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Air Conditioning Contractors of America

Greater New York
Chapter
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Greater New York Contractors' NEWS



www.accany.org PLEASE ROUTE THIS PUBLICATION WITHIN YOUR ORGANIZATION

JUNE 2014

President's Message



Al Trudil

This spring has been so unpredictable-the weather has been so up and down one day we are turning the heat on the next the a/c. I think the weather is a little confused, isn't it supposed to be April showers bring May flowers not May showers. Now that we are into our season we will not be having any more dinner meetings until September. Hope everyone has a profitable season.

Thank you to all who attended our last meeting, unfortunately I was unable to attend. A special thank you

Turn to President's Message on page 3

YOU ARE CORDIALLY INVITED TO



For Cocktails & Hors d'oeuvres
Beer & Wine

Thursday, June 5, 2014

6:30 pm to 9:30 pm \$40 per person

661 Northern Boulevard Great Neck, NY (516)487-9200

Reserve early - Bring guests

DON'T MISS THIS

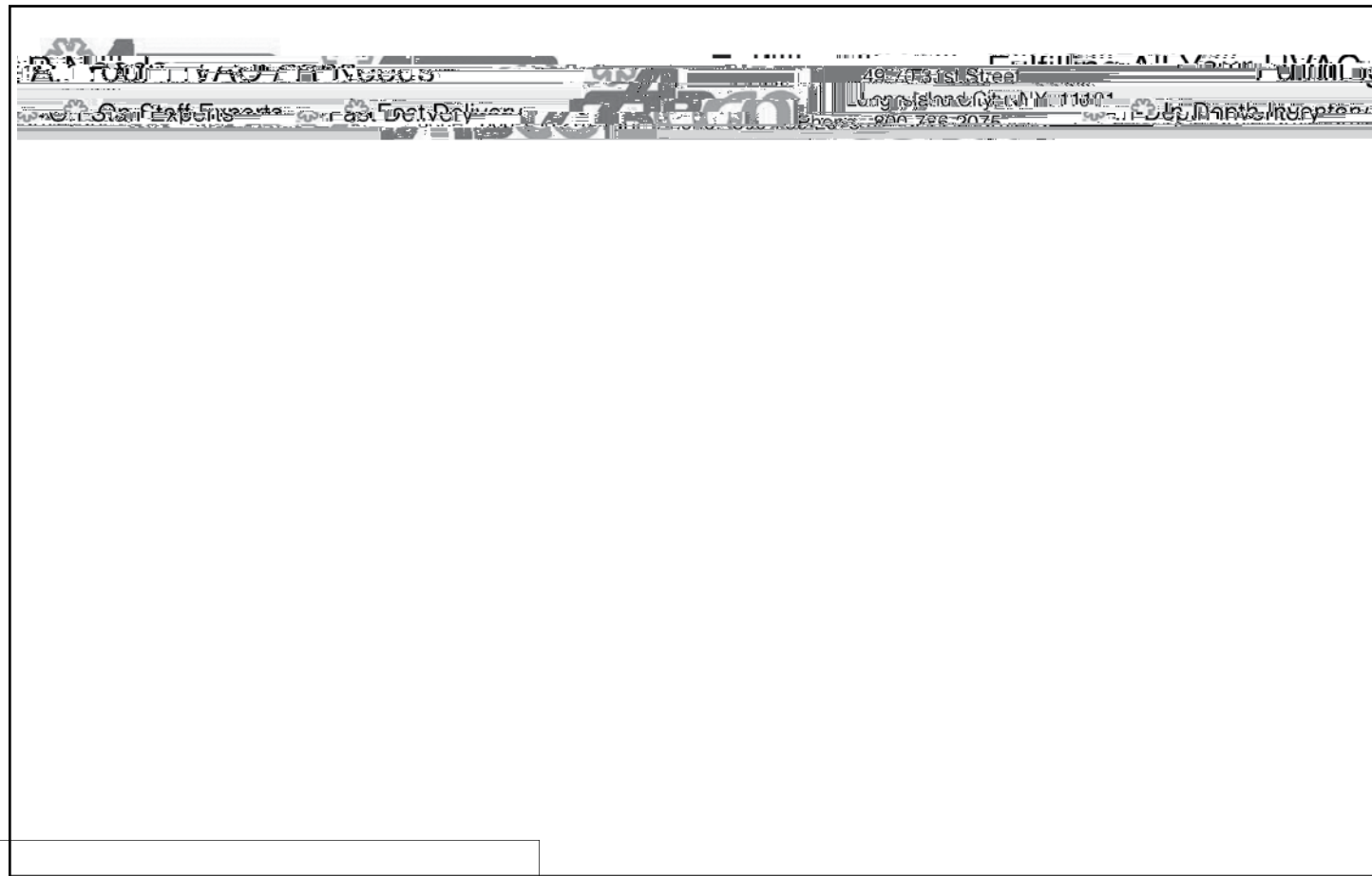
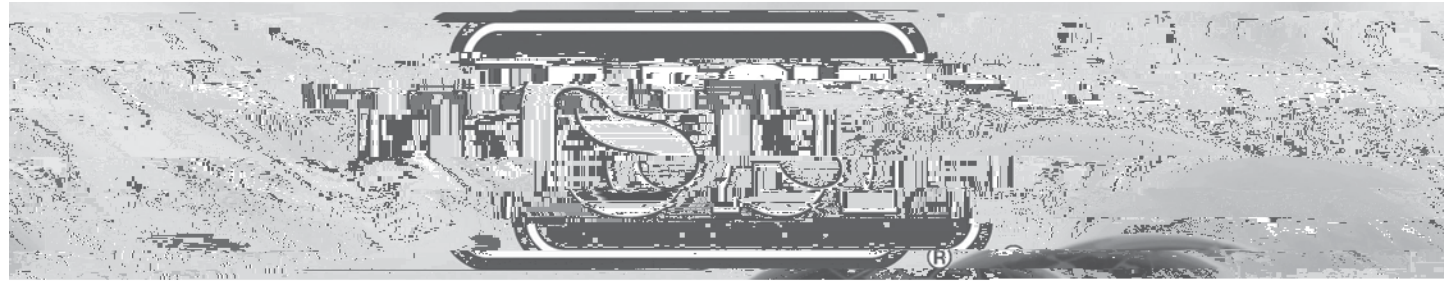
GREAT OPPORTUNITY

TO NETWORK WITH FRIENDS AND

BUSINESS ASSOCIATES

**Make reservations online at
www.accany.org**

Who we are — ACCA is a non-profit association serving more than 60,000 professionals and 4,000 businesses in the HVACR community. We work together to promote professional contracting, energy efficiency, and healthy, comfortable indoor living for all Americans.



PRESIDENT'S MESSAGE

ACCA Greater NY Chapter

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Editor's Notes

by Anthony N. Carbone

The vehicles in your feet are resources to get out in the field to make money for your company.

But recently, a few contractors, during their off season with some idle time, have told their technicians and installers to take part of their day with the service manager to restock their trucks... and empty them out!

Well, low and behold... these trucks have been stuffed with forgotten inventory and equipment that equaled thousands of dollars and cumulatively these vehicles have held a lot of valuable stock that did not need to be reordered at all. Some of the stock ended up in wrong trucks. Installers with technician stock! Left over from other jobs. With no plan or truck strategy in place, many of these trucks are treasure chests.

Some contractors were thankful that their employees weren't silent partners whereby they were selling material on the side... or offering parts outside of the billing process to gain tips!!!

These are real factors when looking at inventory costs. Where are your profits?? In the back of your employees trucks and NO ONE KNOWS IT???

Do your bottom line justice and free up your profits! Look into your feet of trucks and you might be surprised. See you at the Night at the Mets! — **Anthony N. Carbone**

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Check the ACCA national website too, at www.acca.org.

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...air conditioning services and supplies that many major HVAC Contractors utilize in the tri-state area.

...ductwork conditions).

- Air conditioning cleanings on an emergency or preventative basis including coils
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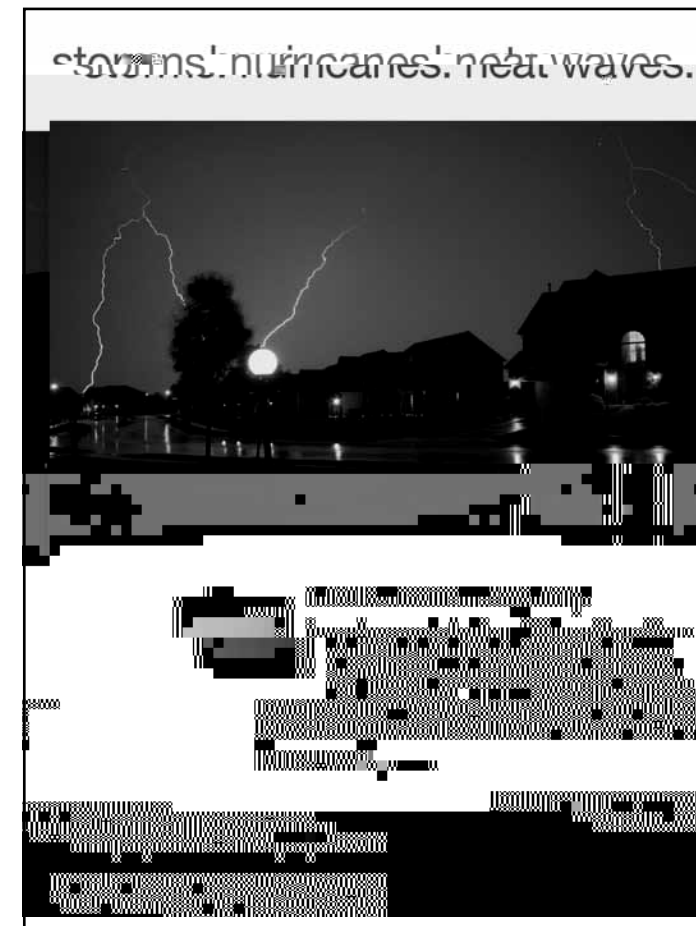


Marketing Tips and Strategies at May Membership Meeting

A broad range of diverse marketing tips and strategies were laid out for attendees at our May 1 meeting. Hillary Topper, CEO of Melville-based HJMT Public Relations, offered up a palate of important information that covered website maximizing, social media, email marketing, direct

mail, networking and much more. It was a valuable evening designed to help promote success for chapter members.

Our next meeting, will be held on Thursday, June 5th — a cocktail evening at Burton & Doyle's Steakhouse in Great



JOHN F. DELILLO

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People & The Workplace

Obama Administration Proposes Rules to Modify COBRA Notices

In the coming weeks new rules are likely to take effect which will require employers to include information on purchasing health insurance through Affordable Care Act (ACA) exchanges as part of the Consolidated Omnibus Budget Reconciliation Act (COBRA) notices. COBRA allows employees and their families to continue receiving coverage as part of their employer sponsored health-insurance plan for a period of time after the employment relationship ends, or following other specified qualifying events. Following one of these events employers are required to provide eligible employees with a notice informing them of their rights under COBRA. The new rule being proposed by the Obama administration will require, as part of that notice, that the employer informs employees of the availability of health insurance plans through the new ACA health insurance exchanges.

COBRA coverage allows employees to prevent a lapse in coverage when in between jobs. However, COBRA coverage can be very costly. Participants are typically required to pay the full plan premium and an administration fee. Therefore these plans are far more expensive than employer-sponsored coverage. In comparison, plans issued through the ACA health exchanges can be a bargain. Plans purchased through the exchanges are typically less expensive due to cost sharing; additionally, many people who qualify for COBRA coverage also qualify for tax credits under the ACA. Thus, the relative savings from switching from a COBRA plan to a plan found in the exchanges can be substantial.



The Department of Labor has already released a sample COBRA notice including the new information required under the proposed rule. The model notice includes statements that qualified beneficiaries may want to consider other options such as coverage available through the health care exchanges, and that beneficiaries may be eligible for premium tax credits. If you would like any additional information regarding this proposed rule or any other healthcare related matter please give me a call.

New York State Bill Limiting Use of Arbitration Clauses by Government Contractors Gains Traction

On May 5, 2014 the New York Assembly passed a bill that limits the use of arbitration clauses for employment claims for companies that contract with the State of New York. The bill is now moving to the Senate for consideration. Under the bill, New York State agencies are prohibited from entering into agreements with companies that require employees to arbitrate claims arising under Title VII of the Civil Rights Act of 1964 or any other claim relating to discrimination, harassment, or sexual assault.

Arbitration is a cost effective way of resolving disputes, and has been used extensively in the labor and employment context. Arbitration is far less expensive and time consuming than going to Court. As a result their use in employment agreements has grown rapidly. Arbitration was traditionally used to resolve labor disputes between unions and management. But now arbitration is being used to resolve other employment disputes, including claims for discrimination and harassment.

Critics of arbitration have noted that it does not provide many of the procedural safeguards afforded to plaintiffs, including a lengthy discovery process or a jury. As a result governments are beginning to place limits on their enforceability. For example, in 2009 the Federal Government passed a law which forbids federal defense contractors and subcontractors from requiring employees to arbitrate discrimination claims.

Despite the recent introduction of legislation such as this, the use and popularity of arbitration agreements continues to grow. If you have any questions regarding this bill or the use of arbitration clauses, please contact me.

The Growing Hazard of Unpaid Internships

For years businesses, small and large, have hired



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