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INSIDE THIS ISSUE:

- ✓ Spotlight on ABCO
- ✓ Product Showcase
- ✓ Featured Article

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Fabulous Fall Seminars

Sept. 15 - Introduction to Heating
Nov. 17 - Soft Skills



Brian Aull
Atlantic Contracting
& Specialties, LLC

From the President

Welcome to the newly redesigned MACC News! We are very proud to introduce to you our full color newsletter with all new original content. This is a great accomplishment for our organization and I look forward to seeing the newsletter grow.

As summer approaches it is time to get ready for the intense heat of the season. MACC started off the summer with a great, sold out event at Big aLiCe Brewing Company in Long Island City! Our longtime member, Scott Berger of Arista Air Conditioning, is the owner of Big aLiCe and kindly allowed us to host this exciting networking event! On behalf of MACC, I would like to thank Scott for letting us use his amazing venue. This kind of support and dedication from our member is what makes our association so great! I hope everyone enjoyed their night of beer tasting and networking! Thank you to the event sponsors, Arista Air Conditioning, ABCO, American Universal, Consolidated Refrigerant Solutions, National Compressor Exchange and Roof Services!

The next event we have lined up is our annual Night at the Mets! ABCO and American Standard have graciously sponsored this year's baseball event. Each year we sell over 700 tickets and we hope to exceed that number this year. Please join us on Friday, June 22nd when the New York Mets take on the Los Angeles Dodgers at 7pm. This is the perfect event to bring your whole family and friends for a fun night of baseball. Tickets will go fast! Visit our website, www.maccny.org, to buy your tickets today.

We hope you enjoy our revamped newsletter! If you would like to find out more about advertising in this publication, please call the MACC office at 516-922-5832.

I look forward to seeing everyone at Citi Field on June 22nd!

- Brian



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Spotlight On: ABCO HVACR Supply & Solutions

MACC News is proud to present the first MACC Spotlight featuring ABCO, one of the nation's leading independent HVACR resources and sponsor of the upcoming 'A Night at the METS'.

Read on to learn about ABCO's never-ending commitment to the growth and success of its customers, the community and the industry.

Exceeding Customer Expectations

"Our most important product is your success," says Tony Tanzillo, Chief Sales Officer. Clearly, every segment of the ABCO organization is dedicated to the success of its customers.

Founded in 1949, ABCO encompasses 17 branch locations that provide expansive inventory, unmatched delivery capabilities and 24-hour support. Under the leadership of CEO Michael Senter, over 300 ABCO associates share their knowledge, experience and support with customers in regions extending from Eastern Long Island to Northern Boston to Philadelphia.

Sharing experience, knowledge and resources is at the foundation of ABCO's commitment to exceeding customer expectations.

Teamwork among Sales, Marketing, Product Specialists, Application Engineers and ABCO University Instructors provide HVAC and Refrigeration contractors with the products, resources and tools they need to grow and succeed.

A Passion for Giving Back

A passion to give back to customers, community and the industry dates back to the company's earliest roots. ABCO has provided many of the founders of today's leading HVACR companies the opportunity and credit terms to start their own business.

Today, ABCO's passion toward giving includes such charities as Habitat for Humanity, Make-A-Wish, and Building Homes for Heroes, to name just a few.

"Supporting the MACC association and this promotion with MACC and American Standard Heating & Air Conditioning is one of the ways we give back to the industry," says Bob Cesiro, Chief Marketing Officer. "We are proud and honored to be a part of this great organization that brings respect and support to our customers."

Join Us for a Night at the METS!

We believe that those who work in the HVAC and Refrigeration industry are the True Heroes of Summer. They work tirelessly, sacrificing their summer days to keep us cool, comfortable and our food fresh and safe. A Night at the METS is dedicated to them!

In keeping with their promise to provide the teamwork necessary to exceed customer expectations, a group of ABCO employees have volunteered to greet attendees with snacks, soft drinks and other giveaways from the ABCO truck parked outside the Rotunda entrance of Citi Field.

Be sure to check out ABCO's awesome video at <https://youtu.be/csZ4u77PDSM> and hear what employees and customers have to say about ABCO products and services! Or, log on to our website a ABCOhvacr.com




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MACC News is printed monthly by the Metropolitan Air Conditioning Contractors of New York. Questions should be directed to the appropriate director or committee member for assistance. While this newsletter is designed to provide accurate and authoritative information on the subjects covered, the Association is not engaged in rendering legal, accounting, or other professional or technical advice. Accordingly, the Association cannot warrant the accuracy of the information contained in this newsletter and disclaims any and all liability which may result from publication of or reliance on the information provided herein. If legal advice or other expert assistance or advice is required, the services of a competent, professional person should be sought.

Editor's Notes

By Anthony N. Carbone

Internet, internet on the wall. . . Look how the internet communication devices have infiltrated the HVAC business. It is starting with the Wifi thermostats. People like to be able to examine their temperatures at home when they are away. They also like controlling the temperature from afar. They believe they are saving money.

The "techys" like to be connected to their products and enjoy controlling everything from their phone.

The new heating and cooling equipment will soon be able to convey all failures, to a server, which contractors can be connected to and will alert them of a failure with report.

We are in a transitional period with the coming of communicating HVAC equipment. Today, natural gas, stand-by generators communicate with servicing contractors. We get alerts when the generators exercise weekly and when they fail to exercise. In addition, we can tell when the generator is turned on or in a power failure and its' duration. We can also tell when street service has been restored.

Now, let's take this to the next level. . . At times when clients want to hold payment to control a situation even after a contractor who has performed the service and completed an installation. . . But refuse to pay. The next interesting aspect will be if we access to the unit remotely. . . We then. . . are back in control if we can shut the unit off! !! Interesting situation. . . It puts contractors back in the driver's seat during precarious situations.

What are your experiences and thoughts? Bring them to our next program or event meeting. . . You will like what you hear.

- Anthony N. Carbone

Product Showcase

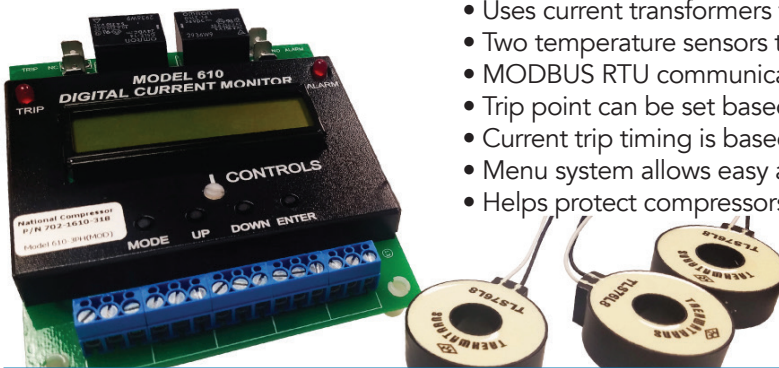


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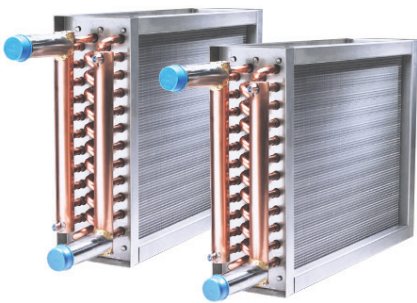
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FEATURE STORY

Contractors and Suppliers Share The Top Business Building Benefits of Their MACC Membership

MACC is playing a leading role in helping HVAC professionals move their businesses to the next level. Our association provides a wide variety of opportunities for members to come together and share their ideas, strengthen skills, gain access to more customers and make new connections.

We asked both contractors and suppliers to tell us what they consider to be the greatest benefits and opportunities they derive from being a member of MACC. These top business-building benefits emerged:

Creating New Business Opportunities

Virtually all members cited networking as a key benefit of their membership... and vital to the growth and success of their organizations. Meetings, special events, training seminars and much more all provide networking opportunities that bring bottom line business benefits to members. "MACC is a great organization to be a part of in terms of building relationships, meeting new people, and of course getting new business, if you put yourself out there," says Brian Aull of Atlantic Contracting & Specialties.



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"Over the 12 years I've been a MACC member, I've come into contact with so many people which has led to numerous recommendations. Networking is for the long-term ... I can meet a contractor who will call me several years later with new business."

Stu Ellert of Comfort Tech reports that networking at MACC events has brought him his accountant, his lawyer and many subcontractors. "It usually takes a very long time and lots of energy to build these kinds of relationships which networking accomplishes in record time," says Stu. "I'm a strong believer that you get out what you put in." So too, Scott Berger of Arista has built a great peer network of smart, experienced people who understand the challenges and opportunities we face on a daily basis. "Some of those relationships have even spurred the successful acquisition of other smaller companies that are now part of The Arista Family," says Scott.

Overcoming Obstacles and Challenges

Every industry faces its own unique set of challenges. Sharing similar experiences and offering effective solutions often helps to overcome seemingly insurmountable problems. "Everyone in our organization is dealing with similar issues, especially in New York City," reports Jason Staiano of National Compressor Exchange. "It's not so easy to do business in our city," Jason continues, "and it's very helpful to bounce ideas and challenges off of other members with similar issues. Dialogue that centers around common problems serves to help us all overcome challenges."

James Padavan of Air Design Inc. puts it this way: "MACC has given me the ability to feel comfortable in a forum of my peers ... all with the same industry issues. Most everyone is willing to learn and share their experiences to improve the industry, which is why most of us considered joining in the first place. We work as a team to compare ideas on running our businesses and trying to address issues that we all face."

Enhancing Skills... Increasing Expertise

MACC is deeply committed to offering training and education programs including seminars and hands-on workshops designed to help members learn and grow in their profession. Even outside of these official events, members have constant opportunities for peer-to-peer learning and mentorship that allows them to share knowledge. "I send my technicians to seminars which I find to be very helpful, hands-on events that go above and beyond just classroom learning," says Stu Ellert.

"We attend the trainings and seminars as well -- if not myself, then my staff," comments James Padavan.

(Continued on page 11)



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Statement from Stuart S. Zisholtz, Esq.

What to Do When and If an Accident Occurs on a Construction Project

Accidents happen every day on construction projects. Almost all construction contracts contain a clause addressing insurance. The purpose of insurance is to protect the various parties who are insured in the event someone gets hurt on the project. Most of the time, a subcontractor is required to name the general contractor, owner, architect and surety as an additional insured under its insurance policy. The employer should have Workers' Compensation insurance in order to protect his/her employees. However, Workers' Compensation may not prevent a lawsuit from being filed by the employee against the General Contractor and owner for injuries.

When an individual is hurt on a project, a report should be written up and the insurance company notified immediately. The courts have stated that the term "immediately" is defined as reasonable period of time which is usually 30 days. The insurance company is entitled to conduct an investigation. Thus, the sooner you notify the insurance company, the faster an investigation can be conducted and the more likely the scene of the accident will be similar to the way it appeared at the time of the accident.

The courts have held that notifying the insurance company of the accident four months after a contractor learned of the incident does not comply with the requirements of notifying the insurance company as soon as practical. As such, the notice was deemed a late notice and the insurance company had the right to disclaim coverage.

It is essential, therefore, that upon learning of the accident, you arrange for your insurance carrier to be notified of the accident. The insurance company does not include your insurance broker. If you notify your insurance broker make sure he receives a confirmation that the insurance carrier was notified.

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FEATURE STORY (Continued from page 9)

"They encourage learning and collaboration and most importantly, they kind of "wake you up" and force you to think outside the box and get your creativity flowing. I especially enjoyed the training on Customer Care and Support by Steve Coscia. It enabled me to bring back my learnings to my business and implement them in our office immediately."

A partnership between MACC and the Electrical Training Center provides customized training geared specifically to topics MACC members have asked to learn. "Our overall partnership goal is to provide students with a valuable resource in the HVAC/R trade and to promote MACC membership so that both our organizations can continue to build a network of education and information sharing," reports Sal Ferrara, Director of the Electrical Training Center.

Attending Meetings and Special Events

Keeping on top of current news and developments in the industry is vital to staying competitive. Regular MACC meetings are an outstanding venue for learning about news and developments that affect HVAC businesses and the industry. "Our meetings are open to all MACC members," stresses Jason Staiano. "As I attend almost all of the meetings, I can honestly say that they not only keep me up to date on what's happening in the industry – and the state – but many of the topics presented are very targeted and helpful."

In addition to the many great business venues are the memorable special events including a Night at the Mets, the Golf Outing, the Knicks Basketball Game and others – all an important part of the 'power of networking'.

"I believe the best events for networking are ones that are not necessarily industry-related, but those that bring people together and have a common thread for all involved," concludes James Padavan. "MACC has made me realize that we are not alone in our concerns or our daily struggles as businesses in the trades ... inspiring me to look beyond the daily routine of running a business and envisioning where I want my business to go. Being part of MACC gives us a sounding board that we can all trust, knowing the information, education and advice provided is solid and proven."

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Part II of Helpful Hints Postponed

While we were originally inclined to continue helpful hints, we feel that the members should be alerted to this recent legislation that comes into play on October 9th.

A series of amendments to the laws in the City of New York and New York State require extra diligence on the part of employers in preventing sexual harassment in the workplace. The Governor signed the budget on April 12, 2018, incorporating amendments targeting sexual harassment in the workplace and placing obligations upon all New York employers.

Effective immediately the New York State Human Rights Law prohibits sexual harassment of employees and has been expanded to protect non-employees. It now includes contractors, subcontractors, freelancers, vendors, consultants and anyone else providing services to a company pursuant to a contract. Beginning July 11, 2018 mandatory arbitration clauses regarding claims of workplace sexual harassment will be prohibited. Any such contract entered into after the effective date of this legislation will be rendered void.

The law also prohibits the use of non-disclosure clauses in settlement agreements or other agreements related to claims of sexual harassment unless it is the expressed wish of the claimant to include such a clause in a settlement agreement.

Finally, effective October 9, 2018 employers will be obligated to distribute anti-harassment policies in the workplace as well as to conduct annual anti-harassment training for all employees. While the Department of Labor nor the Division of Human rights has yet to issue guidelines, we do not expect those guidelines to be available before the end of the summer. Scheduling mandatory classes for workplace sexual harassment training will be a requirement and should be placed on your firm's calendar starting as early as July 1st.

New York City employers also face stiff requirements of the new law which Mayor DiBlasio will sign shortly. It mandates annual anti-sexual harassment training for all employees. Effective April 1, 2019, private employers of 15 or more employees in New York City shall be required to provide training classes. That training must be provided to all existing employees on April 1, 2019 and to all new employees hired thereafter within 90 days of the commencement of their employment. Employees will be required to sign an acknowledgment form stating that they received the training and the employer must preserve a copy of the signed statement for a minimum of three years.

Employers who are covered under both state and city laws must ensure that their training procedures comply with each rule. To be clear, the New York State law applies to companies with 4 or more employees. Those in NYC with 15 or more employees must comply with the New York City regulations regarding training. Stay tuned for further developments. In the interim we urge you to check your employee handbook to make sure that the language is compliant with the statutes and that your employees have acknowledged receipt of the handbook and most notably the EEO provisions. If you want us to check the language of the EEO policy feel free to send it to me.

Next month we will revisit Helpful Hints Part 2.

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