

Subject **March 2022 MIACCA Newsletter**  
From MIACCA <mjdsmith@miacca.org>  
To M.J. D'Smith <mjdsmith@miacca.org>  
Reply-To M.J. D'Smith <mjdsmith@miacca.org>  
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*Working hard to Protect, Promote & Educate our Profession*

## MARCH 2022 NEWSLETTER



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## Message from President Phil Forner

March is National Ladder Safety Month. Working in the HVACR industry, take time to inform your employees about staying safe when using them on the work site. Make sure that your ladders are OSHA compliant and take the time to inspect your company's ladders. Replace any old or questionable ladders immediately and have your employees report any observations they might see while using them to ensure a safe working environment. Utilize the resources provided in the newsletter that provides you with the latest National Ladder Safety information

As membership renewal notices head your way, we thank you for your support last year and encourage you to stay involved in MIACCA. If you are interested on serving on a committee or the board, please contact [mjdsmith@miacca.org](mailto:mjdsmith@miacca.org)



## MIACCA Members Take Seats on the Board of Mechanical Rules

### February 23, 2022 - Board of Mechanical Rules

Executive Director M.J. D'Smith was in attendance to represent MIACCA. We are excited that two of our members have a seat at the table! **Aaron Sedine**, President of Engineered Heating & Cooling, was nominated and now sits as Secretary. **Toby Sweeney**, Vice President of Pleune Service Company, is serving as a board member. We extend our congratulations and know that their HVACR expertise will be of great service on the board.

## Upcoming BCC Meetings

### April 5, 2022 - Board of Boiler Rules

### April 13, 2022 - Construction Codes Commission

### May 25, 2022 - Board of Mechanical Rules

Submission deadline is April 20th. If you would like MIACCA to submit on your behalf, please provide to M.J. D'smith at [mjdsmith@miacca.com](mailto:mjdsmith@miacca.com) by April 16th.



## March is National Ladder Safety Month

Almost every home in the United States has one, and chances are you have used one personally either at work or at home. From changing out a lightbulb to getting on top of a roof, ladders are a common piece of equipment used in almost every home or building and appear to be harmless — and yet according to Injury Facts, thousands of people are killed due to falls from a ladder or scaffolding work. In fact, falls are the second leading cause of death next to highway crashes.

Understanding the different types of ladders as well as safe ladder practices are key to preventing falls and other potential injuries.

**Here are some helpful tips to always keep in mind when using a ladder provided by OSHA:**

- Read and follow all labels/markings on the ladder.
- Avoid electrical hazards! – Look for overhead power lines before handling a ladder. Avoid using a metal ladder near power lines or exposed energized electrical equipment.
- Always inspect the ladder prior to using it. If the ladder is damaged, it must be removed from service and tagged until repaired or discarded.
- Always maintain a 3-point (two hands and a foot, or two feet and a hand) contact on the ladder when climbing. Keep your body near the middle of the step and always face the ladder while climbing (see diagram).
- Only use ladders and appropriate accessories (ladder levelers, jacks or hooks) for their designed purposes.
- Ladders must be free of any slippery material on the rungs, steps or feet.
- Do not use a self-supporting ladder (e.g., step ladder) as a single ladder or in a partially closed position.
- Do not use the top step/rung of a ladder as a step/rung unless it was designed for that purpose.
- Use a ladder only on a stable and level surface, unless it has been secured (top or bottom) to prevent displacement.
- Do not place a ladder on boxes, barrels or other unstable bases to obtain additional height.
- Do not move or shift a ladder while a person or equipment is on the ladder.
- An extension or straight ladder used to access an elevated surface must extend at least 3 feet above the point of support (see diagram). Do not stand on the three top rungs of a straight, single or extension ladder.

- The proper angle for setting up a ladder is to place its base a quarter of the working length of the ladder from the wall or other vertical surface (see diagram).
- A ladder placed in any location where it can be displaced by other work activities must be secured to prevent displacement or a barricade must be erected to keep traffic away from the ladder.
- Be sure that all locks on an extension ladder are properly engaged.
- Do not exceed the maximum load rating of a ladder. Be aware of the ladder's load rating and of the weight it is supporting, including the weight of any tools or equipment.

While some of these dos and don'ts may seem obvious, it's important to keep things in perspective. According to [National Ladder Safety Month](#), every year over 100 people die in ladder-related accidents, and thousands suffer disabling injuries.

The good news, however, is that ladder safety is becoming a key safety topic among employees in the construction industry. Don't miss the [2018 Stats](#) as reported by National Ladder Safety Month for spreading the news about the safety dangers ladders can create and how to work safely both on and around ladders.

While falls from ladders are a growing concern, it's also reassuring and important to remember that ladder-related injuries and fatalities are completely preventable.



**JOIN US**

## **2022 Committee Action Hearings – Group B Codes** **March 27 – April 6 | Rochester Riverside Convention Center**

This year's code hearings offer code officials, architects, builders, structural engineers, fire officials and building professionals the opportunity to provide input on proposed code changes to the Group B International Codes®.

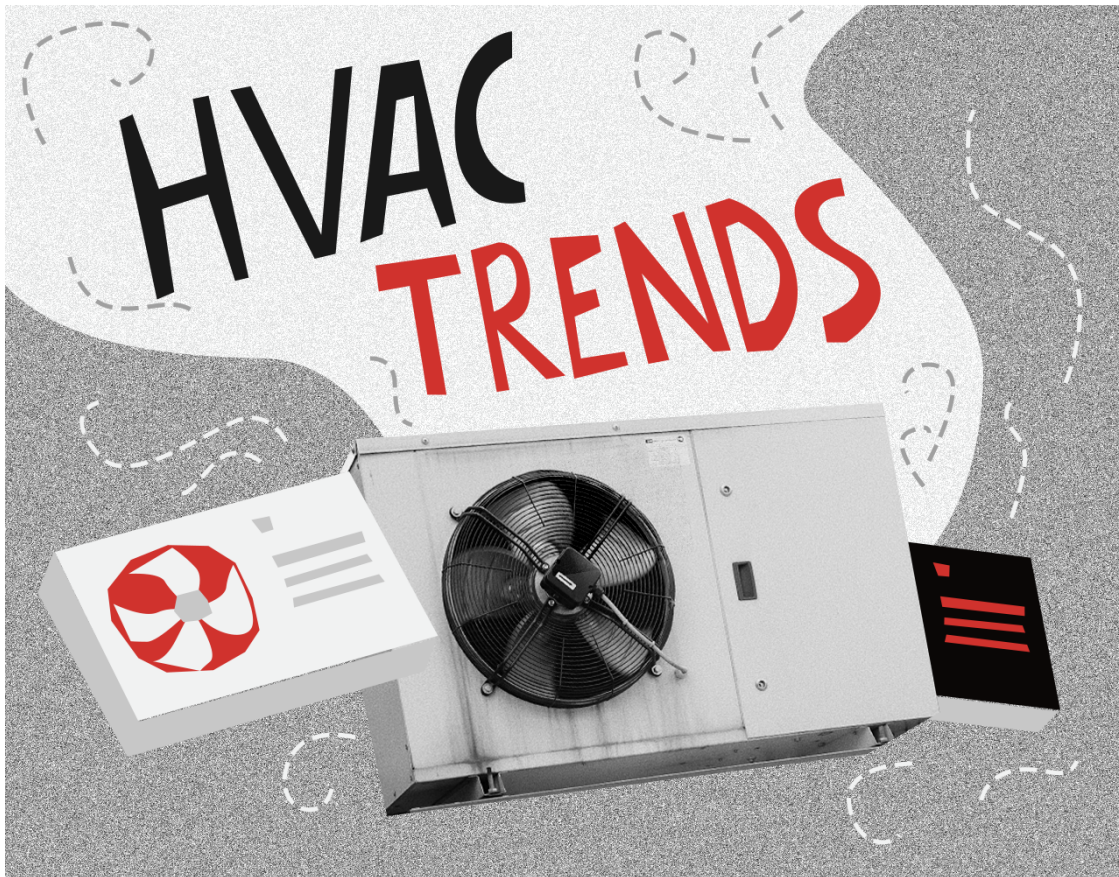
*More details on codes covered in Group B:*

- *Admin: Chapter 1 of all the I-Codes except the IECC, IgCC and IRC. Also includes the update of currently referenced standards in all of the 2021 Codes, except the IgCC.*
- *IBC-S: IBC Structural provisions. IBC Chapters 15 – 25 and IEBC structural provisions.*
- *IEBC: IEBC Non-structural provisions.*
- *IgCC: Chapter 1 of the IgCC. Remainder of the code is based on the provisions of ASHRAE Standard 189.1 Standard for the Design of High-Performance Green Buildings, Except Low-Rise Residential Buildings. The 2021 IgCC was published in Spring 2021.*
- *IRC-B: IRC Building provisions. Chapters 1 – 10.*

See page 3 of the [2021/2022 Code Development Schedule](#) for details on code chapters, notes and committee information for the Group B codes.

*Help Develop the Most Widely Used Building Codes in the World*

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## HVAC Manufacturers Announce Price Increases for 2022

Many **HVAC** manufacturers have already announced price increases going into 2022, making headlines as another round of price increases go into effect.

Across the board, we are already seeing manufacturers raise the cost of equipment, parts, and supplies **prices**. Many manufacturers have made these announcements public, with increases ranging anywhere from 3% up to close to 20%

The reasons for the increases are due to a multitude of factors, including raw material costs, increased labor rates, fuel and transportation costs, and changes to processes.

With the recent COVID-19 pandemic, we've seen many people transferring to remote work, or spending more time at home in general. This has **led** to an increased demand for effective **indoor air quality** and home comfort systems. Many consumers have chosen this past year to make investments in their home, one of them being upgrading their HVAC equipment.

Over the last several years, we have regularly seen manufacturer price increases once per year, but COVID-19 has especially hit the industry hard, as many of us have witnessed **price increase** announcements of major suppliers and brands at least once per quarter.

The HVAC industry, however, is not unique to these price increases. Similar trends can be seen in the construction industry as the demand and price for raw materials increases.

Simply put, the price increases manufacturers face are cascading through the supply chain and are

Simply put, the price increases manufacturers face are cascading through the supply chain and are just beginning to show up for the end consumer.



## ACCA Annual Conference St. Louis March 28-30th

Making an investment in your company is a no-brainer for a leading HVACR contractor like you.

ACCA 2022 focuses on helping HVACR contractors to optimize for business growth and success by learning from the industry's most successful owners, entrepreneurs, top consultants, and innovative and creative up-and-comers. The Conference program is filled with HVACR training opportunities and powerhouse speakers covering the most critical and timely topics affecting HVACR contractors today. Sessions cover a wide range of topics that will help contractors be better business people and grow their profit margins year over year.

The Expo space showcases the top products and services available in the industry.

Networking opportunities are uniquely targeted, giving you ample time to make the connections you need to grow your business.

[LEARN MORE & REGISTER HERE](#)

## MIACCA Members Save \$200!

Email M.J. for Discount Code at [mjdsmith@miacca.org](mailto:mjdsmith@miacca.org)



# The Barefoot Roundtable Experience

## April 5-7 2022

**Shoes are optional. Shorts are suggested.**

### What is The Barefoot Roundtable?

The Barefoot Roundtable is for all members of Service Roundtable, Service Nation Alliance, the Retail Contractor Coalition, and Associate members to network, attend amazing parties, gain tools for business success, and take their companies to another level. Here you will be able to get access to the top contractors in the nation and learn from them, make connections with reward partners to maximize your rebates, and get motivated with award-winning speakers. The Barefoot Roundtable is designed to be an educational event with a focus on sharing industry best practices to take contractors to another level. Be the best by learning from the best. Don't miss this amazing event!

[CLICK FOR MORE INFO/REGISTRATION](#)



## HR Concerns for 2022?

### Question

We are looking ahead to 2022 and trying to plan out what HR issues our company should be prepared for. What are some of the things our HR dept. should focus on this year?

### Answer

In addition to the normal workplace concerns that HR always has to deal with, 2022 will present some new challenges to consider. The effects of the COVID-19 pandemic are still being felt in the workplace and will affect HR in a number of ways. Other top concerns include a focus on diversity, equity and inclusion in the workplace, employee well-being, and the competitive hiring market.

One effect of the pandemic is that some workplaces are just now returning to in-person work after a sudden shift to remote work. Adjusting to working with co-workers in person again may be a challenge for some employees that creates headaches for HR. Planning ahead for this re-adjustment period may smooth the way for returning to in-person work.

You may find that some employees prefer remote work to coming into the office and that others prefer a hybrid approach, with some days spent in the office and some days at home. Working with employees to successfully navigate a hybrid workplace will be a common challenge for HR departments in many industries. The best way to do this will

depend on the nature of your particular workplace.

Employers will also need to be aware of required COVID protocols, which continue to evolve based on location and federal, state and local guidelines. One particular issue to pay attention to is the ongoing litigation regarding federal vaccine mandates for large private employers, health care workers and federal contractors. The outcome of those lawsuits, which are expected to be decided by the Supreme Court, will affect many employers across the country. Other employers may be affected by state or local requirements.

Many companies are also focusing efforts in improving diversity, equity and inclusion within the workplace. These efforts include working to increase diversity in hiring so that many different groups are represented in the workplace, ensuring that all employees are fairly compensated and have access to opportunities within the company and fostering a sense of belonging for employees within the company.

Employee well-being in general is something that many employers will be concerned about in 2022. Employees are being increasingly vocal about their needs related to work-life balance, mental and physical health, flexible work, leave for personal and family needs, professional development and finding meaning and personal satisfaction in their work. How to incorporate these things into the workplace culture will be a top priority for 2022.

All of these issues will also affect the continuing challenge of a competitive hiring market. Potential candidates have the ability to be selective about positions they are considering and can expand their job searches geographically thanks to the increase in remote work. Along with more traditional things like compensation and employee benefits, company culture and flexible work options will be a critical selling point if your company is hiring in 2022.

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