



FEBRUARY 2019

# Government Advocacy News

## State of the Association 2018

*By Eileen Anderson, Director, Government Relations, SMC*

SMC's mission is to build a pro-business environment in Pennsylvania.

At SMC we know it's important to focus on the areas where we can have the most impact. You, the members, are our greatest asset and most valued resource for information about small and medium-sized businesses. SMC relays your issues to elected officials and makes your voices heard.

[Read More>>](#)

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## 2019-20 Legislative Priorities for the Pennsylvania Senate Democratic Caucus

*By Senate Democratic Leader Jay Costa, Jr.*

In January, the State Senate officially kicked off the 2019-20 legislative session.

Even for members that have been around for a few sessions, like myself, a new session always feels like a fresh start and a new opportunity to press forward with an aggressive policy agenda.

I'm proud of the work Senate Democrats accomplished last year working in concert with the governor and like-minded legislators, but I am ready to get to work again because there was a great deal left undone.

[Read More>>](#)

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## Growing Better Business Starts in Harrisburg

*By House Republican Leader Bryan Cutler*

The great Amazon sweepstakes is over, and New York and Virginia are the big winners. Of course, time will tell if the tax incentives those states offered will pay off in the way government leaders and economists say they will.

Pennsylvania didn't miss out on "HQ2" due to any lack of effort. The Wolf administration offered the moon, or at least, moon-sized incentives, to try and attract one of the world's top performing and fastest-growing companies to our Commonwealth.

[Read More>>](#)

# Human Resources News

## HR Brief | January

### 2019 Plan Limits: Everything You Must Know

If you offer high deductible health plans (HDHPs), health savings accounts (HSAs), flexible spending accounts (FSAs) or 401(k) plans, your plans are subject to inflation-adjusted dollar limits.

[Read More>>](#)

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## HR Brief | February

### Retaining Talent: Are Your Leaders the Problem?

It's no secret that bad bosses can send employees running, but what's considered "bad" these days? To many businesses, it means being unempathetic.

Empathy is recognizing emotions in yourself and others, and using that understanding to influence your actions.

[Read More>>](#)

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## HR Insights

### 6 HR Trends to Monitor in 2019

A new year brings new issues for HR professionals to contend with. Some challenges are similar to previous years (overtime uncertainty), while others are more unique and complicated (legal marijuana and employment). Despite inherent difficulties, staying tuned in to these six trends can keep you ahead of the game in 2019. Ignoring them will only put you behind.

[Read More>>](#)

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## National Health Observances 2019

### American Heart Month

Your heart is one of the most important organs in your body, keeping blood pumping through your veins and assisting other organs in their functions. However, your heart is vulnerable to many risks if not taken care of properly. Cardiac arrest, high blood pressure, diabetes, stroke and high cholesterol can happen if you don't take care of your body. In fact, heart disease is the number one cause of death for both men and women in the United States. Replacing poor dietary habits with healthier ones, like eating fruits and vegetables and exercising, can help combat these conditions.

[Read More>>](#)

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# Insurance News

## Benefits Buzz

### The IRS is Beginning 2016 Pay or Play Enforcement: Here's What You Need to Know

In late 2018, the IRS began issuing enforcement letters related to employers' compliance with the employer shared responsibility rules under the Affordable Care Act (ACA) for the 2016 calendar year. These letters, known as Letter 226-J, inform employers of their potential liability for an employer shared responsibility penalty, if any, for 2016. [Read More>>](#)

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### It's That Time of the Year Again for ACA Reporting

The Affordable Care Act (ACA) created reporting rules under Code Sections 6055 and 6056 that require certain employers to provide information to the IRS about the health plan coverage they offer (or do not offer) or provide to their employees. Each reporting entity must annually file all of the following with the IRS:

- A separate statement (Form 1095-B or Form 1095-C) for each individual who is provided with minimum essential coverage (for providers reporting under Section 6055), or for each full-time employee (for ALEs reporting under Section 6056) [Read More>>](#)
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## Compliance Overview

### 2019 Health Plan Compliance Deadlines

Employers must comply with numerous reporting and disclosure requirements throughout the year in connection with their group health plans. This Compliance Overview explains key 2019 compliance deadlines for employer-sponsored group health plans. It also outlines group health plan notices that employers must provide annually. Often, employers furnish these notices with the plan's enrollment materials during its annual open enrollment period.

Some of the compliance deadlines summarized below are tied to a group health plan's plan year. For these requirements, the chart below shows the deadline that applies to calendar year plans. For non-calendar year plans, these deadlines will need to be adjusted to reflect each plan's specific plan year. [Read More>>](#)

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## 2019 Limits to Know

**Many benefit plan limits have changed for the new calendar year. Here's what those changes are:** [Read More>>](#)

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# Connections News

## Supervisory and Management Programs

### Understanding and Motivating Employees

*SMC Business Councils Office, Cranberry, PA*

**March 12, 2019, 8:00 am-Noon**



This half-day program reveals the most productive motivation concepts in real-life situations and explains the various motivational forces and their effect on people. Participants will gain confidence in their ability to motivate by exploring the “whys” and “hows” of motivation. [Read More>>](#)

### Workplace Civility

*SMC Business Councils Office, Cranberry, PA*

**March 12, 2019, 12:30-4:30 pm**

Don't miss this highly engaging, half-day program that focuses on the importance of building a workplace environment where people feel respected, considered and relevant both inside and outside the organization. Whether communication takes place in person, by phone or email, participants will learn how civil behavior can create a strong foundation of engagement where effectiveness and productivity soar! [Read More>>](#)

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## One-Day Food Safety Certification

*SMC Business Councils Office, Cranberry, PA*

**April 29, 2019, 8:00 am-4:00 pm (exam follows)**

*CERTIFICATION EXAM IS PROCTORED THE SAME DAY AS YOUR TRAINING*

**REQUIRED:** Food safety certification and food handler training is a critical step to maintaining a safe and sanitary food operation. It protects the health of your customers and employees and reduces the risk of lawsuits and high insurance premiums. Plus, our training teaches participants key leadership skills that will set your food safety team apart from the competition. For information, [click here!](#)

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## HR For Non HR Professionals

*SMC Business Councils Office, Cranberry, PA*

**May 22, 2019, 8:00 am-4:00 pm**

For more information, please call 814-833-3200.

# Connections News

## Save the Dates!

### HR Essential Level 1

*SMC Business Councils Office, Cranberry, PA*

**June 18, 2019**, 8:00 am-12:00 Noon | Interviewing & Hiring  
1:00-5:00 pm | Terminations

**July 9, 2019**, 8:00 am-12:00 Noon | Harassment & Discrimination  
1:00-5:00 pm | Employment Law

**August 6, 2019**, 8:00 am-12:00 Noon | Retention & Benefits

For more information, please call 814-833-3200.



### SMC Pirate Night

*PNC Park, Pittsburgh, PA*

**June 19, 2019, 7:05 Game Time**

*Pittsburgh Pirates vs. Detroit Tigers (Interleague game)*

Join SMC members and guests on the Miller Lite Rooftop Deck to watch the Pirates play the Detroit Tigers at 7:05 pm in PNC Park. Make plans with your family, customers or friends for a fun evening in the ball park enjoying a picnic buffet and exciting Major League Baseball. Seating is limited! Mark your calendar now and watch for details!

### An Evening to Connect and Business Issues Forum

*The Rivers Club Downtown, Pittsburgh*

**September 26, 2019, 5:00-6:00 pm Business Issues Forum**

**6:00-7:30 pm Hors d'oeuvres and Cocktails**

Mark your calendar and plan to spend an evening meeting and mingling with business owners, colleagues and elected officials. There is an optional Business Issues Forum from 5:00- 6:00 pm (same location). All are encouraged to attend. Watch for details!