IF YOU ALREADY MADE RESERVATIONS, THANKS!**

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# An Employee Retention Strategy

By Federated Insurance

The U.S. continues to experience a labor shortage across many industries and roles. Since April 2021, the number of people quitting their jobs each month has hit record levels — over 38 million people voluntarily left their jobs in 2021<sup>1</sup>. Employees may quit for a variety of reasons, including a lack of recognition, or unsatisfactory salary or pay. Recognition can come in many forms: job titles, years of service awards, or public announcements of a job well done. You can also raise an employee's salary over time — but those ideas have a short shelf-life. An employee won't stay long-term if they feel they can get more somewhere else.

Federated recognizes employee retention as a business risk that may be managed. To reward good performance while encouraging long-term employment, Federated has a plan to help you recognize your best employees: the Triple Protection Plan<sup>SM</sup>.

This plan can help address your employee retention concerns, and help protect against the financial impact of an employee death. It can also provide a benefit for an employee's family. There are three components:

- **A Private Bonus Plan.** This helps retain employees — it's a program you design that would pay selected employees set bonuses in specific years. The plan can be informally funded with a cash value life insurance policy, and can help protect against the employee's voluntary departure by providing a strong incentive to stay. The business applies for, owns, and pays the premiums on a life insurance policy on the key employee to informally fund the private bonus plan. The business can then withdraw policy cash values as needed, and in accordance with policy terms to pay the scheduled bonuses.
- **Key Person Coverage.** This can help protect against financial losses associated with a key employee's death. The proceeds from the same life insurance policy can be used to recruit, hire, and train a replacement. It can also be used for business continuation or overhead expenses.
- **Family Protection.** This allows the business the opportunity to share life insurance protection with the employee's family. Consult with qualified counsel/a tax professional to prepare the necessary documentation to divide the death benefit on the policy between the business and a personal beneficiary. The company remains in control of the policy while offering some financial resources for the key employee's family with a portion of the death benefit.

Employee retention of a key person is a concern for business owners. To help the employee feel they are a valued part of the business, the Triple Protection Plan offers employers an opportunity to prove their appreciation with a unique bonus plan and financial resources for their family.

Consider using a Triple Protection Plan to help enhance your efforts to incentivize talented employees to stay. It's one plan to help address three problems.

This article is for general information and risk prevention only and should not be considered another offer of insurance or legal, financial, tax, or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all losses. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. This information is current as of its publication date and is subject to change. Some of the services referenced herein are provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states. Qualified counsel should be sought with questions specific to your circumstances. All rights reserved.

ACCWPA  
Corner



*Integrity is the  
essence of  
everything  
successful.*

**PEACE, LOVE  
and JOY  
thru out 2026!**

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 / 2026

### ASSOCIATE MEMBERS

**BEAVER STEEL SERVICES, INC. (2025)**

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**

Ken Swank – 724-331-1663

**RTI Insurance Services**

Victor Wilkstrom – 724-485-9997

**R. E. MICHAEL, LLC (2025)**

Russ Murphy – 412-713-0823

**ROBERTSON HEATING SUPPLY**

Tim Leja – 412-922-4001

**STANDARD AIR & LITE CORP.**

Chris Belculfine – 412-920-6505



# ACCWPA

Air Conditioning Contractors Western Pennsylvania

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S. Hills • Monroeville  
Strip District • Greensburg

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|--------------------|-------------------------|--------------|
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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 |

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

## 2026 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

## 2026 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

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

**PROUD AFFILIATE PARTNER WITH!!**

Service Roundtable Affiliate Association



**AWESOME CONTRACTOR BENEFIT!**

## Be There Fund™

(Must be an ACCWPA member to Win!)

Next General Meeting - \$120.00

## Why can't keep I find (or Keep) Good People?

Service Nation by EverPro

The people you hire play a key role in the success and bottom line of your business. Your team often serves as the face of your company, directly shaping public perception. When customers interact with an employee, they may form an opinion about your **entire brand**.

Think about your business' reputation within your community and online. Are your employees polite and professional in their actions and responses? Do they consistently follow company policies? If your workplace is open to the public, does your team keep it **clean and organized**? If you have company drivers, do they **drive safely**?

### Your Team Can Help Shape Your Reputation

The people you hire directly reflect on you and your business. To help **manage your reputation** and make appropriate hiring decisions, consider these tips:

- **Post Transparent Job Openings:** Clearly outline all job qualifications, responsibilities, work hours, pay, benefits, titles, and growth opportunities.
- **Define Your Values:** Clearly communicate your business's values and the qualities you seek in applications and during interviews.
- **Screen Carefully:** Look beyond practical skills to assess an applicant's attitude and personality.
- **Check References:** When possible, contact previous employers and references. Keep in mind that past actions can predict future behavior.
- **Train Thoroughly:** Have an onboarding plan ready to ensure every new hire understands your workplace standards and policies.

Your reputation is as important to your business as the people you hire and employ. Contact your local **Federated Insurance® marketing representative** to learn more about this important risk management topic. Clients can access human resources content on the Training & Resources page of **mySHIELD®**.

*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. 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. ©2026 Federated Mutual Insurance Company.*

**Published Date:** March 17, 2026

## 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](mailto:pforker@accwpa.org)



**Happy EASTER!!!**



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**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**

**2026**

**April 9<sup>th</sup>**

**Broccoli**

AI as Your Daily Work Assistant:  
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*Carmody's*

**June 11<sup>th</sup>**

ACCWPA Social –  
Giant Oaks Winery  
*Finleyville*



**2026 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> | James Murphy, Pelles Heating & Cooling<br>Rob Champe, Shearer Heating & Cooling | 724-625-2444<br>724-222-1830 |
| <b>ASSOCIATE DIRECTORS:</b>  | Brent Davis, Carrier Enterprise<br>Keith McCann, Habegger Corp.                 | 412-471-1419<br>412-913-5815 |
| <b>SPECIAL ADVISOR:</b>      | Kevin Ernst, Boehmer HVAC<br>Steve Woodring, Wade Heating & Cooling             | 412-381-4100<br>412-787-1341 |

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

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