



BACK TO SCHOOL!

AUGUST 31, 2021

A MESSAGE FROM OUR VP, DAVID SCHRANTZ!



“Pressure Is A Privilege”

Hello Rohrer Family and welcome back to school! Personally, I just love this time of year. Most of the reason I enjoy it so much is because of the cooler, drier weather. But, it is an exciting time of year for many other things, as well. Back to school means the return of our country's most watched sport, football. Late Summer Friday nights and weekend afternoons are spent cheering our favorite teams and players. Although I did not watch it in its entirety, there was a documentary on tv the other evening about last year's Super Bowl Champion Tampa Bay Buccaneers and their head coach, Bruce Arians. Coach Arians grew up in York, Pennsylvania and has been a long time coach in the NFL. He has hired coaches from many diverse backgrounds, including women. One of his female assistant coaches was being interviewed and used a phrase that I had not heard before when describing a specific situation she was in. She said, “Pressure is a Privilege”. Apparently, this is a phrase that tennis legend Billie Jean King used to describe the tense situations athletes face when so much is on the line. The point of it being that it is a well-earned responsibility to be in a moment that yields that type of tension.

That quote resonated with me during a time that I, along with many others in our organization, have been feeling a great deal of pressure in the midst of a very tenuous first few weeks of school. With the staffing shortage that is affecting just about every industry, we have all been dealt with working extremely hard to make sure all of our “kids” are getting to where they need to be. From our drivers and local management teams to our company leadership and school district administrators, we are all pulling together and getting creative in one of our most difficult times. Even though it may remain difficult in the short term, I remain hopeful and optimistic. I repeatedly remind our employees and customers that I am extremely fortunate for the team that we have in place, and I am happy to report that the team is growing. Currently, we have more new drivers in training than we have in the past few years. In addition, our inquiries for employment have picked up rapidly, as people reenter the workforce.

So, the next time you are in a situation that has you feeling a bit of “pressure”, just remember that you are feeling that way because you have earned that responsibility. Take a deep breath, embrace it, and be the best you can be for those who are counting on you in that moment. Here's to a great 2021-2022 school year!

IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- COVID SAFETY TIPS
- HR REMINDERS
- NEW HIRE ANNOUNCEMENTS
- RECENT HAPPENINGS
- AND MORE!

\$1000 BUS BONUS!

EXCITING NEWS! In honor of the Back-to-School season, we are temporarily boosting the referral bonus for **School Bus Drivers to \$1000!**

The bonus will be split into two parts. You receive a \$500 bonus once the employee you refer gets hired and earns \$2000 with Rohrer Bus. You receive the additional \$500 after the employee has worked for us for one year. In order for you to receive a referral bonus, the employee you refer **MUST** state explicitly on their application and in their initial interview that you referred them. You can earn multiple referral bonuses!

This bonus is not available on rehires of people that left our employment within the past year. Also, District Supervisors and HR personnel are exempt from qualifying for this bonus. Please contact HR with any questions!

Let's get some new teammates through the door before October 22nd! That being said, even if you miss the October 22nd deadline, you will still receive a nice referral bonus; the minimum referral bonus for bus drivers has now been raised to \$500 permanently. Happy recruiting!

SAFETY ANNOUNCEMENTS



MASK GUIDANCE

We all probably thought this would be over by now, but CDC is warning about new COVID-19 variants and the risks they pose. This will most likely drive some government mandates and directions from the individual school districts. For now, our safety team advises to simply follow your school district's instructions. It will be up to the individual employee to decide to wear mask if the district does not have a mask requirement in place.

DRIVING SAFETY TIPS

In review of our accident history, our most serious and costly accidents are "failure to yield right-away". These accidents occur from pulling from a traffic signal, stop sign, or pulling onto highway. When crossing or entering a roadway, make sure you have sufficient distance to do so. Always sweep your eyes, making sure there is not a hidden vehicle or motorcycle between you and other vehicles approaching. This is especially important in low light conditions. You will see the headlights of approaching vehicles, but there may be a vehicle without lights on between you and the vehicle you are focusing on.

Another good practice is not following tall vehicles and trucks whenever possible. Their height blocks your visibility as to what is happening ahead. By distancing yourself from tall vehicles, you will increase your reaction time by being able to see traffic movement ahead and avoid rear end collisions.

Less serious, but frequent, are damages caused by backing. Almost every accident report of this nature contain the words "tight", "squeeze", "close" or "I thought." The fix for this is avoid taking the risk, or get a spotter whenever possible.

Safety Slogans

The slogans for this quarter are as follows:

SHOP

"Save your back -
Use a jack!"

OFFICE

"Safety is the key -
it's up to you and me!"

DRIVERS

"When the red lights are flashin',
don't be passin'!"

Workplace Injuries

If you have a work related injury, please forward an incident report to safety with detail of occurrence. In future instances, please report incidents as soon as they happen even if they don't seem severe.

Route Safety

You as drivers know your route or area better than anyone. Drivers have come to Safety with a location that has a potential for damage to our vehicles, and most have a suggestion to remedy. Sometimes it as simple as a can of paint. We encourage all drivers to voice your concerns to your supervisor or let Safety know to see if there is a fix.

COVID-19 Safety Tips

Although many of us have received our COVID-19 vaccines, it is still important to adhere to the following safety measures until we as a society beat coronavirus:

1. Wash your hands!

This is the most important measure to take to prevent the spread of coronavirus. Wash your hands every chance you get, and carry around lotion to put on to prevent chapping and cracking. If you're on the move, make sure you carry around hand sanitizer and apply often.

2. Distance yourself!

Stay inside your house and distanced from others as much as you can. If you need to go out for necessities, such as groceries, try to keep 6 feet of space between yourself and others. Avoid gatherings of more than 10 people at a time, and do not be afraid to cancel plans if your gut tells you it's best to stay home.

3. Use your protective equipment!

Use your Personal Protective equipment whenever you may be exposed to the virus! Whether it be out at a store or a gas station, or on the job, take advantage of face masks, face shields, disposable gloves, etc, to limit your exposure.

4. Disinfect your surfaces!

During this time, disinfectant wipes are your friend! Clean your frequently touched surfaces daily. This includes phones, steering wheels, keyboards and mice, desks, table, doorknobs, and light switches.

5. Know the symptoms!

COVID-19 has a couple symptoms, most commonly including fever, shortness of breath, loss of taste, cough, and sometimes a sore throat. Since it shares many symptoms with the flu or a cold, it might be difficult for you to determine if you're infected with coronavirus. If you get sick, CALL A DOCTOR! COVID-19 can develop into more serious conditions, like pneumonia or various heart problems, so when in doubt, get it checked out!

If you have any other tips for staying healthy, make sure you share with your friends and family, or run them by our Safety Department! Stay tuned into the local news, continue to practice the recommended safety measures, and stay healthy!

BE WISE and PROTECT YOUR EYES with part-time vision benefits!

For all who enrolled or renewed your vision benefits for 2021-2022, here are a few hints:




- Your vision carrier is Vision Benefits of America or VBA
- Your vision plan runs from September 1, 2021 to August 31, 2022
- Your first payroll deduction will be with the September 30, 2021 pay and the last deduction will be with the June 15, 2022 pay
- For more information, visit: www.vbaplans.com or call 1-800-432-4966

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!

Tired of waiting for the mailperson to deliver your paycheck?

Consider a PAYENTRY CARD  NOW AVAILABLE for your payroll! It's easy and quick to set up, and doesn't require you to have a bank account! On payday, your money will be direct deposited onto your Payentry Debit Card. Your money will be promptly available, you can rest easy, and save time; no more waiting or running! Benefit from secure payments, easy to use online account, and excellent customer service. A Rohrer Bus Direct Deposit Form AND Payentry Card Enrollment Form would BOTH need to be completed to activate this option. Contact Payroll at (717) 957-3811 to learn more!

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:

Lanna Amparo Polanco – School bus driver, Hazleton
Amanda Arciniega – School bus driver, Bermudian Springs
Elhoucine Azlmat – Van driver, Cumberland Valley
Holly Bailor – Assistant HR Coordinator, Duncannon office
Stephanie Bilger – School bus driver, Cumberland Valley
Fred Brown – Wash Bay, Duncannon Shop
Christel Buck – Van driver, Lower Dauphin
Sonia Ceballos – School bus driver, Hazleton
Oscar Coello Diaz – School bus driver, North Pocono
Shaylyn Correale – Van driver, Weatherly
Charli Dolan – Wash Bay, Duncannon Shop
Denise Farley – School bus driver, Susquehanna Township
Melissa Fisher – School bus driver, Susquehanna Township;
Shipping & Receiving clerk, Duncannon Shop
Brianna Grumbine – School bus driver, South Middleton
Wamda Hamad – Van driver, Cumberland Valley
Lutece Hayden Mitchell – Van driver, Susquehanna Township
Logan Huepenbecker – School bus driver, Mifflinburg
Sky Kauffman – School bus driver, Selinsgrove
Philip Koles – Van driver, North Schuylkill
Inga Kozlin – Van driver, Upper Dauphin
Austin Krone – Service Technician (moved to FT from co-op), Duncannon Shop

Dyanna Lazarski – School bus driver, Upper Dauphin
Katelynn Markle – Van driver, Hazleton
Nancy Martin – Van driver, Hazleton
Abigail McKee – School bus driver, Lewisburg
Mary McNaughton – Parts delivery, Duncannon office
Heather Miles – School bus driver, Lower Dauphin
Carlotta Miller – School bus driver, Susquehanna Township
Victor Miller – School bus driver, Lower Dauphin
Carol Mouzon – Van driver, Susquehanna Township
Marisol Muniz – Van driver, Susquehanna Township
Addie Newcomer – School bus driver, Cumberland Valley
Yerina Nunez – School bus driver, Susquehanna Township
Whitney Perna – School bus driver, Hazleton
Victoria Pizzuto – School bus driver, North Pocono
Crystal Radzai – Van driver, North Schuylkill
Carroll Reisinger – School bus driver, East Pennsboro
Roger Roth – School bus driver, Cumberland Valley
Stephen Roth – School bus driver, Susquehanna Township
Shelley Roush – School bus driver, Selinsgrove
Jason Ruddy – School bus driver, Halifax
Mekenzie Scott – School bus driver, Lower Dauphin
Karl Sics – School bus driver, North Schuylkill
Doug Slotterback – School bus driver, North Schuylkill
Scott Stair – Van driver, Bermudian Springs
Debi Stone – Van driver, Consortium
Chase Welter – Senior Co-op, Duncannon Shop
Jennifer Wiley – School bus driver, South Middleton
Craig Yarger – School bus driver, Lewisburg

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. 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!



FULL-TIME POSITIONS!

Full-time Bus Driver- Duncannon

Full-Time Drivers are responsible driving company vehicles to transport students, clients, and customers to various destinations. This position is also responsible to occasionally complete office work.

Diesel Mechanic- Duncannon

The Service Tech repairs vehicles and equipment in a safe, timely and cost-effective manner.

Wash Bay Technician- Duncannon

The Wash Bay Tech is responsible for cleaning and detailing both vehicles and building and grounds.

Wash Bay Technician/School Bus Driver- Duncannon

The Wash Bay Tech/Bus Driver is responsible for cleaning and detailing both vehicles and building and grounds during the middays, and driving kids safely to and from school in the mornings and afternoons.

All of these positions offer **health, vision, dental, life, and disability insurance, 401K, PTO, and holidays off.**

If you know anyone who might be interested in any of these careers, please encourage them to call us at (717) 957-3811 or apply online at rohrerbus.com/careers! **All of these positions are eligible for a \$200 REFERRAL BONUS!**

Unemployment Compensation Tips!

- *H E Rohrer Inc is the official company name.
- *Verify your identity with ID.me.
- *Register @ CareerLink. No work search required with Recall Letter.
- *No work earnings for the week being claimed, choose "Laid off/Lack of Work". Do Not choose "Seasonal Employee".
- *Verify your banking information before filing each week.
- *Check your message center for possible issues.
- *Be aware of fraud.

PARTIALS

- *Claim Partial only via Online.
- *Partial wage earnings will NOT be accepted via filing by phone: PAT.
- *Partial wages need to match employer's report of your earnings or your account could be flagged.
- *Do not round or estimate when reporting wages. If in doubt, contact your supervisor or the Payroll Department.
- *When claiming partial wages, choose "Still working Hours Reduced"
- *Meetings are considered work earnings.

Helpful UC phone #'s:

- (877) 869-1956 - PA Treasury
- (888) 233-5916 - U.S. Bank Reliacard
- (888) 313-7284 - General Questions/Acquire Ticket #
- (888) 313-7284 - Text Messages from UC (will only come from this #)
- (800) 692-7469 - PA Fraud Hotline

GO SOCIAL
WITH ROHRER BUS



Don't forget that Rohrer Bus is on Facebook and Instagram! You should follow us on both so you can stay connected with your teammates, share your photos and stories with us and the Rohrer Bus community, keep up with news in the school bus industry, learn about safety tips and laws, participate in polls and contests, and much more! Also, we will be holding a **contest on FACEBOOK** in the next few weeks, where you will have to engage with our posts to participate; follow us now to be ready for when the contest begins!