



# GOVERNMENT ADVOCACY



ADVANCING THE MANUFACTURING AND SMALL BUSINESS

APRIL 2017

## Minimum Wage Survey Your Input Requested

*Deadline Friday, April 7*

Governor Wolf has called for an increase from \$7.25 to \$12.00 per hour starting July 1, 2017 with no phase-in period, which made the minimum wage issue climb to the top of the small business agenda.

There's still time to complete this survey if you missed it the first time around. We've had an overwhelming response from other organizations who have joined together to send the survey to their members. Together we now have more than 400+ responses, but SMC would like to grow that number even more. There is power in numbers! The results and comments will be compiled to determine where small employers stand.

**SURVEY**

## Harrisburg Grassroots Lobbying Trip

Monday, May 8, 2017, 7:00 am - 10:00 pm.



This is a wonderful opportunity to travel with your colleagues and walk the halls of the State Capitol. The day includes a luncheon and dinner with guest speakers, and an afternoon of visits

to lawmakers' offices. Travelers are trained on talking points and divided into 5 teams led by captains. They lead the office discussion and focus on SMC's key agenda items. Team members are strongly encouraged to join the conversation. It is democracy in action.

Registration Deadline - April 14, 2017 [Read More>>](#)

### RECAP

## State of the Association 2016

*SMC'S Mission is to build a pro-business environment in Pennsylvania*

*By Eileen Anderson, Director, SMC Government Relations*

### LOBBYING

Goal: Educate lawmakers about the issues of top concern to small business.

Reform Pennsylvania's State and Municipal Pension Systems – Pension-related costs are the state's number one fiscal problem. At the end of 2015, the state employee and teachers' pension systems had an unfunded liability of more than \$63 billion. Mandated cost growth is outstripping revenue growth and crippling the state's ability to invest. Lawmakers were unable to reach consensus on reform. The PA House was 3 votes short for the final attempt at passage of pension reform legislation thus kicking the issue into the next legislative session. [Read More>>](#)

## Pennsylvania's New Tax Amnesty Program Plan Now For Peace of Mind

*By Joseph P. Nicola, Jr., JD, CPA, CVA, Tax Partner, Sisterson & Co. LLP*

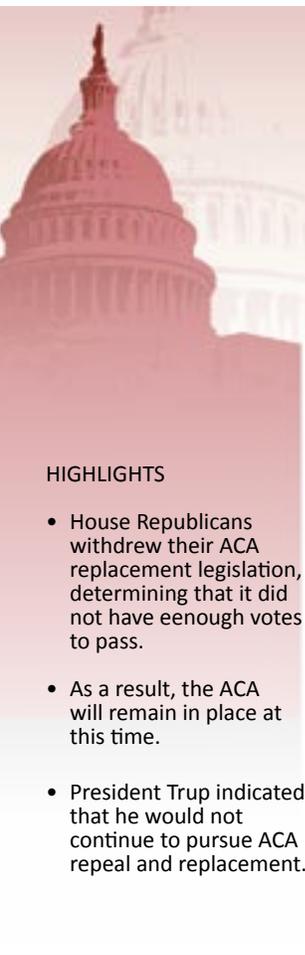
On July 13, 2016, Governor Tom Wolf signed Act 84 of 2016 authorizing the Pennsylvania Tax Amnesty Program. This program presents a nice opportunity for taxpayers to become fully compliant with their Pennsylvania tax obligations while minimizing or eliminating the pain associated with penalties and interest. The amnesty period is short, beginning on April 21, 2017 and ending on June 19, 2017, and generally covers all delinquent Pennsylvania state taxes as of December 31, 2015. As such, taxpayers should begin planning immediately by reviewing their records to determine whether any potentially outstanding tax liabilities exist. [Read More>>](#)



# INSURANCE AGENCY

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

APRIL 2017



## ACA COMPLIANCE BULLETIN

### ACA REPLACEMENT BILL WITHDRAWN

#### OVERVIEW

On March 24, 2017, Republican leadership in the U.S. House of Representatives withdrew the [American Health Care Act](#)—their proposed legislation to repeal and replace the Affordable Care Act (ACA).

A House vote was scheduled to take place on that day, but House Republicans could not secure enough votes to approve the legislation and, instead, canceled the vote. As a result, the ACA will remain in place at this time.

[Read More>>](#)

#### HIGHLIGHTS

- House Republicans withdrew their ACA replacement legislation, determining that it did not have enough votes to pass.
- As a result, the ACA will remain in place at this time.
- President Trump indicated that he would not continue to pursue ACA repeal and replacement.

### New Smartphone-Enabled UPMC AnywhereCare Provides 24/7 Care

*Benefits of new technology platform include high-quality physician care, low copays, added convenience, and short wait times*



With spring allergy season upon us, UPMC Health Plan recently launched the new smartphone-enabled UPMC AnywhereCare, an easy-to-use platform that allows patients to receive high-quality care from emergency room professionals 24 hours a day and with reduced copays.

[Read More>>](#)

### UPMC's long and sometimes controversial road to Harrisburg

By Colin Deppen | [cdeppen@pennlive.com](mailto:cdeppen@pennlive.com)

It's the largest non-governmental employer in Pennsylvania and one of the nation's largest health systems. And now, after weeks of coy denials, UPMC has confirmed that its footprint is about to grow.

[Read More>>](#)



## COMPLIANCE OVERVIEW

### Federal Employment Laws by Employer Size

An employer's size, or number of employees, is a key factor in determining which federal labor laws the employer must comply with. Some federal labor laws, such as the Equal Pay Act, apply to all employers, regardless of size. However, other laws, such as the Family and Medical Leave Act, only apply to employers that reach a certain employee count.

[Read More>>](#)

### HIGHLIGHTS

#### EMPLOYERS OF ALL SIZES

- Equal Pay Act
- Fair Labor Standards Act
- Occupational Safety and Health Act
- Immigration Reform and Control Act
- Employee Retirement Income Security Act

#### EMPLOYERS WITH 50+ EMPLOYEES

- Family and Medical Leave Act
- Affordable Care Act – employer shared responsibility rules
- Fair employment laws, such as the Americans with Disabilities Act and the Title VII of the Civil Rights Act
- Consolidated Omnibus Budget Reconciliation Act



# HUMAN RESOURCES

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

APRIL 2017

## Key provisions of OSHA's new rule on walking/working surfaces, fall protection

By David R. Leng, CPCU, CIC, CBWA, CRM, CWCA | Risk Management



Although an overwhelming majority of general industry accidents stem from slips, trips and falls, Subpart D of General Industry Standards, "Walking-Working Surfaces," adopted in April 1971, was inadequate, inconsistent, and unclear, but efforts to update were continually thwarted. Finally a new rule, 513 pages long, went into effect January 17, 2017 and updated requirements for ladders, stairs, dockboards, and fall and falling object protection for general industry. It applies to all general

industry workplaces and covers all walking-working surfaces, which include horizontal and vertical surfaces such as floors, stairs, roofs, ladders, ramps, scaffolds, elevated walkways, and fall protection systems. It also addresses training requirements and inspections of surfaces and equipment. [Read More>>](#)

**YOUR  
OPINION  
COUNTS!**

### TELL US WHAT IS IMPORTANT TO YOU!

Here at SMC Business Councils we are trying to best understand your professional development needs... **SO PLEASE TELL US!** Please take a few minutes to complete this on-line training needs survey.

Thank you for your valuable input. If you have any concerns or questions about this survey, please contact Denise R McKeown, HR Director at 412-342-1604.

**SURVEY**

## New Law Permits Employers to Reimburse Employees For Individual Health Insurance Premiums



To learn more about our Employee Benefits practice, please visit our Employee Benefits/ERISA page.

On December 13, 2016, President Obama signed the 21st Century Cures Act into law. The new law will allow small employers that do not offer any group health plan to their employees to adopt a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) to reimburse employees for premiums they pay for individual insurance policies. The new law is effective January 1, 2017. [Read More>>](#)

Want to lighten the load on your heart? Eating fewer calories and being more active each day, over time, will do the trick... ounce by ounce, brick by brick. [Read More>>](#)

## Did you know?

UPMC HEALTH PLAN

COACH'S CORNER

### Have you ever picked up a brick?

One weighs about 5 pounds. If, like most people, you have an extra 5, 10, 25, or even 50 pounds you'd like to lose — imagine its equivalent in bricks. You're carrying that weight around every day, everywhere you go!

Want to lighten the load on your heart? Eating fewer calories and being more active each day, over time, will do the trick... ounce by ounce, brick by brick. [Read More>>](#)





# COMMUNITY CONNECTIONS

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

APRIL 2017



## SMC Hosts the 2017 Williams Fluid Power Challenge for Pennsylvania Small Business Education Fund

More than 130 middle school students from 17 local schools will participate in the Williams Fluid Power Challenge Competition, hosted by the Pennsylvania Small Business Education Fund a division of SMC Business Councils. The event will take place on Thursday, March 23 from 8:30 a.m. to 1:30 p.m. at the Carpenter's Union Training Center in Robinson Township. [Read More>>](#)

## SMC Joint Member Networking Event Long Vue Country Club May 11, 2017, 5:30-7:30 pm



Join SMC Business Councils and the Monroeville Area Chamber for an evening of networking and business development as we bring together two premier business organizations!

[Read More>>](#)

## Shifting Leadership to Retain Millennials SMC Pgh - April 20, 2017 | Harrisburg - April 27, 2017

New generations of employees naturally want and expect collaborative relationships with management. The days of "command and control" are behind us. Millennials were raised with constant coaching and are looking for coaches, not bosses. [Read More>>](#)

## SAVE THE DATE! JUNE 12, 2017

## Annual Golf Outing with Beverly's Birthday's Birdsfoot Golf Course

[Read More>>](#)



## Pirates vs. Dodgers

Details  
Coming  
Soon!

SMC Pirates Night  
Thursday, August 24, 2017  
Miller Lite Deck, PNC Park  
4:05 Game Time



Click here for  
SMC's 2017 Calendar of Events!