

The COMPRESSOR

AACP E-Newsletter



MARCH 2024



Heartfelt Condolences From AACP

I start off this month's remarks with condolences to the families of those who perished in the collapse of the Francis Scott Key Bridge. As you view video of the cargo ship losing control, cars and trucks can be seen passing across the bridge without any knowledge of what was to come. They just made it. If it were not for the mayday call from the ship's pilot, more people would have been consumed by the Chesapeake Bay. This tragic event should remind us not to take life for granted.

May the memory of their souls be eternal.



Upcoming Events

[Advertise with AACP](#)

Available All Year

[AACP Skills Conference](#)

April 18, 2024 | 8:00 AM -
5:00 PM | The Meeting
House - 5885 Robert
Oliver Place, Columbia,
MD

[Exhibit at the Skills Conference](#)

April 18, 2024 | 8:00 AM -
5:00 PM | The Meeting
House - 5885 Robert
Oliver Place, Columbia,
MD

Message From The Board

On April 8, the **Maryland General Assembly** will conclude its 2024 Session. I encourage you to access [Legislative Updates](#) from the Member Section of our website. This section includes the Minimum Wage chart through January 1, 2025, as well as Legislative, Regulatory, and Rebate reports published by The AnnDyl Group. Be sure to log into your account to access these documents. Our advocates at The AnnDyl Group will provide a session recap following Sine Die.

On Thursday, April 18, we will host our [Skills Conference](#) in Columbia. This event has two components, one for technicians, and one for owners and managers. During the morning session for technicians, we will include code updates, communication and customer service skills, licensure updates, and on-the-job risk management. During the afternoon session, intended for owners and managers, we will include Employment Law updates with Q&A, updates on rebates and grant programs, along with a presentation from ACCA. Available to both sessions will be a trade show of distributors and suppliers. Be sure to [register for this event](#).

In late April, we will accept registrations for our **2024-2025 Apprenticeship Program**. Our four-year apprenticeship program was developed after carefully assessing the needs of the HVAC industry and takes an individual from a job to a career.

Our annual **Apprenticeship Program Graduation & Networking Event** will be held on Saturday, June 22 at Bowie Baysox Stadium. Spend a night at the ballpark with your HVAC/R colleagues & friends from Maryland, D.C. & Virginia!

On September 13, join HVAC contractors and distributors for 18 holes of golf, networking, and camaraderie at the Raspberry Falls golf course with vistas of the Catoctin Mountains in the background. This year, our [Annual Golf Tournament](#) will build upon what we started last year with even better prizes. [Register now](#) to participate in this fun event!

[Baseball Networking Event](#)

June 22, 2024 | 5:00 PM |
Bowie Baysox - 4101 NE
Crain Hwy., Bowie, MD

[Annual Golf Tournament 2024](#)

September 13, 2024 |
8:00 AM |
Raspberry Falls Golf &
Hunt Club - 41601
Raspberry Dr, Leesburg,
VA

[Events](#)

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In the fall, we will schedule a post-election legislative session to crystal-ball the future. So don't wait for slots to fill up. Register today for all our events!



Best,
Peter

A handwritten signature in black ink that reads "Peter Constantinou". The signature is written in a cursive style with a large, prominent initial "P".

Peter Constantinou
Executive Director

Legislative Updates

AACP members receive exclusive access to legislative and regulatory updates and resources.

Maryland Monthly Regulatory Updates

- [January 2024 Regulatory Update](#)
- [February 2024 Regulatory Update](#)

Maryland General Assembly Weekly Updates

- [January 16 Legislative Update](#)
- [January 22 Legislative Update](#)
- [January 29 Legislative Update](#)
- [February 5 Legislative Update](#)
- [February 12 Legislative Update](#)
- [February 19 Legislative Update](#)
- [February 26 Legislative Update](#)
- [March 4 Legislative Update](#)
- [March 11 Legislative Update](#)
- [March 18 Legislative Update](#)
- [March 25 Legislative Update](#)

[View 2024 Updates](#)

Upcoming Event Highlight



AACP SKILLS CONFERENCE

FINE-TUNE YOUR EXPERTISE & HEAT UP YOUR NETWORK

Join the Association of Air Conditioning Professionals for a day packed with learning and networking opportunities to expand your knowledge and network! Whether you're a seasoned professional or just starting out in the field, our Skills Conference offers something for everyone.

REGISTER TODAY!



Join the Association of Air Conditioning Professionals for a day packed with learning and networking opportunities to expand your knowledge and network! Whether you're a seasoned professional or just starting out in the field, our Skills Conference offers something for everyone.

[Register Now](#)

Industry Articles

Edison Academy HVAC

By: [Dave Kyle](#)



It was love at first sight. Dave Kyle entered the trade at the age of 17 and quickly set a goal to be a business owner; Trademasters is the realization of that dream. Over the next eight years, Kyle completed his apprenticeship, became a licensed tradesman, and after years of planning and saving, founded Trademasters with his newlywed wife Beth from their home. Dave's passion for the industry has fueled the development of a company that provides the Trademasters team the same opportunity for success that he has enjoyed. Trademasters serves the indoor environmental and energy efficiency needs for residential, commercial and government clients.

When choosing their career paths now, young people want stability and financial security, growth and opportunity, to make a difference and be part of something big. No one wants to be yoked with crushing student debt. We all know that careers in the HVAC trade ticks all those boxes.

We have the chance to get the message across to young people who are still trying to decide what career path to follow, while they are still in high school. But gauging by how hard it is for us to fill our open technical positions, we are not getting that message across.

A terrific way for HVAC professionals to get word out is by being involved with HVAC students at the high school level. We are lucky that our Fairfax County Public School System offers an high school HVAC program where students get an introduction to employment opportunities in the skilled trades, get to work with tools, can become CFC and OSHA-10 certified, and some may even qualify for college credit at Northern Virginia Community College if they decide to pursue postgraduate HVAC studies there.

High school HVAC programs are eager for industry support, will readily accept material and tool donations, and seek out industry experts as guest speakers and on advisory boards to help shape their programs. There are other ways to be involved, like holding mock interviews with students, inviting teachers to attend your technician training courses, and offering students the chance to ride along with technicians. We also found that meeting with guidance counselors at the HVAC-program high schools is an excellent way to ensure they understand the career outlook in HVAC so they can better convey the opportunities to their students.

With the current administration's commitment to establishing more pathways into good-paying careers, expanding apprenticeship, and creating a workforce pipeline, there is no better time now than to make sure that young people hear about professions in HVAC. Supporting these programs with donations of tools, materials, and time will ensure each student has a practical classroom experience that will get him or her excited about our industry.

For more than twenty years, Robert Stringham has been working tirelessly at Edison High School's HVAC program, giving countless students their first look at the industry. During this month's Fairfax County's Academy HVAC Advisory Board meeting, Robert (an Edison H.S. graduate himself) conveyed his desperate need for materials and tools to give students a representative and immersive learning experience. We are all too familiar with the spike in the cost of tools and materials. But now, when Robert is seeing more students than ever before, the persistent need for materials has surpassed the program's limited budget.

Many AACP members have already helped by donating materials, tools, equipment, and their time to the program. Robert expressed to the Advisory Board just how invaluable this industry support has been.

This is personal for me. I first learned about the industry in the HVAC program at Edison H.S., more than 40 years ago. I was enthralled by working with tools, thrilled to find something at school where I could excel, and determined to pursue a career in HVAC. Our support to these programs vastly improves students' first look at our high-tech industry. By

supplying enough materials and tools, many will uncover their own aptitude for the skilled trades and HVAC.

If you or your business is not located in Fairfax County, reach out to your local school system and see how you help. Our potential coworkers are in high school now, and the future of our industry depends on what we do now.

Please reach out to Robert and help if you can: rlstringham@fcps.edu.

If you email me, I will be happy to send you a list of the supplies [Edison](#) needs most.

◆ Laptops For Sale ◆

We are selling Microsoft Surface Pro 7 laptops, each powered by an i5-1035G4 CPU with 8GB RAM and a 128GB SSD, WiFi connectivity (note: no built-in LTE/5G), and upgraded to Windows 11 Pro 22H2. While these devices come from a working environment and are in excellent condition despite three years of use, they may show minor cosmetic signs of wear, but each includes the original charger, Surface Pen, and Surface Keyboard.

[LEARN MORE](#)

NLRB, Home Depot, Black Lives Matter, and Unionization

By: [Frank Kollman](#)



Frank Kollman is a graduate of the Johns Hopkins University (1974) and the Syracuse University College of Law (cum laude, 1977), where he was an editor of the law review and the Survey of New York Law.

Frank has practiced law in Maryland since 1977 and established the Kollman & Saucier Firm in 1988. Frank has consulted with the AACP organization for well over 35 years.

Every employer knows about the EEOC (Equal Employment Opportunity Commission) and the DOL (Department of Labor), but employers rarely think about the NLRB (National Labor Relations Board) unless they have a union, or a union is trying to organize their workforce. Nonunion employers, however, are very much subject to the National Labor Relations Act, and consequently the NLRB, in ways you need to know.

The National Labor Relations Act has plenty of provisions dealing with unionization, strikes, and other issues confronting unionized employers, but the cornerstone of the Act is section 7, which protects employees who engage in concerted activities and who refrain from engaging in concerted activities. What the heck is concerted activity?

Basically, concerted activity is any activity engaged in by two or more employees in connection with issues of the workplace. Wages, hours, and working conditions are such issues. That is one of the reasons why prohibiting employees from disclosing their salaries to other employees are generally against the law (although that prohibition does not apply to supervisors or management employees). Over the years, however, the NLRB has gone back and forth over whether a single employee can be engaged in concerted activities, even though he acted alone.

In trying to explain concerted activity at seminars, I use this simple example. If an employee says "I am not being paid enough and I think management stinks," this is NOT concerted activity. If an employee (or more than one) says "we think the pay here is too low, and we think we need a union," that is protected concerted activity. The employees engaged in concerted activities cannot be disciplined for that activity, although they can be expected to do their jobs and not engage in misconduct warranting disciplinary action.

The current NLRB is dominated by pro-union advocates and anti-employer zealots. They have been trying for years to assert more and more control over nonunion company-employee interactions, ignoring nearly 90 years of established labor law. They have found employee handbook provisions requiring employees to treat other employees with dignity and respect to be unlawful, arguing that such rules "chill" employees in advocating for better or different working conditions. In other words, employees have to be allowed to act like jerks if they are furthering a cause the NLRB thinks is worthy of its protection.

Recently, the NLRB ruled that Home Depot had violated the National Labor Relations Act by disciplining an employee for violating Home Depot's rule against political slogans and campaigning. In this case, the employee wore a Black Lives Matter cap, which Home Depot apparently felt might encourage Blue Lives Matter paraphernalia and other slogans, creating the possibility of employee clashes over non-work-related issues. Overturning years of precedent that political speech in the workplace is not protected concerted activity, the NLRB found that it was in this case. The Board argued, for example, that the hat may have been a statement about racism in the workplace, which arguably is a topic employees might want to discuss and address.

While it is likely this decision, years from now, will be reversed by a federal court, it is currently the law. The best advice I can give is that if you review your dress codes, and if an employee decides to take a stand on some issue of the day by wearing a hat, button, or tee shirt, seek legal help before you take disciplinary action. It makes little sense to be

right legally, then spend thousands of dollars in legal fees defending yourself to prove you were right.

While we are on the subject of the NLRB, the Board's General Counsel in 2022 announced that mandatory meetings where unionization was discussed violated the Section 7 of the Act. Again, while likely incorrect legally, it has created a situation where an employer resisting unionization faces a stacked deck designed to allow unions free reign to convince employees to unionize and prevent employers from presenting an opposing viewpoint. Several states, including Maryland, are considering state laws banning mandatory employee meetings for a variety of reasons, including the topic of unionization.

If you are nonunion and wish to remain that way, the NLRB is not on your side. My best suggestion is to communicate with your employees regularly about the business, their concerns, where you see the company going, and so forth. Unions thrive where problems are not addressed, and unions tend to walk away if employees are content and feel a sense of loyalty to their company. Talk to your employees; you may find that they have some really great ideas. At the first sign of union activity, seek legal help before you find yourself charged with unfair labor practices or ordered to start bargaining with a union you never wanted.



Disregarding Safety Instructions

Reprinted From [Federated Insurance Blog](#)

Question

One of our employees is constantly disregarding safety instructions. He recently injured himself at work and filed a workers' compensation claim. This is the third time in the past two years this has happened, and it will probably continue because he doesn't follow safety rules. Are we allowed to discipline him when workers' compensation is involved? I don't want to keep having these claims when it's his own fault for not following directions.

Answer

Employees who exercise their rights to file claims under state workers' compensation statutes are protected from retaliation. Disciplining an employee who has filed a claim (or has a history of filing claims) on account of an employer's desire not to have to deal with such claims may expose the employer to significant liability for retaliation.

That said, employees who have experienced workplace injuries due to their own safety violations are not insulated against the consequences of having engaged in such infractions. An employer should proceed with discipline (up to and including termination) in a manner consistent with company policy and past practice, assuming any other employee who committed a similar safety violation would be disciplined as well. An employer should investigate the facts surrounding a breach of safety procedures, and if it's found that the

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employee violated a safety protocol, disciplinary action should be taken.

Remember that an employer may discipline an at-will employee for any legitimate, nondiscriminatory reason. Therefore, if an employer's decision to discipline or terminate an employee is based on his or her violation of a company's safety policy (and not because he or she exercised rights under workers' compensation laws), the employer can proceed, as long as doing so is consistent with company policy and past practice.

Next Steps to Implement the Inflation Reduction Act

Reprinted From [North American Clean Energy](#)

Governments around the world are racing to deal with soaring inflation. Natural gas prices were already on the rise as economies emerged from their coronavirus lockdowns, pushing up demand, but sanctions stemming from Russia's invasion of Ukraine and the slowdown in domestic production have squeezed supply, sending international gas markets into turmoil.

Combined with rising energy prices, the lack of grain being exported from both Ukraine and Russia has had a domino effect, forcing up the cost of everything, from food to transportation; whether household or business, everyone is feeling the squeeze.

Here, in the United States, the centerpiece of President Joe Biden's attempts to tackle rising prices is his Inflation Reduction Act (IRA), passed by Congress in August 2022. The headline figures were eye-catching: \$369 billion invested in energy security and tackling climate change; energy bills cut by between \$500 and \$1,000 each year; and carbon emissions down 40 percent by 2030. The energy industry is still coming to terms with the scale of the ambition and investment committed.

Underpinning those ambitions are investments covering a wide range of green technologies, from rebates for families to install heat pumps and tax credits to erect solar panels, to incentivizing the purchase of electric vehicles (EVs). Businesses, communities, and homes are set to receive support to install 950 million solar panels, 120,000 wind turbines, and 2,300 grid-scale battery plants before the end of the decade.

The biggest challenge will be connecting all of these renewable assets to the grid, which will involve massive investments to update wires and substations to where they can accept the additional power without breaking down. The answer? Linking energy to data.

Roof-mounted solar panels, EV charging points, and grid-scale batteries are all examples of distributed energy resources (DERs) – devices that are connected to the local distribution network, rather than the national transmission network. A helpful way to picture this is looking at the transmission network as the trunk of a tree, with the distribution grid as its branches.

Distribution networks are already under pressure; there are long waits to connect solar arrays or wind farms to the grid. Upgrading the network to increase capacity is an expensive and time-consuming process.

That's where data can work its magic. Specialist software – called a distributed energy resources management system (DERMS) – can use data from sensors around the grid to help balance supply and demand. This identifies where there is capacity within the existing infrastructure to connect DERs, like wind turbines, solar panels, or grid-scale batteries.

If the U.S. is going to reap the benefits from the IRA, then distribution network operators will need to invest in DERMS in order to maximize the use of their existing infrastructure. The alternative is to spend vast amounts of money erecting transmission and distribution lines, building substations, and buying transformers in order to cope with rising demand for connections. By not adopting these state-of-the-art digital solutions, the entire renewables industry risks significant delays for customers wanting to switch to electric vehicles, heating, cooling, and powering their homes and businesses.

Undoubtedly, new infrastructure will be needed as we approach 2030. However, the more immediate goal is making the most of the equipment that we already have so that we are able to implement the IRA in the most cost-effective way possible. DERMS holds the key to unlocking the potential of the legislation, and unleashing cost savings for homes and businesses throughout the nation.

◆ AACP Member Benefit ◆

Receive access to monthly updates on the Inflation Reduction Act through our [2024 Legislative & Regulatory Page](#).

ACCA Partners with Family Business-Centered Bipartisan Groups

Reprinted From [The ACCA HVAC Blog](#)

In the world of HVACR contracting, where family-owned businesses are the backbone of the industry, the Air Conditioning Contractors of America (ACCA) continues to champion the interests of its members. Recently, ACCA announced strategic partnerships with two family-centered organizations aimed at safeguarding the livelihoods of small businesses and advocating for their needs.

Research shows the significant role family businesses play in the American economy, with statistics revealing that they account for a majority of private employment, providing 83.3 million jobs, or 59% of the country's private workforce.

One of ACCA's latest collaborations is with [Family Enterprise USA](#), an organization dedicated to advancing the interests of small, family-owned enterprises. Family Enterprise USA has been a prominent advocate for the creation, growth, viability, and sustainability of generational family businesses since 2007. By representing and celebrating family-owned enterprises of all sizes, professions, and industries, the organization amplifies the voices of multi-generational employers in Washington, D.C.

Pat Soldano, president of Family Enterprise USA and the Policy and Taxation Group, expressed enthusiasm for ACCA's support, recognizing the importance of ACCA's predominantly family-owned membership in advocating for the interests of such businesses. Soldano emphasized the crucial role family-owned businesses play in the economy and the significance of conveying this message to legislative leaders with ACCA's backing.

ACCA's commitment to supporting family-owned enterprises extends beyond its partnership with Family Enterprise USA. The organization has long been an advocate for the [Family Business Coalition](#), a collective of over 150 diverse associations working to bridge the gap between legislative decision-makers and family business owners. The coalition's mission includes monitoring and responding to legislation affecting family businesses, such as advocating for the repeal of death taxes and addressing regulatory burdens that impede business growth.

Sean Robertson, ACCA's vice president of membership, advocacy, and events, will further strengthen ACCA's ties with the Family Business Coalition by serving on its advisory board for 2024. This strategic involvement shows ACCA's dedication to advancing the interests of its members within the legislative landscape.

Barton James, ACCA president and CEO, emphasized the significance of these alliances, noting that family businesses represent the heart of ACCA's membership. With ACCA's overarching goal of serving its members and advocating for their interests in regulatory and legislative arenas, these partnerships with like-minded organizations align with ACCA's mission as the voice of authority on behalf of HVAC contractors.

These partnerships with Family Enterprise USA and the Family Business Coalition will serve to help boost the voices of family-owned businesses and help create policies that back their success and longevity.

Mentoring the Next Generation of Women in HVACR

Reprinted From [NATE Magazine](#)

According to the U.S. Bureau of Labor Statistics, women working in the HVACR field as mechanics and installers make up only about 1.5 percent of employees. Yet, the industry

is growing by over 2 percent per year. As this need for technical experts in the industry grows, there are greater opportunities for employment-including for women.

Luckily, programs have been developed to help women find their way into the HVACR industry. According to Lori Tschohl, Vice president of Women in HVACR (WHVACR) and president of Eagle Pipe Heating & Air, she looks at the HVACR field as "a dynamic and fulfilling role that demands a holistic approach to business management, from envisioning the future of the company to ensuring the highest standards of service delivery."

Tschohl takes pride in leading her team of dedicated professionals who are willing to share their commitment to excellence. She currently has the privilege of setting the strategic direction, vision, and growth strategies for Eagle Pipe Heating & Air, a company that specializes in HVACR and plumbing services. The company's core emphasis is on serving residential and light commercial clients, specializing in delivering comprehensive solutions to a wide range of valued customers.

MAKING CONNECTIONS

Tschohl has been involved with WHVACR since 2018. "The organization deeply resonated with my aspirations," she says, "which made me eager to connect with like-minded professionals and empower women in the industry."

During her first conference, Tschohl met a group of pioneering women who had blazed trails in HVACR. Their dedication, expertise, and passion for the industry left a profound impression on her, leading her to get more involved. "The journey has been incredibly fulfilling, allowing me to contribute to the growth and empowerment of women in HVACR while forging meaningful connections with fellow professionals who share the same commitment," she explains.

Gurminder Sidhu, business manager and senior director of operations for NATE, joined the NATE team in 2014 and works with all of the various departments in the organization to make sure each team has the tools necessary to succeed. Within the WHVACR mentoring program, she works closely with women, including Tschohl, to help assure that strategic goals are aligned with where the industry is headed.

EDUCATING NEXT GENERATION TEAMS

The WHVACR mentoring program provides mentees a platform to learn from industry leaders as well as provide additional opportunities to contribute to the advancement of women in the field. "It's been an inspiring and rewarding journey," Tschohl says, "and I'm excited to see how the group continues to make a positive impact on the HVACR industry in general. The program itself is a structured initiative aimed at fostering mentorship relationships that will last."

According to Sidhu, "The primary goal of the program is to help members of the group get guidance from someone who has been in that position, to learn from their mistakes, and to allow the flexibility for mentees to make their own decision on how to proceed." Overall, the relationship must be built on trust and accountability, where participants are committed to nurturing their talent and providing a mutually supportive environment.

Mentors help mentees define goals, understand job roles, navigate challenges, expand networks, and foster both professional and personal growth. Matching mentors with mentees is a thoughtful and strategic process that involves a thorough analysis of the skills, expertise, and goals of both parties. It starts with a dedicated two-person committee that takes a meticulous approach to ensure successful mentor-mentee pairings, carefully considering factors such as industry niches, goals alignment, and experience levels.

Matching individuals within a similar industry niche allows the group to maximize the relevance and effectiveness of the mentorship, which assures that mentors have a comprehensive understanding of the challenges and opportunities within the mentees' focus. This helps to ensure that mentors have the experience level commiserate with the mentees' requirements to enable them to excel in their chosen direction. Tschoh I says, "A well-matched mentorship program not only enhances the professional development of members but also fosters a supportive community within the HVACR industry."

The nature of the relationship between a mentor and mentee can vary depending on the specific pairing and their unique preferences and goals, of course. A one-size-fits-all approach is seldom suitable. Flexibility is encouraged. When a mentor and mentee are initially matched, they are encouraged to outline their unique preferences and expectations so that they can get the maximum value from their partnership.

For example, the frequency and intensity of interaction between mentors and mentees are only contingent upon the preferences and goals of the pairing. Some pairs may choose to engage in regular and frequent communication, meeting weekly, and maintaining ongoing contact between meetings, while other pairings might opt for a more relaxed communication cadence, meeting on a monthly basis and conducting overall monthly check-ins. Autonomy of each mentor-mentee partnership is highly recommended and honored.

Sidhu explains, "This personalized approach allows the program to cater to the diverse needs of our members and fosters a mentorship experience that is both meaningful and effective. Often, the mentor and mentee become lifelong friends and will often meet up at the annual conference if schedules allow."

A WELL-MATCHED SUCCESSFUL MENTORING

To measure the success of the WHVACR mentoring program, key performance indicators are tracked in the mentees' personal development, including factors such as health, wealth, and overall happiness and feelings of well-being with their lives. After that, career milestones are used as checkpoints along the way, including organizational progress, knowledge acquisition, and the implementation of their training. This helps the group to gauge the impact of the program over time.

The mentoring program is designed to address challenges as well. As with other industries, there can be barriers to women entering the HVACR industry. The first is managing the traditionally male-dominated industry. Sidhu says, "People often have set expectations in their minds concerning what they think a particular woman can or cannot do." This is why career advancement opportunities often seem limited for women. WHVACR mentors are available to provide valuable advice on setting and achieving

career goals, pursuing leadership positions, and demonstrating competence and expertise in the field.

To do this, the WHVACR program provides mentors with a range of resources and tools through its website, including mentorship starter kits, discussion topics, success trackers, and actionable items.

Resources are designed to equip mentors with the knowledge and guidance needed to effectively support their mentees in their career journeys. In addition, every Friday, webinars allow different presenters to discuss an important topic relevant to the program. This allows members of the group to gain facetime with other members and ask questions that they may not feel comfortable asking at the annual conference.

Key capabilities and insights are available to help members build confidence, become effective communicators, and learn how to advocate for themselves. The program helps mentees establish a solid supportive network within the industry, allowing them to connect with other women in the field and build relationships that can foster career growth.

Ultimately, balancing work with personal life can often be the most challenging part. The mentoring program addresses this often-difficult task by offering guidance on time management, stress management, and strategies for maintaining a healthy balance. The growth and achievements of mentees serve as tangible indicators of the program's effectiveness, demonstrating the group's commitment to fostering a supportive and empowering environment for women in HVACR industries.

POSITIVE RESULTS

The results of the WHVACR program are tremendous. Through the mentorship program, women in the industry have gained a deeper understanding of working alongside other professional women in a traditionally male-dominated field. This fosters a sense of camaraderie as well as promotes diversity and inclusion.

Women who have received mentorship through the program often become more active participants in industry meetings, conferences, and development initiatives. They bring a newfound knowledge and confidence to the table, contributing valuable insights and perspectives from the field. Mentoring opens doors to expanded professional networks, which is invaluable for career opportunities, knowledge-sharing, and collaborative endeavors.

Women in the program have not only experienced the personal benefits of mentorships but also have become actively engaged in supporting and mentoring new members—further strengthening the community of professional women. By empowering women with knowledge, confidence, and strong professional relationships, the program not only enhances individual careers but also contributes to the overall growth and diversity of the HVACR industry.

The future of the WHVACR mentoring program is promising, with several exciting initiatives and expansions on the horizon. For example, WHVACR is forging a significant partnership with the International Network of Women in Cooling (INWIC). This

collaboration will extend the program's national efforts to a global scale, enabling the group to reach and support women in HVACR across international borders.

To improve the efficiency and precision of the mentor-mentee pairings, the group is also exploring a partnership with Mentor City-a specialized mentoring software. The platform is expected to leverage advanced algorithms to match mentors and mentees based on their backgrounds, goals, and aspirations. This innovation will allow WHVACR to effectively serve an even greater number of women in the industry. Such strategic initiatives reflect the group's commitment to advancing women's careers in HVACR.

Call for Articles

Do you want to be featured in the next edition? We invite you to share your HVAC/R expertise and submit an article for the Compressor!

Here's what we need for your article's consideration:

- The article must be timely and relevant.
- It must be 900 words or less.
- Include full name, headshot, short bio, and link if applicable (LinkedIn or website).
- [Email your article](#) in original format (accessible web link or Word).

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