



JUNE 2018

Government Advocacy News

A “Tip of the Hat” to SMC’s Grassroots Lobbyists, 4/30/2018!

SMC’s Government Relations mission is to build a pro-business environment and make it easier to do business in PA. The trip to Harrisburg is one of the actions to carry that out. It creates opportunities for members to speak directly with lawmakers and educate them about small business issues. Members in turn are educated about the political process. [Read More>>](#)

It’s Memorial Day – A Pennsylvania Law Took Effect Five Months Ago – What You Should Know

By Marilyn Landis, President & CEO, Basic Business Concepts, Inc.

Whether you are a big business or a small business – or a nonprofit...if you issued 1099’s last year you must know about a new Pennsylvania law that took effect January 1, 2018. As part of the state budget settlement last fall – in a measure to provide revenue to fund the budget – the Governor signed the new withholding law October 2017. The new state law now requires all businesses to withhold from independent contractors who are individuals, sole proprietors or single member LLC’s who reside outside the state of Pennsylvania. Caution, you cannot always tell whether or not the independent contractor you are using this year falls into one of these categories. [Read More>>](#)

SMC Business Councils Lobbying Trip Summary

Take a minute or two to read brief comments lawmakers made on several of SMC’s top issues. It will give you a sense of how SMC’s grassroots lobbyists operate in the state capitol and how the questions and positions are fielded by elected officials and staff. Read about Energy & Regulations, Labor, and Taxes. [Read More>>](#)

SMC 2018 State Position Papers

This is the primary lobbying tool that SMC uses with Pennsylvania lawmakers and the administration. The theme is “Prescription to Grow PA’s Economy: Align Government Policy to Capitalize on our Strengths to Make PA More Competitive and Attractive to Businesses.... PA can grow our way out of our perception and economic health problems by capitalizing on our strengths.” [Read More>>](#)

Human Resources News

HR Brief

Move over, millennials. Generation Zers are starting to enter the workforce, and, like millennials, they have the potential to change the workplace. Although the oldest Gen Zers are only 23 years old, employers are praising them for their tech-savviness and creativity. [Read More>>](#)

Helpful Tips from the U.S. Department of Labor Wage and Hour Division

By Colleen O'Laughlin, Government Relations Assistant

Navigating the Department of Labor's (DOL) website may seem like a daunting task to find information on compliances, but it's not as scary as you may think. Karen Welton, Community Outreach and Resource Planning Specialist of the DOL Wage and Hour Division (WHD), recently walked our SMC's May "Coffee Connections" guests through the website to find helpful topics for small businesses. SMC would like to thank moderator and member Christian Antkowiak, Esq., Shareholder with Buchanan Ingersoll & Rooney PC, for organizing the event. For any questions please contact Karen Welton at (814) 871-4293 or the Pittsburgh District office (412) 395-4996. [Read More>>](#)

Creating a Safe Work Place is Smart Business: Helpful Tips from OSHA

By Colleen O'Laughlin, Government Relations Assistant

It's better to be proactive instead of reactive was the biggest take-away for guests at SMC's May "Coffee Connections" moderated by member Christian Antkowiak, Esq., Shareholder with Buchanan Ingersoll & Rooney PC. Occupational Safety and Health Administration representatives Chis Robinson, Area Office Area Director, and Bob Carroll, OSHA Compliance Assistance Specialist were on hand to speak. They both work out of the Pittsburgh Area Office, which covers 13 counties in southwestern Pennsylvania. For any questions please contact Bob Carroll at (412) 395-4903.

Mr. Carroll provided a great deal of information on the history and functions of OSHA. OSHA's mission is to assure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance. By encouraging employers and employees to be proactive OSHA hopes to reduce workplace hazards. [Read More>>](#)

Insurance News

Strawberries Named Dirtiest Produce for 3rd Year in a Row by EWG

Every year, the Environmental Working Group (EWG) releases a Shopper's Guide to Pesticides in Produce report that details which fruits and veggies are the least—and most—contaminated by pesticides. The guide is designed to help you make healthy and informed choices and reduce your exposure to toxic pesticides. [Read More>>](#)

Exceeding Expectations: Health Care Consumerism

We understand the challenges you're experiencing in the face of skyrocketing health care costs. From compliance to employee education, let us provide a full spectrum of health care consumerism solutions for your company. [Read More>>](#)

IRS Announces HSA Limits 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: [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 Dan Vok at SMC and get your FREE quote(s) today! Dan can be reached directly at 412-342-1625 or email Dan.Vok@smc.org.

DOL Releases New Resources for Mental Health Parity Compliance

The Department of Labor (DOL) has provided new resources to promote compliance with the Mental Health Parity and Addiction Equity Act (MHPAEA), including an updated self-compliance tool. The DOL has also identified examples of nonquantitative treatment limitations (NQTLs) that may violate the MHPAEA. [Read More>>](#)



Connections News

SMC Pirate Game - Pirates vs. Dodgers

June 7, 2018, 12:30 pm, Miller Lite Deck, PNC Park

Join SMC members and guests on the Miller Lite Rooftop Deck to watch the Pirates play the Los Angeles Dodgers at 12:35 pm in PNC Park. Gather for networking and a picnic buffet which includes an open bar of domestic beer, soda and water. Treat your staff, customers and family members to a fun day in the ballpark. Seating is limited! For information, [click here!](#)

Leadership for Team Leaders Series

June 13, 27, July 11, 25 and August 8, 2018

We understand that the transition from team member to team leader can be a daunting task. To be successful in the role, new leaders have to know what their responsibilities are both to the organization and to the people they lead. Our Leadership for Team Leaders Program addresses the challenges of this position in a highly interactive, relaxed atmosphere. For information, [click here!](#)

The New Tax Law & Energy Savings Event

June 14, 2018, 8:00-11:00 am, SMC Office, Cranberry, PA

Interested in saving money on your taxes and on your electricity bills? Want to learn a lot in a short window of time? If so, this program is for you. Enjoy two tightly-focused panels and learn from the pros! Panel Presentations with Q & A! For information, [click here!](#)

One-Day Food Safety Certification

June 19, 2018, 8:00 am-4:00 pm, SMC Office, Cranberry, PA

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!](#)

June Coffee Connections

Benefit Compliance & You: Big Risks for Small Employers

Western PA Locations - [June 19](#), [June 20](#), and [June 21, 2018](#)

Central PA Locations - [June 26](#), and [June 27, 2018](#)

All programs are from 8:00-9:30 am. A continental breakfast will be provided.

Other Business News

Summer Fun Guide

Enjoy big discounts to your favorite summertime venues!

Enjoy deep discounts on your favorite summertime venues. Recreation venues include, the Pittsburgh Zoo and Aquarium, Hershey Park, Cedar Point and much more. Entertainment venues are also available. Allow yourself 3-4 business days to receive your tickets.

To access the Summer Fun Guide, [click here](#).

Legacy Members in the News

Congratulations to SMC members who were recently in the news as the 2018 Family Business Award winners presented by the Pittsburgh Business Times. These companies and others were honored at an awards luncheon on May 1 at the Westin Convention Center Hotel. Long-time members Diamond Wire Spring Co., E. H. Schwab Company, Conco Services Corp. and Strassburger McKenna Gutnick & Gefsky were among the award winners. Congratulations Winners! To see the full article, [click here!](#)

Get up to 4 hours of FREE Conference Room Use each month with your SMC membership

Did you know as part of your SMC membership you can use our conference room for up to four hours free each month for your important business meetings? We also have an office space available too. For information, contact Kim at 412-342-1607 or email kim@smc.org.