



**HAPPY  
NEW YEAR!**  
DECEMBER 31, 2021

**A MESSAGE  
FROM OUR VP,  
DAVID SCHRANTZ!**



And, just like that, another year in the books! My elders have always warned me how quickly time seems to pass the older you get, and this past year held true to that for me. I, along with most of our team members, really looked forward to the holiday break to slow down a bit and reflect on the many things I have either learned or have been reminded of over the past year.

For me, one of these times of reflection was during a program at my son's preschool on Christmas Eve. Watching the volunteer performers dedicate themselves to telling the short story of Christmas was a reminder to me of one of the more significant meanings of the holiday season for me: being a part of something greater than yourself. At that moment, I became proud as I thought of the many other examples of this that are all around us. Our loyalty to our families. The devotion to our respective faith. The preservation of the Christmas "magic" for our children. Our commitment to our communities through our hard work to deliver our services day in and day out. How we support our fellow Rohrer Bus family members who are in need through our generous meal drives, "Giving Tree", and charitable contributions like "Socks for Sadie". The list goes on, but it was a moment that was overwhelmed with thoughts of my Rohrer Bus family and how humbled I am to know you all and share a similar mission.

The other example that I couldn't ignore was the sacrifices we have all been making during the COVID era to ensure each other's continued wellbeing. There are obviously very mixed feelings about all COVID-related topics, but there are a few facts about the situation from my perspective. One, this has likely been the most unique issue any of us have ever dealt with. Secondly, it has impacted just about all of us negatively in a variety of ways. For some of us, it has caused devastating loss. Although there are many more uncertainties ahead of us, I ask that you all consider the information provided in this newsletter and know that Rohrer Bus will continue to act in your best interest while abiding by the rules we are held accountable to.

I hope you had a wonderful holiday break and I wish you the best things life has to offer in 2022. Thank you for your continued service and I look forward to helping each other, Rohrer Bus, and our communities become the best they can be in the coming year!

## Socks for Sadie



We are once again holding a sock drive this year and collecting socks to donate to local charities! If you can, please bring a pair of socks to your nearest Rohrer office or lot to donate by January 14th, 2022. We are doing this sock drive because we are inspired by Sadie's passion for helping others and the charitable work of Socks for Sadie. Sadie Wells was a kind and adventurous soul born and raised Utah, but traveled all around the country for the purpose of serving others. At the age of 19, Sadie left on a LDS mission in Pittsburgh, PA. Eight months into her mission, the car Sadie was riding in was struck by a bus and she was killed. After her tragic passing, Sadie's family founded a charity in her honor, named Socks for Sadie, inspired by Sadie's giving attitude and love for colorful socks!

Thank you to all who donated to our Socks for Sadie sock drive so far!



### IN THIS EDITION...

- **COMPANY NEWS**
- **SAFETY ANNOUNCEMENTS**
- **AWARD WINNER ANNOUNCEMENTS**
- **HR REMINDERS**
- **FUN STUFF**
- **RECENT HAPPENINGS**
- **AND MORE!**

# SAFETY ANNOUNCEMENTS

## COVID PRECAUTIONS

As you may be aware, OSHA's COVID-19 Healthcare Emergency Temporary Standard (ETS) requires employers to develop, implement, and enforce the required mandate pertaining to protecting employees in the workplace. Although some portions of the policy are scheduled to be enforceable on January 10, 2022, and the remainder on February 9, 2022, the U.S. Supreme Court is scheduled to hear the case on Friday, January 7, 2022. The results of that hearing could dramatically affect the current policy required by OSHA for employers to follow, including having the mandate be struck down.

We fully respect your personal decision to be, or not to be, vaccinated. However, we do feel that it is important to share what we have learned now that many members of our Rohrer Bus family have been impacted by COVID. In our experience with our employees and their close family members, it is very clear that the unvaccinated have been more severely affected than the vaccinated. We have seen severe heartbreak as a result of this illness and it is the basis for our recommendation for the unvaccinated, particularly those in high-risk categories, to become vaccinated.

Although the company encourages our employees to get vaccinated and boosted, no employee will be required to be vaccinated based on the current policy. Stay tuned for updates from Rohrer Bus as the U. S. Supreme Court hearing commences on January 7, 2022.

## COLD STARTING

During colder weather diesel engines do not startup as easy as in warmer weather. The cold air can cause the diesel to gel. Also, without the higher temperature air in the combustion chamber the fuel will not easily fire and burn. Because of this . . .

1. Our fuel is treated with conditioners to help keep the paraffin in the diesel from solidifying which will cause clogging of tanks, lines and filters.
2. Most of our diesel engines (Cummins and MBE) are equipped with grid heaters or sometimes referred to as intake heaters. These heaters raise the air temperature as it is going to the combustion chamber. This heated air will help fire the fuel. The vehicle will activate this starting aid when needed but still requires drivers to follow the steps below:
  - a. Ensure that all accessories are turned off. (Heaters, aux fans, all lights etc.)
  - b. Turn the key to on position. Allow the gauges to cycle and the intake/grid heater light will illuminate. You will notice that voltage will drop to 10-11 volts. This cycle will take 5-10 seconds.
  - c. Once the intake/grid heater light shuts off you will want to wait 2-3 seconds until the battery recovers. Note the voltage will again go back to 11.5+ volts. As soon as this happens turn the key to the cranking position. It could take a few more revolutions than normal but the engine should start. If engine starts go to step "e"
  - d. If engine tried to start but shuts right off turn the key to the off position for 5 seconds and repeat steps b & c.
  - e. Allow the engine to idle for 10 -15 seconds. During this time the oil pressure will go to normal operating pressure. Once this happens you can activate the fast-idle system so that the engine can reach operating temperatures. NOTE- during this time you may see the intake/grid heater light illuminate again. The engine may do this until its preferred operating temperature is reached.
  - f. You can now turn on your accessories.

# Winter Reminders!

With winter approaching, we will all be subject to icing conditions. Slip, trips and, falls are the #1 reported work-related injuries. So, **always keep your ice tracks** with you and wear them when snowy, icy, or otherwise dangerous winter conditions exist! **Don't leave them in the vehicle**, because we receive reports of falling while walking from the house, or in the parking lot to or from the vehicle.

Here's a couple **winter driving safety tips** to read up on in anticipation of snowy or icy weather:

1. Be proactive- always have at least half a tank of gas, make sure your wiper fluid is topped up, always check your tire inflation, and make sure they have adequate tread.
2. If you don't have to ride, stay inside!
3. Slow down- accelerating, braking, or turning suddenly on snowy roads will cause your wheels to spin and you to lose traction.
4. Don't use Cruise Control on snowy or icy roads- it can cause you to accelerate on slippery surfaces and cause your vehicle to skid
5. Know your brakes- if your car has ABS, apply firm constant pressure to prevent slipping on ice. If it doesn't, you may have to pump your brakes manually to prevent locking up and slipping.
6. Drive defensively- keep 2-3x the distance between yourself and other cars than you would in dry weather.

## Stay Safe!

## Safety Slogans

The slogans for December, January, and February 2020-2021 are:

### SHOP

"Accident prevention - Your No. 1 Intention"

### OFFICE

"Safety by choice - Not by Chance"

### DRIVERS

"Ice and Snow - Take it Slow"

## Is Retirement in your Future?

Why not take advantage of Rohrer Bus's 401K plan with an employer match! Open enrollment is the first of each month - so very convenient to enroll. Just call the payroll office at (717) 957-3811 for more information and begin planning for your future TODAY!

## LST Exemption Forms

The Local Service Tax (LST) Exemption Forms are available for 2021. This annual exemption needs to be completed, along with supporting documentation, in order to receive the exemption from the \$52 a year tax (\$2.17 per pay) for those jurisdictions that impose one.

The most common exemptions include:

1. Multiple employers: Need a current paystub that shows the deduction from another employer.
2. Income expected to be under \$12,000 for the year from all sources: Need your 2021 W-2 or last paystub from 2021.

The completed LST Exemption form and the supporting documentation needs to be submitted in order to start or renew the exemption for 2021. Call the Payroll office in Duncannon at (717) 957-3811 to inform us that you are interested in the exemption so we can send you the LST Exemption form for your District, and answer any additional questions you may have. The LST Exemption form needs to be returned to the Payroll Department by **January 7th, 2022**.

## Could YOU use an extra \$200?

It's super easy to earn \$200 by referring a friend, family member, or neighbor to work for ROHRER BUS! We're always looking for GREAT PEOPLE, like yourself, to JOIN OUR TEAM! Your friends can start the process online by visiting our website at [www.rohrerbus.com/drive](http://www.rohrerbus.com/drive). Please be sure to remind them to list your name on their application! Once they qualify, the bonus is paid quarterly and will appear on your paystub! How's that for a no-hassle payday?

HR  
CORNER

## New Faces In The Crowd!

We hope you will join us in welcoming the new members of our team! Since our last newsletter, the following individuals began working for Rohrer:

**Jessica Acevedo** – School bus driver, ST  
**Rebecca Anderson** – Van driver, Consortium  
**Nina Adams** – Front Desk Receptionist  
**David Banks** – School bus driver, ST  
**John Banks** – Van driver, AH  
**Phyllis Bennett** – Van driver, UD  
**Susanne Berkheimer** – Van driver, NY  
**Bradford Bixler** – School bus driver, HZ  
**Jamie Bruno-Dick** – School bus driver, MB  
**Dina Chayeb Flores** – Van driver, NS  
**Samantha Cleaver** – Van driver, CV  
**Katrina Dotzel** – Van driver, WE  
**Kiana Florez** – School bus driver, MB  
**Wilson Gardner** – Van driver, EP  
**Jacqueline Georgantis** – Van driver, SU  
**Joyce Gessner** – Van driver, LE  
**Michelle Gilchrist** – School bus driver, NS  
**Julie Goodling** – Van driver, CV  
**Wamda Hamad** – Van driver, CV  
**Nicole Hockenberry** – Van driver, SU  
**Harold Horn** – School bus driver, NP  
**Elizabeth Jenkins** – Van driver, EP  
**Eve Jones** – School bus driver, HZ  
**Peter Kelly** – Sales Delivery driver  
**Isaiah Kimmel** – Diesel Technician, Duncannon

**Orville King** – Van driver, LD  
**Tammy Klock** – Van driver, MB  
**Jody Metzinger** – Van driver, NS  
**Erin Mundorff** – School bus driver, BE  
**Croydon Ostriche Jr** – School Bus Driver, BE  
**James Paul** – Van driver, LE  
**Ciarra (Rex) Peterson** – School bus driver, ST  
**Amy Pogash** – Van driver, NS  
**Elvis Ramirez** – School bus driver, HZ  
**Amy Rhodes** – Van driver, JC  
**Keomany Rodgers** – Van driver, SU  
**Tonya Romberger** – School bus driver, LD  
**Angela Rubanenko** – School bus driver, HA  
**Christina Salisbury** – School bus driver, DV  
**Melissa Santos** – Van driver, EP  
**Valeria Severino Arias** – School bus driver, HZ  
**Lannie Shaffer** – School bus driver, LE  
**Joyce Scheaffer** – Van driver, Consortium  
**Judith Shatto** – Van driver, LD  
**Faith Stailey** – Van driver, CV  
**Scott Stair** – School bus driver, BE  
**Alexis Stash** – Van driver, NS  
**Jeniell Stence** – Van driver, UD  
**Nathan Stephansky** – Co-op Technician, Drums  
**Diane Thomas** – Van driver, ST

**Nichole Thompson** – School bus driver, UD  
**Aja Washington** – School bus driver, NP  
**Kit Watson** – School bus driver, EP  
**William Whitecavage** – Van driver, NS  
**Stacy Whitten** – Van driver, Consortium  
**Vicki Williams** – Van driver, LD  
**Ciera Wiskeman** – Van driver, Consortium  
**Pamela Yeager** – Van driver, NS

Congrats and  
Welcome!

# CLAIM YOUR \$200 FINDER'S FEE!



As you probably know by now, Rohrer Bus sells **new and preowned minivans** that are **wheelchair accessible!** These vans are *essential* for helping people with physical disabilities travel with ease. Unfortunately, many people don't know where to start looking to purchase an accessible vehicle, so that's why we need your help!

If you have a neighbor, family member, or know of anyone else who is in need of a new or preowned accessible van, **direct them to us at Rohrer Bus!** If you refer a customer who ends up purchasing a wheelchair accessible van, **you will receive a \$200 finder's fee!** All you need to do is refer your contact to **Kay Hornberger** at (717) 957-2141 ext. 1352 or [khornberger@rohrerbus.com](mailto:khornberger@rohrerbus.com). They **MUST** tell Kay that you referred them in order for you to receive your finder's fee. Your \$200 finder's fee will be automatically added onto your paycheck. Thank you for your help!



## PART-TIME POSITIONS!

### School Bus and Van Drivers

Despite the challenges presented to us by COVID-19, we are confident that our team of skilled trainers and drivers can train new employees safely and successfully by adhering to the CDC and OSHA guidance.

These positions offer vision insurance, 401K, PTO, and summers, holidays, and weekends off, with the option to pick up extra work if desired.

If you know anyone who might be interested in joining the Rohrer Bus team of drivers, please encourage them to call us at (717) 957-3811 or apply online at [rohrerbus.com/drive](http://rohrerbus.com/drive)! These positions are eligible for a **REFERRAL BONUS!**

## Family & Friends RECRUITMENT BONUS

The holidays are a GREAT time to reconnect with your family and friends, and they're also an opportunity to help your family and friends join our team! We are offering a special HOLIDAY FAMILY & FRIENDS REFERRAL BONUS until January 14th. The referral bonus for **Bus Drivers** and **Diesel or Automotive Technicians** is **\$1500!** The **Van Driver** referral bonus is **\$750!**

You will receive the first payment (\$500 or \$250) once the employee you refer earns \$2000 with Rohrer Bus. The next payment will be on June 1st to celebrate the end of the 2021 – 2022 school year. The final payment will be on December 1, 2022 to celebrate next year's holiday season.

The employee you refer **MUST** state explicitly on their application and in their initial interview that you referred them and must stay employed with Rohrer Bus through December 1, 2022, in order for you to receive the full referral bonus. Not eligible for rehires of people that left our employment within the past year. Call HR at **(717) 957-3811** for more info!

## WE NEED YOUR PICTURES!

We are excited to start putting some focus on our drivers and staff, and we are looking for your help! Over the course of the next year, we plan to focus on the faces that make the wheels turn at Rohrer and here are some of the categories of photos we are looking for right now:

**Family connections** – Do you and other members of your family work for Rohrer? Send us a group photo so that we can share it now.

**Sweethearts** – We have a lot of couples who work for Rohrer and we want to share your photos in February! Parents who bring their kids to work – When Mother's Day and Father's Day come around, we'd like to share some photos of parents who bring their kids to work with them.

**Veterans** – Have you served in the armed forces or reserves? We'd love to have a photo of you from your military days, or something current – your choice! Please let us know what branch you served with and when.

**Friend Groups** – Have you made a great group of friends while working at Rohrer? Send us a group photo of your "peeps" for us to use this spring.

We are also planning to get some group shots from our districts and offices after winter.

Please send photos to [kmcgaffin@rohrerbus.com](mailto:kmcgaffin@rohrerbus.com) and make sure to include names, how long people have worked at Rohrer and what they do for the company. We can't wait to see you (and for those who don't send photos – we may call and ask for them!).

