



MAEA 2021 October Happenings 10-6-21

2021 Events

Legislative Roundtable Celebrating National  
Manufacturing Day



Over 60 attendees participated in the MAEA Legislative Roundtable. 15 manufacturing companies in attendance were honored by Legislators, The Pennsylvania Manufacturers Association, the National Association of Manufacturers, Schuylkill County Commissioners and MAEA.

Senator David Argall (R-29), Representative Doyle Heffley (R-122), Representative Tim Twardzik (R-123), Representative Jerry Knowles (R-124) and Representative Joe Kerwin (R-125) provided updates on Regulatory Reform / Energy, Election Reform / Redistricting, COVID-19 / Mandates, Economy / Employment and Taxes.

## MAEA's Discovery Breakfast

**Date:** December 3, 2021

**Time:** 8:00am to 9:30am

**Location:** Mt. Valley Clubhouse, Barnesville

**Cost:** Complimentary Breakfast

**Are you considering membership with MAEA? Are you an existing MAEA member who would like a refresher on our services?**

During this event, NEPA Manufacturers and Employers Association (MAEA) member company representatives will provide testimonials of MAEA services that have assisted them in their daily operations.

***Sponsorship opportunities are available to promote your company.***

For additional information, to register or become a sponsor, please call 570-622-0992 or email Joan Trosterud at [jtrosterud@nepamaea.com](mailto:jtrosterud@nepamaea.com).



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## Legislation

### **PennDOT looks to make dent in school bus driver shortage**

The Pennsylvania Department of Transportation is trying to coax more people to sign up to serve as school bus drivers, echoing concerns being raised by school and transportation officials across the country. In August, the National Association for Pupil Transportation reported that its survey found that half of the schools across the country were reporting severe bus driver shortages. Kurt Myers, PennDOT Deputy Secretary said that there are about 42,000 bus drivers working in the state, the lowest number in the last five years. PennDOT is reaching out to approximately 375,000 drivers with a Commercial Driver's License (CDL) in the state about the immediate need for drivers

and how to get the correct endorsements for a school bus license. PennDOT will also temporarily expand its days of operation to offer CDL skills testing at 23 locations throughout the state to include Mondays for four weeks beginning October 18. The additional day will make the process more convenient for potential drivers to complete the process faster. To schedule a CDL skills test, either visit the Driver and Vehicle Services website or call 717-412-5300. Additionally, certain third-party businesses are certified by PennDOT to administer the road test for a market-driven fee. "PennDOT is committed to ensuring safe transportation for students," Myers said. "We urge CDL licensees who are seeking work or supplemental employment to obtain a school bus endorsement - taking advantage of the additional hours for CDL testing - to help transport students safely."

Capitol wire

## Manufacturing PA Innovation Program

### *Request for Proposals*



Ben Franklin  
Technology PARTners  
*Northeastern Pennsylvania*

Dear Pennsylvania Manufacturing Stakeholder:

I am pleased to announce the release of the **Manufacturing PA Innovation Program Request for Proposals**. The Pennsylvania Department of Community and Economic Development (DCED) is now soliciting proposals from researcher-led teams at any accredited PA college/university engaged in a research project that seeks to advance a new product or process innovation with a PA manufacturer. In this cycle, nearly \$1.9 million may be made available for research projects. Award levels for individual projects can range from \$25,000 to \$70,000.

The Manufacturing PA Innovation Program's goal is to leverage the internationally-acclaimed science and engineering talent and discovery capacity of all Pennsylvania's institutions of higher education to help ensure that Pennsylvania remains a national and international leader in manufacturing and achieves the full economic potential for well-paying manufacturing jobs.

Applications are due by **November 18, 2021 at 5:00 pm**. Please consult the [manufacturingPA.org](http://manufacturingPA.org) website for more information and to submit a proposal.

Also, any PA manufacturer that is interested in partnering with a university/college on a project, but has not identified a faculty collaborator, may complete an inquiry form on the Manufacturing PA website. Company information will be circulated to PA universities/colleges associated with the program and the names of interested faculty will be provided to the company for follow-up.

We appreciate your interest in the Manufacturing PA Innovation Program and look forward to receiving your proposals that enhance the Commonwealth's manufacturing competitiveness.

## MAEA Group Programs

MAEA Group Program LVBCH

MAEA Group Program Predictive Index

MAEA Group Program Applied Energy Partners

MAEA Group Transportation Program

*Click above for information about MAEA's group program providers.*

**MAEA offers a variety of group programs for their member companies.**

Would you like to learn more about:

- Lehigh Valley Business Coalition on Healthcare
- Energy - Applied Energy Partners
- Transportation
- Spare Parts
- Predictive Index

To learn more about the exclusive member MAEA Group Programs, please contact Darlene J. Robbins at (570) 622-0992 or email at [drobbins@nepamaea.com](mailto:d Robbins@nepamaea.com)



## **AmeriHealth Administrators Announces NEW Virtual Services for Behavioral Health**

To accommodate increasing virtual care needs, AmeriHealth Administrators (AHA), LVBCH's endorsed Preferred Partner for Third-Party Administrator (TPA) services, has announced new virtual services for behavioral health related care in addition to traditional medical and dermatology services.

As you consider your plan choices this year, keep AHA in mind. In 2020, the Coalition announced its selection of AHA as a Third-Party Administrator (TPA) Medical Partner to better enable employer members to provide affordable, high-quality health care for their respective employees.

To earn the Coalition's Preferred Partner status, AHA had to demonstrate better plan performance, pricing, or enhanced service capabilities, giving employers more flexibility to select plan administrators that best meet their needs. Using a market based approach, the Coalition negotiates rates that are exclusive to its members and better than individual employers could obtain on their own.

Preferred pricing for LVBCH members is available immediately.

For additional information, please call Darlene at (570) 622-0992 or email [drobbins@nepamaea.com](mailto:drobbins@nepamaea.com)

## Dental Partnership Extended



**Lehigh Valley Business Coalition on Healthcare (LVBCH) Extends United Concordia Dental Partnership**

**Delivering More Than \$1 Million in Savings Per Year to Members**

The Lehigh Valley Business Coalition on Healthcare (LVBCH) announced their extended partnership with United Concordia Dental to remain the preferred dental carrier for LVBCH's Employer Members.

It is estimated that the extended partnership will save LVBCH's employer members more than \$1 million per year over the six-year contract.

“Under the new six-year contract, effective January 1, 2022, and extending through 2027, United Concordia Dental continues a more than two-decade commitment to LVBCH’s membership,” said Jack Gross (Gross McGinley, LLP), LVBCH Membership & Communications Chair. “This contract provides increasing value to LVBCH’s 250+ members and 330,000+ covered lives.”

As one of the oldest and most-respected coalitions in the nation, LVBCH’s partnerships help employer members improve the quality and reduce the cost of their employee benefit offerings.

“United Concordia provides valuable benefits to our employees and their families,” said Meloney Sallie-Dosunmu, HR Director, City of Allentown. “United Concordia’s high-quality network of dental providers and exceptional customer service, are an integral part of a benefits package that helps the City of Allentown recruit and retain employees.”

“The new contract doesn’t just help control dental costs, it provides additional savings annually


that can be invested back into our employees and business,” said Rich King, CFO, Schlouch Incorporated, “all while helping our employees and their families maintain and manage their health.”

It is estimated that the extended partnership will save LVBCH’s employer members more than \$1 Million per year over the six-year contract. This is the sixth consecutive contract awarded to United Concordia, who has been LVBCH’s endorsed dental partner since the mid-1990s. United Concordia remains one of the Coalition’s longest serving partners.

“For more than 20 years, United Concordia has partnered with LVBCH,” said Tom Palmer, Senior Vice President, Sales, for United Concordia. “As a result of our collaboration, membership numbers for both the Coalition and United Concordia continue to grow.”

“We are excited to continue our partnership with United Concordia,” said Carl Seitz, President, LVBCH. “We encourage employers across the Lehigh Valley and all of Pennsylvania to learn more about the savings available through this program.”

**Exclusive rates are available to both self-funded and fully insured employers. To learn more please call Darlene J. Robbins at (570) 622-0992.**



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## MAEA Training

The MAEA 2021 Training Catalog is Available to View and Download Online at: <https://www.nepamaea.com/training-and-development/training-catalog>

There are 12 new offerings that include:

- Basic Microsoft Word
- Advanced Microsoft Word
- Goal Setting and Achievement Thinking
- Delegating for Success
- Advanced Communications Skills for Professionals 2 Day Training
- Workplace Empowerment for Women
- Improving Business Communications with Technology
- Hazardous Materials Receiving/Material Handling/Shipping
- Improving Employee Relations and Motivation Strategies for Supervisors
- Designing a Buddy Program for New Hires
- Improving Employee Performance Through Coaching
- Hazwoper 8 Hour Operations Annual Refresher

All of our trainings are available to be done on-site at your facility and can also be customized to meet your specialized needs. They can be face-to-face or virtual as well. Feel free to

contact Chris Robbins at [crobbins@nepamaea.com](mailto:crobbins@nepamaea.com) for additional information.

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### **The Advantages of MAEA Training Services**

MAEA is able to provide training and development solutions for all levels of associates in your organization.

#### **Training Platforms**

Trainings include both face-to-face instruction and virtual options via Zoom.

#### **Benefits of MAEA Training Solutions**

MAEA is able to provide training and development solutions for all levels of associates in your organization. Benefits of this service include:

- Public face-to-face offerings allow associates from a variety of industries to learn and share experiences.
- Virtual offerings via Zoom allows for learning in the convenience of your own work space.
- Effective trainers who have industry based experience and content expertise provide interactive learning.
- On-site training provides the opportunity for flexibility in scheduling.
- Training needs analysis and customization of materials provides effective instruction based on your organization's specific circumstances.
- Recorded webinars are available to purchase for specific topics and repeated use over time for continual training and onboarding.

**Training Programs:** Lead Worker; Supervisory Development; Management Development; Communications; Human Performance Improvement; Personal and Organizational Development; Human Resource; Process Improvement; Hands-On Computer; and Safety

#### **Learn More**

If you need any additional information, please contact Christine Robbins

at [crobbins@nepamaea.com](mailto:crobbins@nepamaea.com) or call 570-622-0992.

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### MAEA Offers Forklift Train the Trainer Course

**On October 18, 2021, MAEA will be offering our Forklift Train the Trainer course at the MAEA office in Pottsville. Steve Bair – Occupational Safety Specials for MAEA will conduct the course from 9am to 4pm. The prerequisite to attend the class is to be an experience forklift operator. Course content includes:**

- Organization of the training session
- Steps to effective training
- Practical applications
- OSHA requirements per 29 CFR 1910.178
- New OSHA regulations and S.O.P.'s
- Provide sample tests, safety rules, and training and OSHA documentation checklist
- Presentation of driver training program
- Administer testing to individuals in the class.
- Certificates for train-the-trainer candidates and for forklift operators will be provided by MAEA
- Review paperwork for OSHA approval and provide written forklift policy

**The fee to attend is \$455/member participant. If you need any additional information or are interested in participating, please contact Chris Robbins at 570-622-0992 or [crobbins@nepamaea.com](mailto:crobbins@nepamaea.com).**



## MAEA Offers Diversity and Inclusion Training

MAEA is offering Diversity and Inclusion Training conducted by Cathy Colangelo, PHR,SHRM-CP who is a certified life and career coach and is an HR Instructor & Consultant for MAEA. This class can be done on-site at your facility or take place virtually via Zoom and customized to meet your specific needs. Cathy has over 25 years of corporate, entrepreneurial and non-profit experience. Practicing human resources in a variety of industries, including manufacturing, has provided her the opportunity to work in many areas of Human Resources particularly recruiting, onboarding, training, employee relations, performance management, benefits, payroll and safety. This 90-minute program offers foundational knowledge and skills to support an employer's Diversity and Inclusion program. Participants will become more skilled at navigating cultural and other differences between individuals in the workplace. By improving the quality of personal interactions among people with diverse identities, conflict will be reduced, making the workplace more efficient. This training will improve recognition of bias, stereotypes, and discrimination, while providing strategies to halt those practices in favor of a more impartial and inclusive environment for coworkers, clients, and the public.

Topics include:

- Definition of Diversity & Inclusion
- Cultural Programming and Filters
- Formation of Stereotypes
- Developing Diversity Competence

If you are interested or need any additional information, please contact Chris Robbins at 570-622-0992 or [crobbins@nepamaea.com](mailto:crobbins@nepamaea.com).

**2021-2022 Regional Pay Trends Survey is Available for  
Purchase**

#### Data Reported:

- **Actual Changes** - Applies to pay changes granted between July 1, 2020 and June 30, 2021.
- **Projected Changes** - Applies to pay changes "planned" for the period July 1, 2021 through June 30, 2022
- **% (Percent)** - The average actual or projected percentage change in the wages and salaries of employees in the specified grouping.



#### Employee Categories:

Data is broken down and summarized for each of the following employee groups:

- **Hourly Production, Maintenance & Service employees who work in a NON-UNION environment**
- **Hourly Production, Maintenance & Service employees who work in a UNION environment**
- **Non-Exempt Office, Clerical and Technical employees**
- **Exempt Supervisory, Managerial and Professional employees**
- **Executives**

#### Industry Type:

Provides data cuts based on the following major industry types:

- **Manufacturing**
- **Non-Manufacturing**

#### Pricing Structure:

- **Member companies that participated in this survey have already been sent a complimentary copy of the results.**
- **Member companies that did not participate in this survey \$25**
- **Non-Member companies: \$25**

#### Place an Order:

- **If your company is interested in purchasing this survey, please contact Alison Verbosh at [averbosh@nepamaea.com](mailto:averbosh@nepamaea.com) or call 570-622-0992.**
- **Member companies that place an order will immediately be e-mailed a PDF file of the survey report. Non-member companies must pre-pay before receiving the survey report.**

***Safety/Luzerne:***

Date: October 19, 2021

Topic: Strategies to Improve Ergonomics

In the Workplace

Presenter: Kyra Dodson, MS, LAT-ATC, CEAS II,  
Manager, Occupational Medicine Prevention and Wellness  
for St. Luke's Occupational Medicine

Time: 11:00am-12:00pm

Location: Zoom

***Transportation/Infrastructure:***

Date: November 5, 2021

Topic: PADOT Local Project Update

Presenter: Christopher J. Kufro, PE, Assistant District  
Executive-Design, PA Department of Transportation

Time: 11:00am-1:00pm

Location: MAEA Conference Room, Pottsville

***Safety/Schuylkill:***

Date: November 11, 2021

Topic: Employee Engagement and Safety Culture Growth

Presenter: Ryan Postal CSP ASP, Senior Health , Safety  
and Environmental Leader; Honeywell

Time: 11:00am-1:00pm

Location: MAEA Conference Room, Pottsville

For registration or additional information, please email Darlene at [drobbins@nepamaea.com](mailto:drobbins@nepamaea.com) or call (570) 622-0992.

## Educational Improvement Tax Credit Program

**Receive Award Notification from DCED.**

**Donate.**

**Provide Letter of Receipt to DCED.**

**It's that simple for EITC approved businesses.**

MAEC, a 501(c)(3) charitable organization, is deemed an Educational Improvement Organization in providing innovative educational programs to, or in conjunction with, public schools.

PA businesses approved for EITC credits through the Department of Community & Economic Development are able to donate to the Council, allowing support for hundreds of local students in your community through the YES Certificate Program and other workforce development programs.



**Contact:**

**Darlene J. Robbins**

**President**

**Northeast Pennsylvania Manufacturers and Employers Association**

**Your Business Resource Partner**

**250 One Norwegian Plaza**

**Pottsville, PA 17901**

**Phone: (570) 622-0992**

**Fax: (570) 622-2776**

**E-mail: [drobbins@nepamaea.com](mailto:drobbins@nepamaea.com)**

**Website: [www.nepamaea.com](http://www.nepamaea.com)**