



Government Advocacy News

The Supreme Court's Janus Decision Does Not "Level the Playing Field"

By Michele Papakie, Secretary of the Association of PA State College and University Faculties

If you enjoy the benefits of something, you pay for it. It seems like a simple enough concept, and it is what most of us expect. But last June the Supreme Court, in *Janus v. AFSCME*, the Supreme Court carved out an exception to that basic principle.

Now a public employee who benefits from a negotiated contract and can still make use of union representation in contractual disagreements does not have to pay a penny for that service. Union members pay for them while they are allowed to tag along for a free ride. [Read More>>](#)

A New SMC Membership Benefit-Voting Education Tools for Employers and Employees

By Eileen Anderson, Director, Government Relations

SMC has pulled together a group of assorted voting resources for you and your employees including free donuts and coffee! In this politically charged atmosphere, where talk about politics and candidates is a taboo subject because of the emotions aroused, there is a way to present the information factually and unbiased. Fall elections are right around the corner - two months and thirteen days away as of 8/23/2018. The focus of these tools is learning about candidates for PA's 18 U.S. congressional districts.

Here is an example of the confusion created by redistricting and the links to untangle the mystery. For years my congressional district has been #14, Rep. Mike Doyle. With redistricting, I am now in district #17. While Rep. Doyle serves as my rep until December 31, 2018, on November 6 I will vote for candidates in district #17. [Read More>>](#)

Wanted: A Rational, Open Discussion About Trade and Tariffs and How They are Impacting Your Business

By Eileen Anderson, Director, Government Relations

Tariffs and trade are a hot button topic. I learned this from a recent personal experience. I spent most of last Saturday reading a pile of Wall Street Journal trade articles to gain a better understanding of the situation. I even created a spreadsheet of the chronology of events. At the Government Relations conference call on August 21, I blithely requested comments from the group RE: Has the trade and tariff situation affected your business? [Read More>>](#)

Human Resources News

New PA Law Limits Availability of Criminal Record Information

By Elaina Smiley, Meyer, Unkovic & Scott LLP

Use of criminal records for employment decisions has always been challenging and with the implementation of the New Clean Slate Bill, employers should exercise caution. Pennsylvania law has long provided that an employer can only consider an applicant's felony and misdemeanor convictions to the extent the convictions relate to an applicant's suitability for the position for which they have applied. [Read More>>](#)

Live Well, Work Well

HBP Guidelines Have Changed: Do You Know Your Risk?

The American Heart Association and the American College of Cardiology redefined what is considered high blood pressure (HBP) in November 2017, based on new evidence supporting a lower threshold. Stage 1 high blood pressure, also known as hypertension 1, is consistently measured at 130 over 80 or greater. The previous threshold was 140 over 90. [Read More>>](#)

HR Brief

CTE Programs Earn \$1.2 Billion in Federal Funding

Career and technical education (CTE) programs earned a huge win in July when President Donald Trump reenabled a major source of their funding.

The bill President Trump signed reauthorizes the Carl D. Perkins Career and Technical Education Act—last authorized in 2006—and amends the legislation to make its funds more accessible.

[Read More>>](#)

Labor Law Posters - Information Update

There has been a mandatory change to the Pennsylvania Workers' Compensation posting that is effective immediately. The All-in-One Pennsylvania Labor Law Poster (REV 7/2018) has been updated to reflect this change.

Labor Law posters are free to SMC members. Additional posters are \$15 each. If you would like to order Labor Law poster(s), please contact the SMC office at 412-371-1500 or email kim@smc.org. If you are placing your order via email, please reply with your name, company name and address in your email. One Labor Law poster will be mailed to the address given unless otherwise noted.

Insurance News

Benefits Buzz

2018 ACA Reporting Draft Forms Now Available

The IRS released draft 2018 forms for Affordable Care Act (ACA) reporting under Internal Revenue Code (Code) Sections 6055 and 6056. Draft instructions for 2018 have not yet been released.

[Read More>>](#)

Compliance Bulletin

2019 Open Enrollment Checklist

To prepare for open enrollment, group health plan sponsors should be aware of the legal changes affecting the design and administration of their plans for plan years beginning on or after Jan. 1, 2019. Employers should review their plan documents to confirm that they include these required changes.

In addition, any changes to a health plan's benefits for the 2019 plan year should be communicated to plan participants through an updated summary plan description (SPD) or a summary of material modifications (SMM). [Read More>>](#)

IRS and DOL Issue Guidance on Association Health Plans

Both the Internal Revenue Service (IRS) and Department of Labor (DOL) have issued new compliance guidance for association health plans (AHPs). On June 21, 2018, the DOL published a final rule that expands the ability of employers to join together to form AHPs. According to the DOL, these changes will expand access to affordable, high-quality health insurance coverage for small businesses. [Read More>>](#)

Get a **FREE**, No-obligation Insurance Review

When it comes to your business, insurance is one of the highest expenses your company incurs and we do our best to give you the coverage you need at a cost you can afford. When was the last time you reviewed your insurance options? Let us help you find the insurance options that are best for your business. SMC insurance experts are on hand to give you honest answers to all of your insurance questions. Call for your FREE quote today!

Western PA - Call Dan Vok at 412-342-1625 or email Dan.Vok@smc.org.

Central PA - Call Heather Reigel at 412-342-1633 or email Heather@smc.org.



Connections News

“Meet the Trainer” Luncheon

SMC Business Councils Office, Cranberry, PA

August 29, 11:30 am-2:00 pm

We would like to invite you to attend our “Meet the Trainer” luncheon informational briefing in the SMC Cranberry office at 11:00 am August 29. The purpose of the briefing is to hear about the instruction style, content, history of the Certified Supervisory Skills Series, and to address any questions you may have so you may determine how to best utilize this program for yourself or your staff members. For information, contact Patty Welther at 814-833-3200 or pwelther@mbausa.org.

Certified Supervisory Skills Series (Fall Series)

SMC Business Councils Office, Cranberry, PA

September 11 & 12, October 2, 3, 23 & 24, November 13 & 14 and December 4 & 5, 8:00 am-4:30 pm | *Now Taking Fall Registrations!*

We are very excited to offer to our members an all-inclusive Supervisory Skills Certificate Training Series through our partnership with the Manufacturer & Business Association (MBA) headquartered in Erie, PA.

In this five-course series, instructors will teach participants the skills needed to properly motivate and direct teams to meet company goals, objectives and compliance, emphasizing management techniques essential to the success of both the supervisor and the company. Each course is offered in two-day increments, providing a flexible and timely training solution for you and your staff. For information, [click here!](#)

One-Day Food Safety Certification

SMC Business Councils Office, Cranberry, PA

September 10, October 1 & November 12, 8:00 am-4:00 pm (exam follows)

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!](#)

Connections News

Meet and Move Luncheon

DoubleTree by Hilton, Cranberry

September 10, 11:30 am Registration

Meet and greet business members of SMC Business Councils, the Pittsburgh North Regional Chamber of Commerce and the Beaver County Chamber of Commerce during a progressive lunch. For information, [click here!](#)

September Coffee Connections: Healthcare in Retirement

All programs are from 8:00-9:30 am, continental breakfast included

September 18, 2018, SMC Office, Cranberry Twp., PA, [Register here.](#)

September 19, 2018, King's Family Restaurant, Canonsburg, PA, [Register here.](#)

September 20, 2018, Panera Bread, Greensburg, PA, [Register here.](#)

An Evening to Connect

The Rivers Club, Pittsburgh

September 27, 5:00-6:00 pm Business Issues Forum

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

Meet and mingle with business owners, colleagues and elected officials. There is an optional Business Issues Forum at 5:00 pm (same location) and all are encouraged to attend.

Brief Opening Remarks: Bill Flanagan, Allegheny Conference on Community Development and producer and host of "Our Region's Business." For information, [click here!](#)

HR Essentials Series Level I

SMC Business Councils Office, Cranberry, PA

October 30 & 31 and November 1 (two and a half day program)

This two and a half day training program consists of interviewing and hiring, terminations, discrimination and harassment, compensation and benefits and employment law.

Having over 850 graduates, the HR Essentials Series is very popular with businesses throughout the MBA footprint in Erie. Due to its popularity, the program is now being offered in the Pittsburgh and surrounding areas. For information, [click here!](#)

Connections News

HR Essentials Advanced Series

SMC Business Councils Office, Cranberry, PA

November 27, 28 & 29 (two and a half day program)

SMC, in partnership with the Manufacturer and Business Association, is pleased to present the HR Essentials Advanced Series. Join us for this informative two and a half day training program.

Series Outline:

Tuesday, November 27: FMLA & ADA, Job Descriptions & Reasonable Accommodations

Wednesday, November 28: Handbooks, Onboarding & Form I-9

Thursday, November 29: Understanding the Fair Labor Standards Act

For information, [click here!](#)

MARK YOUR CALENDAR!

SMC Holiday Mixer - Pittsburgh

Rivers Casino Pittsburgh

December 6, 6:00-7:30 pm

Join us in a relaxed and festive environment as SMC celebrates the holiday season at the Rivers Casino Pittsburgh. This is your opportunity to catch up with old friends, former colleagues and peers and to develop new business relationships for the coming year. Details are coming soon!