



AUGUST 2018

Government Advocacy News

Workers Catch a Break from (Un)fair Share Fees in the Janus v. AFSCME Decision

By Lenny McAllister, Director of Entrepreneur Engagement (W. PA), Commonwealth Foundation

If government unions want to use their money for political activity, then ok, but non-members shouldn't have to pay for it.

That's what Mark Janus argued in his case against the government union that represents him and other Illinois municipal workers. The Supreme Court ruled for him this June in Janus v. AFSCME, concluding that so-called "fair share fees" violate workers' First Amendment rights by forcing them to pay for political speech they disagree with.

This article will be followed up next month by an author with another view.

[Read More>>](#)

Remarkable Things You Don't Know About Your SMC Colleagues

By Eileen Anderson, Director, Government Relations

Dear SMC Members, Please read about one of your colleagues who has been invited to the White House not once but twice and spoken from the podium in the East Room.

[Read More>>](#)

SMC Hopes Clean Slate Legislation Provides One More Answer to the State's Workforce Problems

By Eileen Anderson, Director, Government Relations

One would have to live in a cave without WIFI to be unaware of the workforce perfect storm clouds gathering over Pennsylvania and the nation. It's important to locate an untapped pool of potential workers. Consider some of the facts:

This article will be followed up next month by an author who will explore Clean Slate Legislation from the employers' point of view.

[Read More>>](#)

Human Resources News

Compliance Overview

Which Federal Employment Laws Apply to My Company?

There are a number of different federal employment laws that have their own rules for covered employers. Employers should be aware of the federal employment laws that may apply to their company.

An employer's size, or number of employees, is a key factor in determining which federal employment laws the employer must comply with. Some federal laws, such as the Equal Pay Act, apply to all employers, regardless of size. [Read More>>](#)

Live Well, Work Well

Sunrays Aren't the Only Thing You Can Catch at the Pool

As the temperature climbs, many Americans will flock to the pool to find some relief from the heat. While the cool waters can be refreshing, they could also be contaminated with bacteria that can make you sick. Read on to learn about the three most common illnesses you can catch from spending a day at the pool. [Read More>>](#)

HR Brief

Ageism: Are Your Employees Affected?

If you want top talent, you need an attractive company culture, says Gallup. According to its recent study, the top 20 percent of candidates are lured to businesses with quality culture.

This is because engaged employees tend to refer their friends. And, since 71 percent of workers say they use referrals from friends to find jobs, that's huge. So think twice before ignoring company culture. It could cost you. [Read More>>](#)

Insurance News

ACA Compliance Bulletin

Draft Forms for 2018 ACA Reporting Released

The Internal Revenue Service (IRS) released draft 2018 forms for reporting under Internal Revenue Code (Code) Sections 6055 and 6056.

2018 draft Forms 1094-C and 1095-C were released July 11, 2018, and will be used by applicable large employers (ALEs) to report under Section 6056, as well as for combined Section 6055 and 6056 reporting by ALEs who sponsor self-insured plans. [Read More>>](#)

Five Things you Should Know about Stress

Everyone feels stressed from time to time. But what is stress? How does it affect your health? And what can you do about it?

Stress is how the brain and body respond to any demand. Every type of demand or stressor—such as exercise, work, school, major life changes, or traumatic events—can be stressful. [Read More>>](#)

Benefits Buzz

Learn about the DOL final ruling on Association Health Plans, Critical HIPAA Compliance Gaps and more. [Read More>>](#)

Compliance Bulletin

HSA/HDHP Limits set to Increase for 2019

On May 10, 2018, the IRS released Revenue Procedure 2018-30 to announce the inflation-adjusted limits for health savings accounts (HSAs) and high deductible health plans (HDHPs) for 2019. These limits include:

- The maximum HSA contribution limit;
- The minimum deductible amount for HDHPs; and
- The maximum out-of-pocket expense limit for HDHPs.

These limits vary based on whether an individual has self-only or family coverage under an HDHP. [Read More>>](#)



Connections News

August Coffee Connections: Insurance Funding Options for Long Term Care

Speaker: Ray Phillips, CLU, LTCP of The Brokers Source

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

August 21, 2018, SMC Office, Cranberry Twp., PA, [Register here.](#)

August 22, 2018, King's Family Restaurant, Canonsburg, PA, [Register here.](#)

August 23, 2018, Panera Bread, Greensburg, PA, [Register here.](#)

2018 SMC Charity Golf Outing - River Forest Golf Club

Benefits The First Tee of Pittsburgh at Pleasant Ridge

August 20, 9:00 am Shotgun | Shamble Golf Outing

Gather a group together for a game of golf and plan for a relaxing day outdoors. Enjoy networking with SMC members and guests, while contributing to a worthy cause, too! For information on how to register or participate as a sponsor, [click here!](#)

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!](#)

One-Day Food Safety Certification

SMC Business Councils Office, Cranberry, PA

September 10, October 1 & November 12, 8:00 am-4:00 pm

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

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 | [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!](#)

An Evening to Connect

The Rivers Club, Downtown, 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" will discuss "What makes Pittsburgh a good candidate for Amazon?"

For information, [click here!](#)

HR Essentials Series Level I

SMC Business Councils Office, Cranberry, PA

October 30 & 31 and November 1

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, contact Patty Welther at 814-833-3200 or pwelther@mbausa.org.

Other Business News

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.

Get your 2018 Summer Fun Guide Savings!

Enjoy deep discounts on your favorite summertime venues. The Summer Fun Guide discounts are available to employers and employees of member companies. The company code for companies under SMC, is **SMCAumni**. To access the Summer Fun Guide, [click here](#).

Pay your Membership Dues Online

Did you know you can pay your membership dues online? It is simple to do. Just click [Membership Renewal](#) on the SMC home page, complete the information and your dues will be updated until your next renewal date. If you would prefer to pay your membership dues via the telephone, call Kim at 412-371-1500.