



MAY 2018

Government Advocacy News

Survey on New Tax Law from the National Small Business Association (NSBA) Complexity Expected to Increase in 2018

NSBA released its 2018 Small Business Taxation Survey which shows administrative burden continues to far outpace financial burdens, and complexity is expected to increase under the Tax Cuts and Jobs Act. For information, [click here!](#)

PACE Program can Create Jobs, Enhance Clean Energy Efforts

By: State Senator John Blake

A recent survey by the Sierra Club found overwhelming bipartisan support in Pennsylvania for setting a goal of generating 100% of the state's electricity using clean, renewable energy sources. As lawmakers, we must do a better job to legislate innovative programs that support growth in our clean energy portfolio while also creating jobs and generating significant economic activity.

One of the most impactful pieces of clean energy legislation that we can move to the Governor's desk in the coming months is Senate Bill 234, which would establish Pennsylvania's Property Assessed Clean Energy (PACE) program. Currently, 33 states plus the District of Columbia authorize PACE financing for clean energy and energy efficiency projects; this includes a diverse group of states such as Alabama, California, Georgia, North Carolina, New Jersey, New York, Ohio and Texas.

[Read More>>](#)

Employers Civically Engaging Employees: The Pennsylvania Prosperity Project

By: Carl A. Marrara; Brianna Petitti, PA Manufacturers' Association

According to CNBC, Pennsylvania's economy is ranked 42 out of the 50 states. This isn't an anomaly as ranking after ranking and study after study shows a sluggish Pennsylvania private sector. The goal of Pennsylvania policymakers should be to make it the smart business decision for employers to locate, expand, and hire here in this commonwealth rather than in one of our competitor states. Likewise, the goal of federal policymakers ought to be to optimize conditions for economic growth in the United States so American businesses can compete worldwide. [Read More>>](#)

Human Resources News

HR Q & A - Legal Compliance

Q. Does the Fair Labor Standards Act (FLSA) affect me as an employer? What effect does it have on state and federal labor laws? What aspects of the FLSA should an employer consider?

A. The FLSA applies to enterprises that:

- Have at least two employees;
- Are hospitals, businesses providing medical or nursing care for residents, schools and preschools, or government agencies; and
- Have a gross annual volume of sales of at least \$500,000, unless the enterprise is not subject to the dollar value test (according to 29 U.S.C. §203(r)(1), §203(s)(1))

[Read More>>](#)

Recruiting and Retaining Millennial Workers

As baby boomers continue to retire, many vacancies in your work force will be filled by the next generation: millennial workers. Current estimates forecast that millennial workers will comprise 50 percent of the labor force by 2020 and 75 percent by 2025. [Read More>>](#)

Appealing to Gen Z Scorecard

Generation Z is the term given to those born in the mid to late-1990s. Gen Zers may be the youngest members of the workforce, but employers are praising them for their tech-savviness and creativity. These young business leaders could be exactly what your company needs to succeed in the digital landscape-after all, Gen Z will soon comprise a significant portion of the labor pool. Complete this scorecard to see if you are doing enough to attract this vital talent. [Read More>>](#)

Worried about DOL Audits? Get PAID.

Each year, countless employers are subjected to wage and hour audits from the Department of Labor (DOL). Employers want to resolve the situation and pay back wages, but how can they without risking audits or lawsuits? The answer: Payroll Audit Independent Determination (PAID). [Read More>>](#)

Insurance News

Did You Miss the April 2 ACA Reporting Deadline? Here's What's Next.

The Affordable Care Act (ACA) created reporting requirements under Internal Revenue 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) to their employees. [Read More>>](#)

Final DOL Disability Benefits Claims Procedures Effective April 1, 2018

The Department of Labor (the "Department") announced a final rule on December 16, 2016, revising the claims procedure regulations under ERISA for employee benefit plans providing disability benefits. The final rule revised and strengthened the prior rules by adopting certain procedural protections and safeguards for disability benefit claims that were currently applicable to claims for group health benefits pursuant to the Affordable Care Act ("ACA"). This rule affects plan administrators and participants and beneficiaries of plans providing disability benefits (insured and self-insured), and others who assist in the provision of these benefits, such as third-party benefits administrators and other service providers. [Read More>>](#)

Want to communicate to your employees about their benefits, but have no time to create the materials?

We can set up 12 months of employee communications for you with content in a variety of formats like videos, articles and more. [Read More>>](#)

HHS extends Transition Policy for Non-ACA Compliant Health Plans

On April 9, 2018, the Department of Health and Human Services (HHS) [extended an existing transition policy](#) for certain health plans that do not comply with the Affordable Care Act (ACA) for an additional year, to policy years beginning on or before Oct. 1, 2019. [Read More>>](#)

Connections News

May Coffee Connections

OSHA & DOL (Department of Labor) discuss what keeps Small Business Owners up at Night

Western PA Locations - [May 15.](#), [May 16.](#) and [May 17. 2018](#)

Central PA Locations - [May 22.](#) and [May 23, 2018](#)

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

One-Day Food Safety Certification

May 22 & 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!](#)

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

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!](#)
