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MAY 2012

President's Message

PRIL WAS A FUN AND EXCITING MONTH FOR ACCA.



Michael Newman

ACCA.
This month
ACCA held our

annual Casino Night at the Westbury Manor. Members and guests enjoyed a fun night of gambling, amazing company, live entertainment and delicious food. I would like to thank Jim Carlson and all our sponsors for putting together such an amazing event which was well attended!! Maybe next year I will win the iPad.

Please mark on your calendar the May meeting. The program will be about the refrigerant R-22 and how our industry is dealing with the new issues Turn to President's Message on page 3

MAY 10th MEETING



Presented by Ron Vogl of Honeywell North American Aftermarket Refrigerants

At Last -The Full R-22 Story

- Commercial Regulatory Update
- Refrigerant requirements, new installation and retrofit
- Sifting through the candidates
- Taking a closer look at manufacturers data
- Using thermodynamics to screen refrigerants
- Software tutorial
- Exploring the refrigerant/oil relationship
- Retrofit considerations
- Emerging environmental considerations
- Introduction to the next generation of fluorinated refrigerants
- Conclusions
- •Q&A

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Cocktails at 5:30 pm; Dinner at 6:30 pm Register Online at www.accany.org

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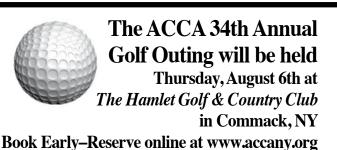
PRESIDENT'S MESSAGE Continued from page 1

that R-22 is presenting to our companies. Please come!! This is one event that you do not want to miss. The information that will be shared is critical to our industry.

This year we will be focusing on increasing the membership within our organization and seeking out greater participation from our contractors, suppliers and associate members. If anybody has an idea or issue relating to our business and industry, please get in touch with us and we will make it happen. How can ACCA help you this year? Are there any issues or topics you want to hear about this year?

Please use ACCA as a networking experience and a place where you can bring the hottest and most relevant business topics back to your day to day operations.

Thank you for your support and I look forward to seeing you at the next meeting. — *Mike Newman*



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Editor's Notes by Anthony N. Carbone

Spring is in the air early this year with the warm temperatures and evident early blooming flowers. This is a great jump start for the HVAC contractors who are geared up and ready to go. We, at the ACCA New York Chapter, kicked off Spring with a great event. The Annual Casino Night at Westbury Manor was well attended and the prizes kept the attendees gambling to try and win more tickets. Jim Carlson, chairman of this committee once again did a great job getting sponsors and hiring M & M Entertainment to supply the gaming units. The magician added to the fun but did not make any of our competitors disappear!!!

May's meeting will be about the status and disposition

WELCOME NEW MEMBER

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of the R-22 refrigerant and how it will impact this seasons retrofit installation, repairs and service.

This hot topic will effect every contractor from availability of R-22, pricing and the way we will sell in the marketplace. Our monthly meetings have been so well attended due to the current topical programs. Be sure to RSVP on our website ACCANY.org. for assured seating.

June's cocktail network party will be announced shortly with its location.

This organization has seen significant strides under the leadership of Mike Newman. His fresh ideas and planning regarding our programs has brought many new members and a renewed interest from previous members.

The dynamics of our HVAC business is constantly changing and technology from the Internet is invading every aspect of managing our businesses. Cutting edge information is available only if you are savvy enough to know where to network to get it.........Hint - ACCA NY. — Anthony N. Carbone

Check the ACCA national website, www.acca.org, regularly for up-to-date information on our industry.





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ACCA Adds Mastering Hydronics - Gas Service To NATE Essentials Series

ACCA has announced a new addition to the NATE Essentials series designed to help technicians and others take and pass the NATE specialty exams.

The new four-part video training, "Mastering Hydronics - Gas Service," offers comprehensive instruction in an easy-to-understand manner, directing users through all of the parts with clear explanations and visual aids. Jack Rise, one of the country's leading HVACR educators, presents the series. The four parts cover: Boiler Basics; Hot Water; Gas; and Electrical.

"The NATE Essentials CDs remain one of the most costeffective ways to train employees," says Paul T. Stalknecht, ACCA President & CEO. "The value that employees receive stems from being able to learn from the best trainers in the industry, at their own pace and at the most convenient times for them."

The training, sold as a four-CD set with a list price of \$299 or a discounted \$269 to ACCA members, is available now through the ACCA online store.

The "Mastering Hydronics - Gas Service" training is part of the NATE Essentials training platform, which also includes sessions on core service, heat pump service, core installation, air conditioning installation, and more. To see the full list of NATE Essentials topics or to purchase NATE Essentials, visit www.natetraining.com or call 888-290-2220.



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People & The Workplace

By Alan B. Pearl,

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Hiring Military Veterans or Reservists

United States combat operations in Iraq ended in December, 2011, and the number of forces stationed in Afghanistan is dwindling. Men and women who have been deployed as members of the military will be returning home and seeking employment. To ease the burden of finding employment, President Obama signed into law the Veterans Opportunity to Work to Hire Heroes Act of 2011 (better known as the VOW to Hire Heroes Act) late last year.

This law provides a considerable tax incentive to employers who hire veterans of the wars in Iraq or Afghanistan. Hiring a veteran who has been unemployed for at least four weeks, but less than six months qualifies an employer for a \$2400 tax credit. If an employer hires a veteran who has been out of work for at least six months, the employer is entitled to a \$5600 tax credit. The tax credit increases to \$9600 when a job applicant has been unemployed for at least six months and has suffered a service-related disability. These tax credits, as well as government provided jobs training, are intended to decrease the over 12% unemployment rate of veterans returning from Iraq and Afghanistan.

The VOW to Hire Heroes Act affects the area of discrimination law as well. Employers should be warned that the law broadens a claim of discrimination to include liability for creating a "hostile work environment" aimed at former military personnel or reservists. The law seeks to prevent intimidation, abuse or harassment based on an individual's military status even if it does not result in the employee being fired, demoted, transferred or suffering some other adverse employment action. Now, courts are likely to view allegations of military discrimination similarly to

claims of discrimination based on race, sex, national origin or disability discrimination under Title VII of the Civil Rights Act. You should consider this change in the law seriously and amend your anti-discrimination policies and employee handbook to prohibit discrimination on the basis of an individual's military and/or veteran status. All employees, including managers, should be trained and reminded of their obligations not to discriminate against another employee, including those protected by their military status.

NLRB Posting This Time It's Real

The April 30th NLRB poster requirement has not been postponed, so employers should visit NLRB.gov or contact PMP to obtain and then post the notice. Employers should also advise supervisors to be prepared for questions about unionization. In particular, supervisors should be prepared to explain that nothing has changed. Employees have the same rights they always had and the company has never needed a union here and still doesn't. In a business as competitive as ours, the best job security is when we all work as a team and not find ourselves in a disruptive "us vs. them" environment.

Finally

One more reminder: Every employer should have in place and strictly enforce rules prohibiting use of any hand held communication device while driving. The rule should be in writing, and you should have a signed acknowledgement from every employee. Accidents caused by these distractions are increasing astronomically, and employers are at great risk in litigation.

Abpearl@pmpHR.com or (516) 921-3400 is always ready to help provide answers to your questions or follow-up to ensure compliance. •

Make a habit of checking the ACCA Chapter website at www.accany.org





John P. Hanley

Northeast Regional Manager - Channel Development

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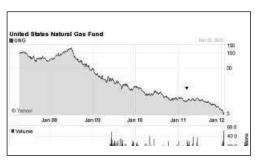
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Natural Gas Glut is Double Edged Sword

By John Ottaviano/Air Ideal

Natural gas prices have plummeted over the last two years due to the market glut created by the shale gas explosion



created by hydrofracturing or "fracking". For energy consumers, this is a major financial benefit in that the market price for those heating

with natural gas has fallen significantly. This is also a boon to the electric generation industry, which has shifted new power generation facilities to natural gas turbines. The result has been a 50% reduction in costs for the US Power industry for national electric generation. How this has only equated to a LIPA 4.5% rate reduction is a question that should be asked of the State Public Service Commission. LIPA has said it is using the savings to write down losses and loans. Still, LIPA's rates are now at their lowest in 5 years.

There is such a glut of natural gas on the market that drillers and energy companies are cutting extraction and production in a play to increase and stabilize market prices. As energy companies have reaped windfall profits at higher energy prices, it behooves them to use Keynesian supply and demand principles to manipulate profits. Unfortunately, capital expansion of gas pipelines has not increased significantly to increase consumer demand. For example, I've been trying to get our local utility to extend the gas main 300 feet for the past 20 years.

An unfortunate byproduct of this natural gas boon is the effect that it has had on alternative energy sources. The combination of a harsh recession, disappearing federal tax credits and lower natural gas prices has seen consumers and municipalities running from alternative energy capital improvement projects. Wind power, solar and geothermal projects have all taken a hit since the return on investment has increased because of falling natural gas prices. "Cheap gas makes it difficult for rival forms of fuel to compete", said Sam Brothwell, a senior utility analyst with Bloomberg Industries. Add to this that in an election year politicians are loathe to suggest energy taxation measures to create a level playing field and it pushes our window to achieve a fossil fuel free future into the next generation.

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Fleet Management Drives Fuel Savings Plan

By Kelly Hiner, Enterprise Fleet Management

With fuel prices remaining unpredictable for the foreseeable future, more emphasis is being directed to fuel economy strategies. An example of this increased emphasis is the Obama administration's recent announcement regarding the first fuel economy standards for medium duty trucks. Taking effect in 2014, the new standards require fuel consumption and greenhouse gas emissions to be reduced by approximately 10 percent by model year 2018. Estimates are that these trucks could save an average of one gallon of fuel for every 100 miles traveled. And, as every business with a fleet of vehicles knows, these savings add up quickly when multiplied by the total number of miles driven by an entire fleet.

But even without these new regulations aimed at future engine design, many businesses that work with a professional fleet management company are already realizing substantial savings from fuel management practices that focus on driver patterns and vehicle performance.

One of the best practices is a fuel card program. Using a fuel card that is accepted by as many gas stations as possible



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Phone: 631-689-5745 ● Fax: 631-689-5463 E-mail: jmarcntl@optonline.net nationwide not only adds convenience, it can also impact fuel efficiency and driver productivity. A fuel card that assigns a security code to individual drivers can be programmed to accept only authorized purchases, including limiting use of the card to designated business hours. Some fuel card programs also can be programmed to automatically track every fuel purchase and monitor transaction patterns by individual driver and vehicle. Receiving regularly updated reports from the fuel card company provider can enable a business to spot a problem and take appropriate action before it becomes a serious issue.

In addition, new technology allows smart phones to quickly compare the price per gallon (PPG) for specific grades of fuel at different locations within a specific geographic area. Advanced telematic satellite devices also can be used to monitor whether a driver is taking the most direct route, speeding in traffic, arriving on time for an appointment and excessive idle time.

The most reliable fuel savings programs are those that provide detailed reports \square with the ability to customize to specific client needs \square with timely online access. Not surprisingly, when drivers know their fuel purchase activity or driving patterns are being monitored and scrutinized, they actually become more conscientious and productive. This is a win-win situation for everyone.

When choosing a fuel card program for a fleet of vehicles, businesses should be aware of significant differences among various fuel card providers. Key questions should include the number of stations that can be used with the fuel card.





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whether the fuel card has a driver identification security code feature, the ability to control and/or limit purchases, and whether local company representatives are available to provide assistance when needed. The importance of having 24/7/365 customer service support cannot be overstated.

When considering a universal fleet fueling program, businesses have a lot of options. But, the bottom line is that businesses that take advantage of a universal fuel card program will benefit from cost savings and driver productivity.

Kelly Hiner is Group Sales Manager for Enterprise Fleet Management in New York and can be contacted at 973-709-2499. Visit the company's web site at www.enterprisefleet.com or call toll free 1-877-23-FLEET. •





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Statement From Stuart S. Zisholtz, Esq.

Irregular Bid and Bid Protest

When bidding work within the public sector, there are numerous requirements that must be met before a contract is officially awarded. When a contractor is the lowest bidder, it is not necessarily the winning bidder. There are other responsibilities and obligations that the contractor must comply with under the terms of the bid in order to be awarded the contract. If those responsibilities and obligations are not met, a losing bidder can challenge the award.

A losing bidder has certain rights. In a bid protest, protesting bidders are often frustrated by the fact that the public owners can waive minor irregularities in the winning contractor's bid. If the irregularity is not material, the owner's discretionary decision to waive the irregularity will generally not be disturbed by a Court. The issue becomes what is considered an irregularity and whether it is material or not.

Often, when there is an irregularity in a bid proposal, the public owner will allow the contractor to correct the irregularity after the bid opening, as opposed to rejecting the bid. The protesting bidder would have to prove in Court that the irregularity was material and that it was disadvantaged by the correction of the low contractor's bid.

Moreover, if the bid protestor commences an action in court, one of the criteria it must satisfy is that the public owner's actions were arbitrary and capricious. This means that the public agency had no rational basis upon which to make its decision when it waived the irregularity and allowed the winning bidder to correct the deficiency. Even if the Court disagreed with the actions of the public owner, it is not difficult for a public agency to show some rationale or factual basis to justify what it did and prevail in the action.

Despite these obstacles, a bid protest is still winnable in certain circumstances.

It is up to the bid protestor to establish that the discrepancy or irregularity is material. For instance, in certain circumstances, the winning bidder failed to provide evidence of participation in a state approved apprenticeship training program. The court felt that this was a material aspect of the bid and the ability by the public owner to permit the irregularity to be cured was an error. As a result, the project was rebid.

The key aspect to any bid protest is to ensure that the winning bidder complied with all of the terms and conditions of the bid. While not every item set forth in the bid proposal will be deemed material, it is essential that the bid protestor review the terms and determine whether the issues are material or not.

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Stuart S. Zisholtz is a partner in the law firm of Zisholtz & Zisholtz, Mineola, New York, a general practice firm specializing in Construction Law and Mechanic's Liens. He is also a member of the Greater New York Chapter, ACCA. He can be reached at 516-741-2200.

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Thanks to Marc Soffler of Dynaire Corp., our ACCA treasurer, who worked with Mike McCloy of Twin Harbor Web Solutions to redesign a clean, easy to use, and informative website for our organization.

Make it a habit to go there frequently for the latest information on chapter activities, and up-to-date-industry news.

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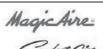




























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