MACCNY NEWS

METROPOLITAN AIR CONDITIONING CONTRACTORS OF NEW YORK | maccny.org

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WINTER 2026 - VOLUME 6

Celebrating an Incredible Year with MACCNY!











We are grateful to everyone who helped make 2026 such a success and look forward to celebrating together at our Annual Holiday Party!

It's the perfect opportunity to reconnect, reflect on the year's accomplishments, and toast to an even brighter 2027.

Thank you for being part of the MACCNY community. We can't wait to celebrate with you!

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SAVE THE DATE!

MACCNY's Annual Holiday Party

Thursday, December 3, 2026

6:30PM - 10:30PM

Rare 650

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Sean Libby

The TurboChyll Company

From the President

Dear MACCNY Members,

As we wrap up our final newsletter of the year, I want to thank the people who make our association strong; our members, board, volunteers, and industry partners. Your willingness to share your experience, support one another, and give your time is what makes this association valuable.

We would also like to thank Mark from Ignite IPA for his presentation on artificial intelligence at our October meeting. We appreciate him sharing his knowledge and helping our members explore what AI could mean for their businesses.

I would also like to thank ACCA for working with MACCNY to offer reciprocal free trial memberships. MACCNY members who are not already ACCA members can try ACCA membership, and ACCA members who are not already MACCNY members can try MACCNY membership. This is a great opportunity to experience the resources, connections, and support each organization offers.

Running a business takes more than technical knowledge. It takes patience, sound judgment, and a team you can count on. Between serving customers, managing projects, and supporting our employees, it's easy to get caught up in the daily demands. Having fellow contractors to exchange ideas with and learn from makes a difference.

I encourage each of you to stay involved and make those connections. Attend a meeting, bring someone from your team, or let us know what topics would help you in your business. Your input helps us focus on what matters to our members.

Please mark your calendars for our Holiday Party on December 3 at Rare 650. It will be a great opportunity to step away from our busy schedules, catch up with friends and colleagues, and celebrate the holiday season together. I look forward to seeing you there.

This season is also a good reminder to recognize the people behind our businesses. A sincere thank-you to an employee, customer, or longtime partner goes a long way. Their commitment and trust deserve our appreciation throughout the year.

Thank you for being part of MACCNY and for your support throughout the year. I wish you, your teams, and your families a happy Thanksgiving, a wonderful holiday season, and a happy, healthy, and prosperous New Year. I look forward to another great year together!

Sincerely,
Sean Libby
President MACCNY

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Editor's Notes *By Anthony N. Carbone, Systematic Control Corp.*

The Long Yes to Proceed with a Sale…. With an AI App

In the past two months, I have found now that we are outside of the blistering heat of the summer and clients are beginning to come alive again after a 3–4-week quiet hiatus. Some may have been concerned about the midterm elections and they would not make any financial decisions with their homes. A wait and see attitude prevailed. Many said it was quiet.

A new ripple has come about when a client gets a heating or air conditioning quote. They are now reviewing the quote through **AI apps** for questions they should be asking the HVAC salesman. It was once upon a time they had a family member in the business and the next thing you know, you are talking to "Uncle Jerry" in New Jersey. After a battery of questions from "Uncle Jerry" and you answered them properly, you would then get the call to proceed and "Uncle Jerry" gave it the go ahead. That was their resource for information. Then Google jumped in.

Now…. we have **Chat GPT** or **Gemini** or whatever other **AI app** involved. As the homeowner is trying to ask a correct question to the AI App for the purpose of cross examining the HVAC salesperson.

If the homeowner feels you (the contractor) were able to answer these questions "appropriately" they can decide to proceed with the job and the last part is price.

A homeowner recently had my salesman walking around the house as he held an Apple iPad in his hand and the homeowner was asking questions and Gemini was posing questions directly to my salesperson. Even speaking to my salesperson directly.

My salesman thought it was crazy and was disturbed that a significant part of the sales discussion was done with an **AI robot.**

These discussions are good as an overview that can present intelligent questions for the novices as they try to get a little more insight to the HVAC process. The specifics and special site conditions cannot be addressed nor can the special controls that were and will be implemented in each job.

Like a patient of a physician, each one is different and each installation is different, our business is not a plug and play operation.

To be seen how this shakes out.

Editor's Notes *By Jason Staiano, National Compressor Exchange*

Talk to Your Supplier Before You Need It

Imagine, it's the first hot week of June, a refrigeration system is down, and the item or part you need is not on the shelf. You call your supplier, and the answer is a lead time measured in weeks. Your customer is unhappy, your team is trying to locate a quicker solution and everyone is scrambling.

At my company, we see this every season. Usually, the part wasn't impossible to get or if it is something my company produces, not something we could not have stocked, it is just less common. It just wasn't something a supplier stocks by default, and nobody knew it would be needed. Suppliers stock what moves. If an item sells a few times a year, it often won't be on the shelf unless it was communicated to expect demand.

What your supplier needs to hear from you

You know your customer base better than anyone. A short conversation a few times a year goes a long way:

- **Your installed base.** Which equipment, models, and compressors you service regularly, especially older or specialty units.
- **Seasonal patterns.** What you burn through every cooling or heating season, and when the rush typically starts.
- **Known jobs ahead.** Replacements, retrofits, or bids you expect to land, even if they aren't confirmed yet.
- **Your critical customers.** Hospitals, data rooms, food storage, and other sites where downtime isn't an option.
- **Past pain points.** Parts you waited too long for last year are likely to cause the same problem this year.

The best time to have this talk is in the off-season, before demand spikes. A heads-up in the fall or winter gives suppliers time to order, plan inventory, or set aside stock for you.

A partnership, not a transaction

When contractors and suppliers share information, both sides win. You get the parts you need when you need them, fewer emergency premiums, and customers who see you as the contractor who's always prepared. We get to stock smarter and serve you better.

Your supplier wants to say "it's here" instead of "it's six weeks out." Help us get there. Pick up the phone, or attend some of the MACC events and start the conversation, this winter, discuss what you'll need next year, and let's make the next busy season a little less stressful for everyone.

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2026 Year In Review!

As 2026 comes to a close, we want to take a moment to reflect on what an incredible year it has been for MACCNY! This year was filled with exciting events, meaningful connections, and continued growth within our association.

From our informative membership meetings, which provided valuable industry insights, updates, and opportunities for discussion, to memorable events like our **Night at the Mets** and **Annual Golf Outing**, 2026 gave us plenty of reasons to celebrate! These gatherings not only brought our members together but also strengthened relationships, encouraged collaboration, and reinforced the sense of community that makes MACCNY so special.

None of this would be possible without the continued dedication, participation, and support of our members, sponsors, and industry partners. We are incredibly grateful to everyone who helped make this year a success and look forward to building on that momentum in 2027!




















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1ST ASSOCIATE SHOWCASE

SAVE THE DATE





Explore products and services from our Associate Members, hear from featured presenters, and stay tuned for our special guest announcement!

One Evening, Industry Connections, Endless Possibilities.

LOCATION: THE HALSTON

DATE: Thursday, February 11, 2027

TIME: 5:00PM - 8:00 PM

For more information contact us!

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- Member access to our new website with exclusive resources such as: employment and training opportunities, advocacy, financial education and member awareness.

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SPOTLIGHT: PETER ARBEENY, PRESIDENT, ALL HVAC SERVICE COMPANY INC.



Peter Arbeeny says he started with "one dollar and a dream." He was 20 years old when he opened his own business, All HVAC Service Co Inc. The Brooklyn company will mark its 40th year in business in January 2027.

Always interested in the field, Peter started his journey training at FEGS (Federation Employment and Guidance Service), learning how to fix dryers, dishwashers and light air conditioning. After he graduated, a cousin who had been in business for 35 years doing appliances and light air conditioning offered him a job, with the idea that Peter would one day take over. Peter worked there for a year at 19, earning $100 a week, but never ended up taking over the business. Instead, he opened his own.

Looking back, he believes this was the right move. "If I had bought a business that had been around for 35 years, I would have failed," he says. "It would have been like stepping into a rushing river. Instead, I stepped into little puddles, then a small stream, and it grew from there."

And grow it did. "When I first started, if the phone rang once a month, I thought I was successful," Peter says. In his first year, he wrote 15 checks. Today the company writes about 30 a week. The work changed along the way, from appliances and light air conditioning to refrigeration, and finally to air conditioning alone. The name changed too, several times. When he went to incorporate and found that the name he wanted was taken, he chose All HVAC Service Company. He had seen HVAC going into large buildings like the World Trade Center and felt the name fit where the industry was going. At that time, no other company used the term "HVAC" in its name. "Now, 35 years later, every other truck on the road has HVAC on it," he says.

About five years in, Peter took on a partner, Shao Ming Liu. They have now been partners for at least 35 years, and Shao Ming's son works in the business as an engineer. Peter's father, a retired longshoreman, came to work with him and stayed for 25 years. "He was an amazing person to work with," Peter says. "He was so immersed in the business and the people."

Over the years, the biggest change Peter has seen in the industry is in the people who want air conditioning. "Forty years ago, every building in New York had a boiler, but not everyone had air conditioning. It was only for the rich," he says. In the brownstone and landmark neighborhoods where his company is known, installing new systems in three brownstones once made a record

year. Now he does five a month. "People used to add air conditioning when they renovated," he says. "Now they renovate for air conditioning." As New York pushes toward electrification, customers are asking about heat pumps and passive house designs, and he expects the growth of the next 30 years to be ten times what he saw in the last 30.

Not every change is welcome, though. Peter calls the industry's switch from R-410A to R-32 refrigerant "a disaster," since New York City now classifies it as slightly flammable and has added new expensive regulations to follow. Other changes he saw coming early, especially variable refrigerant flow, or VRF. "There are always curves in the road in business," he says. "VRF was the curve for our industry, and I took it." It has been a specialty for him ever since.

Education is important to Peter. For more than 20 years, he has set aside a training budget for his technicians every year. "In all my years in business, I have never lost a mechanic to another air conditioning company," he says. The industry has become so sophisticated, he adds, that it now takes about eight years to learn, not three. Each year he also hosts an engineering event, and this past year more than 70 engineers, architects and Owners' representatives attended, including the CEO of Mitsubishi Electric.

He also recognizes the importance of business development, and especially relationships that last for decades. Peter joined MACC when it was still part of ACCA, because he wanted to meet other owners, and he later served on the MACC board. Some of the relationships he formed back then, he still has today. "The strongest thing about MACC is the relationships you can have with your competitors," he says. "If you're a smart businessman, you realize you don't really have competitors. I want other people to be successful, because I can't do all the work." He attended the air conditioning conventions at least 15 times, and as a board member he pushed for the group to cover convention costs for board members who chose to attend, which brought more of them to the conventions.

For anyone thinking about the trade, Peter's advice is to learn VRF. "It is the future," he says. He also thinks the industry undersells itself. "We do a terrible job of marketing how good this trade is, how AI proof your job is and that it can follow you to any state."

Outside of work, he collects art and describes himself as "successfully single." He is also a strong advocate for nursing home reform, a cause that became personal when his father died of COVID, which he caught in a nursing home.

For Peter, success was never one big leap. It was forty years of small steps, good people, and the willingness to take the next curve in the road. He started with one dollar and a dream, and forty years later, it's clear that dream was his winning lottery ticket.

A resource for business owners

Guardian

State mandated IRA plans

What you need to know — and the options you have when it comes to offering a retirement plan benefit

Over the past few years, a number of states have enacted laws requiring businesses to either offer their employees a retirement plan or to participate in a state-facilitated IRA program. Many workers in the U.S. do not have access to an employer-sponsored retirement plan — and Social Security was never intended to be a sole source of retirement income, so these laws are being passed to help close the retirement savings gap.

The specific provisions of the various states' mandated retirement plan legislation differ. For example, some states have enacted a mandatory plan, where employers that meet a minimum size requirement must participate in the state plan if they do not offer a plan of their own. Other states offer voluntary plans that an employer may join, but is not compelled to, even if that employer is not already offering a plan of its own.

Proceed with caution

These state-mandated plans can be convenient for business owners who do not already offer a retirement plan but are now required by law to do so. But there are several drawbacks to these state plans that you may wish to carefully consider. These include:

- **A significant reduction in savings potential.** Under current state auto-IRA programs, your business cannot make employer contributions and your employees are limited to IRA contribution levels, which are less than one-third of 401(k) and 403(b) contribution levels.
- **The state is the administrator.** These plans have fixed fees, and employers and employees cannot "shop" for better options.
- **The state chooses the investment options.** Most plans have limited choices, which may or may not meet employees' investment needs.
- **They may not be as portable as traditional 401(k) plans.** Should participating employees transfer to an employer with a 401(k) plan, they may not be able to roll over the money in their state IRA to their new employer's plan.
- **Some state pension funds restrict investments in a way that favors state initiatives, rather than the economic interests of plan participants.**
- **Some state plans are Roth IRA accounts,** but if the participant exceeds the IRA's Adjusted Gross Income (AGI) limit, it must be recharacterized as a traditional IRA. (A Roth 401(k) within an employer-sponsored retirement plan does not have this limitation.)
- **You could face administrative challenges if you do business in more than one state.**

Eighteen states have enacted or have pending state mandated retirement plans, including New York City and the city of Seattle.

- California
- Colorado
- Connecticut
- Delaware
- Hawaii
- Illinois
- Maine
- Maryland
- Massachusetts
- Minnesota
- Nevada
- New Jersey
- New Mexico
- New York
- Oregon
- Rhode Island
- Vermont
- Virginia
- Washington

Source: Georgetown University Center for Retirement Initiatives, **https://cri.georgetown. edu/states/**

You have another option

If your company is in a state with a mandated IRA program, you have the option to offer a custom-designed qualified plan — such as a Profit Sharing plan — instead of a state-run plan. Here are just a few of the advantages of offering your own tailor-made plan:

- **Greater flexibility:** You can choose the investment options offered to your plan participants. Life insurance may be added to the Plan for an enhanced option. The Plan may be designed to favor a select group of employees, such as the owner and/or key employees.
- **The contribution limits are higher:** For 2026, under a qualified plan, your eligible employees would have the option to contribute up to $24,500 to their plan account — $32,500 if they are age 50 or older, and for those between the ages of 60 and 63, up to $36,500.[1]
- **You can offer an employer contribution:** Matching contributions are highly valued by employees. Offering your own custom-designed plan would enable you to have a more competitive benefits offering, which can help you attract and retain top talent.
- **You can make plan administration easier with a Safe Harbor 401(k) plan:** A Safe Harbor 401(k) eliminates the expense and efforts related to annual testing requirements.
- **Start-up plans:** You may be eligible for start-up credits up to $5,000 for the first three years of the plan. Plus contribution credits you make up to $1,000 per plan participant.[2]

You can take more control over your benefits package when you create your own custom-designed retirement plan offering. Best of all, it can be a win/win for you and your employees.

Interested in learning more? Contact your Guardian financial professional today.



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[1] irs.gov.

[2] Ibid.

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Statement from Stuart S. Zisholtz, Esq.

DON'T BE LEFT BEHIND. KNOW YOUR TIMEFRAMES!

A couple of times a year I provide an update to the construction community on the time frames associated with filing a mechanic's lien and pursuing various claims. There are serious misunderstandings when it comes to the correct time frames. Shockingly, most contractors and subcontractors do not know the correct time frames associated with filing a mechanic's lien. Every contractor, sub-contractor and supplier should know the correct time frames to properly protect their receivables. You would expect your doctor to know the fundamentals of medicine when administering any form of treatment. Similarly, it is expected that someone in the construction business should know the important criteria needed to protect their receivables.

I cannot emphasize enough the importance of filing a mechanic's lien. Many times it is the difference between getting paid and not getting paid. By filing your lien you are protecting your interests. By not filing your lien, you may be jeopardizing your right to collect anything. Do not, however, wait for the last day to file your lien. Once the general contractor has been paid by the owner, your lien is essentially worthless.

Furthermore, many payment bonds contain strict requirements that notices be served on various parties within a specific time frame. Once that time frame expires, your right to recover may be jeopardized.

Be aware of the various pitfalls that exist. The general contractor, owner or surety may drag you along until your time to file a lien or pursue the payment bond expired. I have, therefore, listed the various time frames associated with filing a mechanic's lien or making a payment bond claim.

Private Improvement:	
One family (also two family suggested)	4 months from date of last item of labor or material
Commercial and more than one family	8 months from last item of labor and materials
Duration of Lien	1 year
Renewal:	
One family dwelling	Court Order
More than one family and commercial, first year renewal	Notice of Renewal
After one year of more than one dwelling and commercial	Court Order
Public Improvements:	
Lien	30 days after completion and acceptance of job
Duration	1 year
Renewal	Court Order
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Notice Directed to any two of Owner, Bonding Company or Contractor	Usually 90 Days
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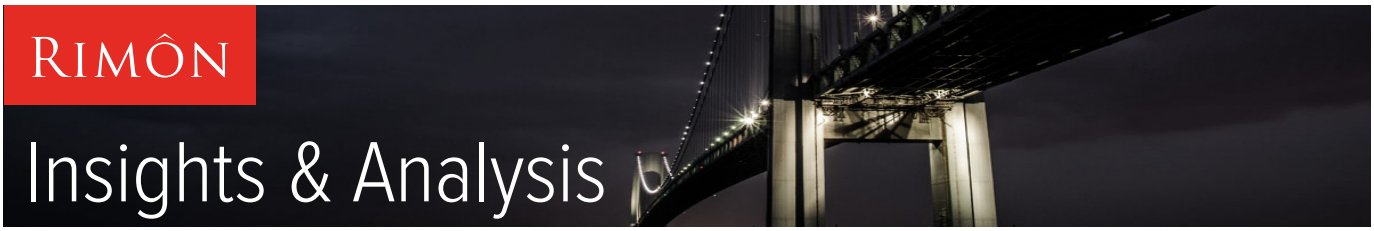
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Disparate Impact Is Still the Law: What Trades Employers Need to Know

Author: Tara L. Humma, Esq. & Christopher J. Kelly, Esq.

Employers following recent developments at the Equal Employment Opportunity Commission may have heard that the federal government is moving away from disparate-impact enforcement.

That does not mean disparate impact is no longer a legal issue.

The current federal administration has directed agencies to deprioritize disparate-impact enforcement, and the EEOC has shifted its focus toward intentional discrimination. But enforcement priorities are not the same thing as the law.

Disparate-impact liability remains part of federal employment discrimination law. Private plaintiffs can still bring claims. And states can, and do, provide their own protections.

New York recently did exactly that.

For construction trades employers, the practical takeaway is simple: don't stop paying attention to how seemingly neutral employment practices actually affect your workforce.

What Is Disparate Impact?
Most employers understand intentional discrimination: you cannot make an employment decision because of someone's race, sex, religion, or another protected characteristic.

Disparate impact is different. It can occur when an employer applies the same rule to everyone, but the rule disproportionately disadvantages members of a protected group – even when the employer never intended that result.

Think about some common requirements in the trades:

- Every field employee must be able to lift 100 pounds.
- Every employee must have a driver's license.
- Every applicant must have a high school diploma.
- Employees must satisfy particular attendance or scheduling requirements.

There may be legitimate reasons for these requirements. The question is whether the requirement is actually related to the particular job and justified by the employer's business needs.

New York Is Moving in the Opposite Direction
While the federal government is deprioritizing disparate-impact enforcement, New York recently took steps to expressly preserve it.

Effective December 19, 2025, New York amended the New York State Human Rights Law to specifically recognize disparate-impact liability in employment discrimination cases.

Under the law, an employment practice can have an unlawful discriminatory effect even when the employer had no discriminatory intent.

An employee or applicant must first establish that a challenged practice caused (or predictably will cause) a disparate impact on a protected group. The employer then must establish that the practice is job-related for the position and consistent with business necessity. Importantly, New York requires that justification to be supported by evidence rather than hypothetical or speculative.

Even then, an employee may be able to establish liability by showing that the employer's legitimate business need could be accomplished through another practice with less discriminatory effect.

For trades employers, particularly those operating in New York, "that's how we've always done it" may not be a sufficient answer.

What Does This Look Like in the Real World?
Consider an employer that requires every field employee to lift 100 pounds. That sounds reasonable. Trades work is physical.

But what if employees rarely need to lift 100 pounds alone because heavier materials and equipment are typically moved by two employees or with mechanical assistance? Does every position really require the ability to independently lift 100 pounds?

The same analysis applies to other common requirements.

A service technician who drives a company van every day may clearly need a valid driver's license. But does a shop employee or helper who never drives?

The point is not that these requirements are unlawful. It is that employers should understand why they exist and whether they actually relate to the job.

Layoffs Are Another Example
Suppose the company loses a major project and needs to reduce its workforce.

Management uses neutral criteria such as attendance, hourly rate, certifications, seniority, shift availability, and ability to travel between jobs. Nobody considers race, sex, age, disability, or another protected characteristic.

But one criterion results in a significantly higher percentage of a protected group being selected for layoff. That does not automatically make the layoffs unlawful. But the employer should understand what is driving the result.

Why is that criterion being used? Does it actually relate to what the business needs after the reduction? Can the employer support that conclusion? Could the same legitimate objective reasonably be accomplished another way?

"We didn't intend to discriminate" does not necessarily end a disparate-impact analysis.

Don't Lower Your Standards—Make Sure They Are the Right Standards
None of this means trades businesses need to lower legitimate safety, licensing, performance, or qualification standards.

If an employee needs a particular license to legally perform the work, require it. If a technician drives a company vehicle every day, require the appropriate driver's license. If an employee genuinely needs to lift a particular amount to safely perform the job, establish that requirement.

The point is to make sure your standards have a real connection to the work being performed.

Trades employers should periodically look at significant employment requirements and ask two simple questions:

Why do we require this? And does the job actually require it?
If there is a legitimate, job-related answer, document it.
If the answer is simply "that's how we've always done it," take another look.

The Bottom Line
Federal enforcement priorities matter, but they do not rewrite the law.

Disparate-impact liability remains part of federal employment discrimination law, private plaintiffs can still pursue claims, and states such as New York are expressly preserving disparate-impact protections.

For trades employers, this does not require reinventing the way you run your business. It means making sure the standards you impose on applicants and employees are connected to the jobs they actually perform.

Disparate impact may be getting less attention in Washington. That doesn't mean employers can stop paying attention to it.

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APR 1
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5:30– 8 PM

MAY 13
Membership MTG
The Halston
5:30– 8 PM

JUN 4
Mets Outing
Citi Field
7 PM

AUG 9
Golf Outing
Village Club
9 AM

OCT 7
Membership MTG
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5:30– 8 PM

NOV 4
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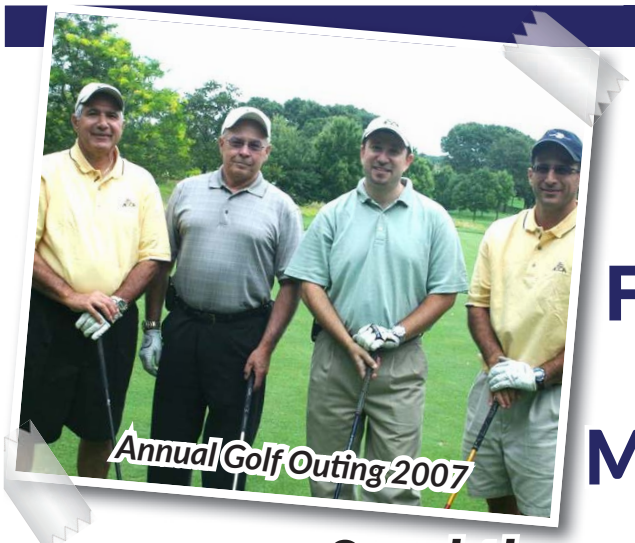


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