

Subject **March 2021 MIACCA Newsletter**
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Working hard to Protect, Promote & Educate our Profession

MARCH 2021 NEWSLETTER



Edition Highlights

- **[MIACCA's Statewide Permit Initiative Result in CCC's Request for Form Proposals](#)**
- **[MIACCA Attends Skilled Trades Roundtable with Director Hawks](#)**
- **[MIACCA Bill SB 827 is Reintroduced as SB 60 and Passes through Senate!](#)**
- **[Michigan Safer Dining Program find a contractor Resources are an Independent Contractor Friendly.](#)**
- **[Your Employer Could Require you to get a COVID-19 Vaccination](#)**
- **[March is Workplace Eye Safety Awareness Month](#)**
- **[Federated Insurance Do You Know Who You Are Hiring?](#)**

Message from President Phil Forner

March is Workplace Eye Safety Awareness Month. Working in the HVACR industry, take time to inform your employees about maintaining eye safety by wearing safety goggles where necessary when working with equipment and chemicals. Be sure to keep your work vehicles stocked with first aid kits along with plenty of safety goggles and review the information located in this newsletter, providing you with burn awareness resources and information.

MIACCA continues to look for members who are interested in joining the various board committees. Please contact our Executive Director, M.J. D'Smith at mjdsmith@miacca.org.

Please continue to utilize these COVID-19 resources from our industry experts:

ACCA resources [here](#), Federated Insurance [here](#), NATE resources [here](#), ASHRAE resources [here](#)

As always stay safe and keep up the great work!



MIACCA's Initiative on the Statewide Permit Result in CCC's Request Form Proposals - Due March 5th

At the January 27th Construction Code Commission (CCC) meeting, MIACCA's request for a statewide permit was on the agenda. They are now seeking input for building, electrical, mechanical, and plumbing permit applications. MCL 125.1510(1) requires these applications to be on a form prescribed by the commission. The Department of Licensing and Regulatory Affairs (LARA) highly encourages the CCC to prescribe these forms, and the CCC acknowledges assistance from the Bureau of Construction Codes and input from interested stakeholders such as yourselves is necessary in accomplishing this task.

For your reference, this was the [MIACCA proposed form](#), that we will be submitting. If you decide to send a proposed form on your own, please note that proposals for these permit applications must be received by the Administrative Services Division by 5:00 p.m. March 5, 2021.

All submissions will be presented to the CCC at their next regularly scheduled meeting on April 14, 2021 at 10:00 AM.

MIACCA attends newly implemented Skilled Trades Roundtable with Director Hawks

On February 3rd, Executive Director, M.J. D'Smith was in attendance. Highlights of our discussion included:

- Communication with LARA, including what we are doing well and where we need to improve.
- Working with LARA such as improving our stakeholder engagement and the Accela program.
- Reducing barriers to licensure by working with the Michigan Department of Corrections (MDOC) for returning citizens, and with the Michigan Veterans Affairs Agency (MVAA) for military and veteran personnel and their families.
- Expanding opportunities in Skilled Trades garnered many thoughts and ideas, including pursuing a partnership with the Michigan Department of Education (MDE) to encourage middle school and high school students into Skilled Trades. A portion of the discussion was spent on how to promote Skilled Trades to job seekers of any age.
- Communicate MIACCA and share advocacy issues with the group including the Statewide Permit, the Michigan Safer Dining Program and the importance of advocating the trades industry to students for future workforce development.

Director Hawks asked if there were specific topics of interest that we could discuss at our next meeting. Suggestions included:

- Have the Bureau of Construction Codes (BCC) talk about their team and the inner-workings of the bureau.
- Invite someone from MDOC to talk about returning citizens.
- Invite someone from the Department of Labor and Economic Opportunity (LEO) to come talk about workforce, or job training and retention.

If you have any ideas or thoughts you'd like to share, please reach out to M.J. D'Smith at mjdsmith@miacca.org by April 20th in order for her to provide them at the next Skilled Trades Roundtable on May 13, 2021.

MIACCA Bill SB 827 is Reintroduced as SB 60 and Passes through Senate!

On February 25th, SB 60, which was SB 827, the bill that MIACCA introduced last year, was reintroduced and has passed the Senate. Our bill will be heading to the House shortly. This bill is important to the HVAC industry as it will continue the long standing safety practice of having employers attest to an applicant's mechanical work experience; and provide for a reasonable work experience credit for those who go to school to learn a skilled trade and successfully completes a recognized HVAC trade school, community college, or university program.

MIACCA will continue to keep you posted on the bills progress.



MI COVID-19 Safer Dining Program Find a Contractor Resources is Not Independent Contractor Friendly

MIACCA had been in discussion with the COVID-19 Workplace Safety Director, Sean Egans, in regards to getting our members listed as a resource on their website [found here](#). The result in our request attempts was that they were not going to add any additional resources on their site. MIACCA finds that the contractors on this site are biased to Union and Utility based contractors. We have been in discussion with the American Builders and Contractors Association of Michigan (ABC) who are also in disagreement with the State's decision to not add other, independent, organizations.

Executive Director, M.J. D'Smith, has made this [consumer resource page](#) on the MIACCA website, along with links on our home and blog pages to find a MI COVID Safer Dining Program licensed member, specifically for our members. She has also reached out to the Michigan Restaurant Association and Michigan Licensed Beverage Association to have them share the list with their members as well.

[This letter](#) by MIACCA was sent the Michigan Labor and Economic Opportunity Acting Deputy Director Susan Corbin. ABC will be drafting a similar one as well to level the playing field on their contractor resource site to either be inclusive of union and non union contractors, or to eliminate the resources all together. We will keep you posted of our progress.





Your employer can require you get a COVID-19 vaccine: Here's what to know

A Supreme Court case determined that states can require vaccines and the US agency that oversees employment says your employer can, too.

As the US campaign to distribute coronavirus vaccines continues to ramp up, over 8 million doses have now been administered in the US as of Jan. 11. For the time being, however, only very specific groups of people -- mostly health care workers -- have been cleared to receive a COVID-19 vaccine. Some of those medical professionals may be required by their employer to get vaccinated, which leads to the question: Can your employer make you get a COVID-19 vaccine?

The answer is a little more complicated than a simple yes or no. Generally speaking, yes, employers can require employees to receive a vaccine during a pandemic to better ensure the health and safety of their overall staff. However, there are a few exceptions that could exempt you from having to receive a vaccine if your employer makes it mandatory.

Here, we look at what gives employers the right to require their workers to get vaccinated for the coronavirus, as well as what laws are in place to protect you if you have a valid reason for not wanting to get vaccinated yourself. This article is intended to be a general overview and not a source of legal or medical advice.

[READ MORE HERE](#)

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Protect your eyes.

Here's how:

- 1) Wear your safety glasses.**
- 2) Wear eyewear properly tinted for the particular job you are working at.**
- 3) Wear your safety glasses!**
- 4) Wear eye protection when working with power tools or chemicals.**
- 5) Keep your eye protection clean.**
- 6) Wear prescription lenses if you should.**
- 7) Get regular eye exams to prevent eye problems.**
- 8) Wear your safety glasses!**
- 9) Wear glasses that provide proper UV protection.**
- 10) Wear your safety glasses!**
- 11) Get regular eye exams to prevent eye problems.**
- 12) Get medical attention immediately if you have an accident.**
- 13) ...and most importantly, Wear your safety glasses!**

MARCH IS WORKPLACE EYE SAFETY AWARENESS MONTH

Over 2,000 eye injuries occur each day on job sites across the U.S. and one in ten of those injuries required missed days of work to recover. Of the total amount of work-related eye injuries that occur, 10 to 20 percent will cause temporary or permanent vision loss. While many think that eye injuries only occur in construction, trade or manufacturing jobs, nearly 40% of work-related eye injuries happen in healthcare facilities, offices, laboratories and other similar work environments. Safety experts and eye care providers agree that the right eye protection could have lessened the severity of these injuries or even prevented 90% of them.

Flying objects, particles, tools, chemicals and harmful radiation are the cause of most eye injuries. In many cases, implementing safe workplace practices and using appropriate protective eyewear could prevent injuries entirely. March is Workplace Eye Safety Awareness Month, which offers a great opportunity to remind everyone about a few tips to help protect eyes from potential injury.

- There are a few things you can do to help prevent an eye injury in the workplace:
- Eliminate hazards before starting work by using machine guards, work screens or other engineering controls.
- Always wear the appropriate safety eyewear, even if you are just passing through a potentially hazardous area.
- If you're working in an area with lots of particles or dust, be sure to wear safety goggles with side shields to protect against foreign objects from entering your eyes.
- Always wear safety goggles or face shields when working with chemicals to protect against splashing.
- When working around hazardous radiation like welding, fiber optics and lasers, be sure to use specially designed safety goggles and helmets that are made especially for such tasks.
- Keep safety eye wear in good condition and replace when necessary.

Remember that something as simple as putting on a pair of safety glasses can help prevent serious eye injuries in the workplace. These injuries are not only painful, but they can cause many lost days of work and sometimes lead to permanent vision loss. Although March is designated as Workplace Eye Safety Awareness Month, it is important to remember to wear your safety glasses year round.

If you do experience an eye injury, [contact your eye doctor](#) as soon as possible.





Our valued MIACCA Members should start seeing membership renewals coming your way. Please feel free to pay conveniently online or mail in a check. MIACCA works hard for our members and is committed to protect, advocate and educate our industry. We are Michigan's only HVACR experts. If you have any questions, please contact our Executive Director, M.J. D'Smith at mjdsmith@miacca.org with any questions. Thank you for your continued support!



Do you Know Who You Are Hiring?

You're looking to bring on a new employee, and your prime candidate looks great on paper — plenty of experience, consistent work history, and ideal professional credentials. But, how much do you really know about the applicant? Before making an offer, where appropriate, consider checking their background to help you understand who you're adding to your team.

The cost of the wrong hire

What could go wrong if you don't perform appropriate background checks on your potential employees? Best case scenario: nothing. Consider these other potential scenarios that could have more severe consequences for your business.

- A driver with a history of serious traffic incidents causes a fatal crash and lands your business in a lawsuit.
- A technician with a significant and serious criminal record stole from a customer's home, which led to a negligent hiring lawsuit.
- An office worker with poor credit history and access to company finances skimmed money without anyone realizing until months later.

It's hard to put a dollar amount on hiring a candidate who's not right for the job — or worse, a candidate who commits a crime against your business or your customers. But HR professionals have estimated costs can reach the hundreds of thousands¹. And, on top of the financial costs, a bad hire wears on management, can hurt team morale, and generally be a drag on company resources.

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