



## HAPPY SPRING!

MARCH 31, 2022

A MESSAGE FROM OUR VP, DAVID SCHRANTZ!



Hello Rohrer Bus Team! I'd like to wish you all a **HAPPY SPRING**, which is technically true, but we have really only had short-lived glimpses of it so far this year. Perhaps I should be used to it by now because every year it just seems like Winter drags on longer than anyone would like here in Pennsylvania.

However, as the trees begin to flower and the weather starts to warm, the Spring season just has a way of bringing those feelings of positive change. Although this change in the weather never happens quite as quickly as any of us would like, the other changes around us seem to happen more and more quickly. Just as I embrace the changing of the seasons, I continually challenge myself to embrace the other changes in my life with optimism and an opportunistic approach. In the midst of what has been yet another hectic year with lots of change, the young people in my life have actually been the most helpful in finding this mindset.

One of the changes in my life this year happened when my son's tee ball league was short on coaches and they reached out to me to help. Although I wanted to be there for the kids, I was reluctant given my limited availability due to our demanding transportation business. After being reassured by the league President, I accepted and became the coach of the Padres. Now, I have played sports all my life but have never coached anything. I found myself in a nervous situation leading up to the first day of practice trying to prepare for an hour with 4-6 year old kids. In addition to bringing some good Assistant Coaches on board and putting together a brief practice plan, I instilled a strategy of four (4) core objectives: 1. Listen to your coach 2. Try hard 3. Be a good sport 4. Have fun!

What ensued was a first practice that was full of the unexpected. Kids were rolling around in the dirt, wearing their gloves on their heads, and taking some throws off their faces (don't worry, everybody was ok). Needless to say, the practice plan quickly flew out the window. But, by the end of the day, the kids were following directions and all I could see were smiles all around. Even though the day didn't go as planned, our core objectives were achieved and it was the highlight of my month.

Since then, each practice and game has been the same and our team is progressing. It has been a great story to tell, but it has also been a great lesson in dealing with the professional challenges I face on a daily basis. It served as a great reminder that those four simple rules can actually be adapted to fit just about any aspect of our lives. I share them with you in hopes that, no matter what you are dealing with personally right now, you can apply those rules to your situations in hopes that you and those around you can feel the same way at the end of your day that I do after my time with those little Padres.

So, with those rules in mind, I am so glad and grateful to have you as part of our Rohrer Bus Team. Have a wonderful Spring... Just watch out for those unexpected throws and bad bounces!

### IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- CORONAVIRUS SAFETY INFO
- HR REMINDERS
- RECENT HAPPENINGS
- AND MORE!

### New Hiring Incentive!

Our partnership with you is extremely important to us, and we're working to get more help and support out to you. As part of that, we are trying to encourage more trainees to become bus drivers by **changing our process to include a \$2000 hiring incentive**. We will **no longer** be paying bus drivers hourly to go through training, but we will still provide all the training free of cost. The hiring incentive will be paid out at strategic points throughout the training process and first year of service. As you look to take advantage of the new **\$500 referral bonus**, make sure to tell your friends and neighbors to ask about the new hiring incentive!

# SAFETY ANNOUNCEMENTS

## INCIDENTS

We would like to remind everyone of the importance of submitting an incident report for all injuries, misconduct, and sexual harassment of any nature. By reporting, you are covering any liabilities that may arise. As a driver, you have a heightened responsibility for the safety of your passengers. Turn in incident reports to your supervisor in a timely manner. Safety will review and offer any advice if follow-up is necessary.

Equally important is writing up students for misbehavior. If discipline is ignored and several verbal warnings are given for past behavior, your first write-up will be just that, the first report. The school will likely give a hand slap. The other students see that little was done, fortifying their behavior as no big deal. Following through with discipline is essential to maintaining order on the bus.

## Safety Slogans

The slogans for March, April, May, and June 2022 are:

### SHOP

"Everything in its place... keeps you safe"

### OFFICE

"Get smart!  
Use safety from the start."

### DRIVERS

"Focused Drivers are Safe Drivers!"

## Safety Slogan Winners

Last Quarter's Safety Slogan Winners were:

### Office:

Jennifer Radel

### Shop:

Dale Rudy

### Drivers:

Amy Kepner (SU)

Polly Troutman (SU)

Corinne Bostwick (CV)

Kimberly Russel (SM)

Lannie Shaffer (LE)

Jamie Kyler (UD)

## SAFETY MEETINGS

We will be focusing on incident reporting offering answers for any questions. We will be covering safety at intersections, as commercial vehicles get into accidents at them at a higher rate than other vehicles. Steve Hoffmaster will provide the latest Covid news and post-accident testing requirements.

## Spring Driving Safety Tips

**Watch out for animals!** As the weather gets warmer, more and more animals come out of hibernation! Most animals will be out of hibernation by the end April, so stay vigilant for animals on the move.

**Watch for pedestrians!** As the weather gets nicer, more people like to get outside and move! Watch for people walking, running, or biking, on or near the road.

**Be mindful of rainy days!** There are many articles and infographics on the Internet dedicated to rainy weather driving tips, so be sure to read up on these for the season.

**Avoid potholes!** Don't tailgate other vehicles, so you have more of a chance to spot and react to potholes up ahead!

**Watch out for highway maintenance!** Always keep an eye out for orange signs and vests; stay vigilant and protect road workers' lives!

## COVID-19 Safety Tips

Although vaccines for COVID-19 are on the rise, 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!

## 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!

HR  
CORNER

## Earn your Referral Bonus We want your friends and family to work with us!

It's super easy to **earn \$500** 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?!

## Tired of waiting for the mailperson to deliver your paycheck?

introducing **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!

## 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:

**Kyle Armolt** – Operations driver

**Shannon Barkley** – School bus driver, Lower Dauphin

**Karissa Bower** – School bus driver, Selinsgrove

**Leticia Cardonick** – School bus driver, Abington Heights

**Stephanie Conley** – School bus driver, East Pennsboro

**David Corrado** – Van driver, Hazleton

**Katrina Dotzel** – Van driver, Weatherly

**William Fisher** – School bus driver, Lower Dauphin

**Jeffrey Fitting** – CSR – Parts, Duncannon

**Michele Fogleman** – Van driver, Lower Dauphin

**Sara Fox** – Front Desk Receptionist, Duncannon

**Paul Gaughan** – Sales Delivery

**Anna Gill** – School bus driver, Cumberland Valley

**Phillipp Gray** – Van driver, Lower Dauphin

**Shakur Hakeem El** – Operations driver

**Sarah Kain** – Van driver, Lower Dauphin

**Alisha Kenny** – School bus driver, Bermudian Springs

**Orville King** – Van driver, Lower Dauphin

**Christopher Kline** – Warranty Administrator, Duncannon

**Breanna Knight** – School bus driver, Abington Heights

**Tonia Kriner** – School bus driver, Bermudian Springs

**Jamie Kyler** – Van driver, Upper Dauphin

**Timothy Lohr** – Body Shop Technician, Duncannon

**Alan Mace** – School bus driver, Cumberland Valley

**Amber Mays** – Van driver, Juniata County

**Jim McVety** – School bus driver, Abington Heights

**Jeffrey Miller** – Van driver, Lewisburg

**Frank Molinaro** – Van driver, Weatherly

**Daniel Montanez Jr** – School bus driver, Northern York

**Brent Morris** – School bus driver, Lewisburg

**Katherine Morris** – Van driver, Lewisburg

**Michele Moyer** – School bus driver, Weatherly

**Sandra Neumester** – Van driver, North Schuylkill

**Anthony Piano** – School bus driver, Delaware Valley

**Tia Richards** – Van driver, Consortium

**Aaron Ross** – School bus driver, North Schuylkill

**Samuel Saylor** – Van driver, Susquenita

**Robert Seeds** – Sales Delivery, Duncannon

**Jeena Sidleck** – Van driver, North Schuylkill

**Robert Soden** – Trips driver, Hazleton

**Jennifer Soukup** – Van driver, Cumberland Valley

**Lewis Stritzinger** – School bus driver, Cumberland Valley

**Alexander Teeple** – IT Administrator, Duncannon

**Tina Varner** – School bus driver, Susquenita

**Juana Vidal** – School bus driver, Hazleton

**Daniel Weaver** – School bus driver, Lewisburg

**Tabatha Weimer** – Van driver, Susquenita

**Sherry Welsh** – School bus driver, Hazleton

**Dennie Wickard** – School bus driver, South Middleton

**Leah Williams** – Operations driver

## 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!

# You're Invited

-to the -  
**2022 Rohrer Bus  
Company Picnic**

### Details:

June 11th • 10:30 AM • Pavilion "M"

391 Knoebels Blvd, Elysburg, PA 17824

Join us for a day of delicious food, fun games, amazing prize raffles, and fellowship at Knoebels Amusement resort! Registration forms coming soon!

## CBD PRODUCTS: DID YOU KNOW?

It is important for you to know the following as a safety-sensitive employee:

1. The Department of Transportation requires testing for marijuana and not CBD.
2. The labeling of many CBD products may be misleading because the products could contain higher levels of THC than what the product label states. The Food and Drug Administration (FDA) does not currently certify the levels of THC in CBD products, so there is no Federal oversight to ensure that the labels are accurate. The FDA has cautioned the public that: "Consumers should beware purchasing and using any [CBD] products." The FDA has stated: "It is currently illegal to market CBD by adding it to a food or labeling it as a dietary supplement." Also, the FDA has issued several warning letters to companies because their products contained more CBD than indicated on the product label.
3. The Department of Transportation's Drug and Alcohol Testing Regulation, Part 40, does not authorize the use of Schedule I drugs, including marijuana, for any reason. Furthermore, CBD use is not a legitimate medical explanation for a laboratory-confirmed marijuana positive result. Therefore, Medical Review Officers will verify a drug test confirmed at the appropriate cutoffs as positive, even if an employee claims they only used a CBD product.

You can read the entire article on the U.S. Department of Transportation's website at <https://www.transportation.gov/odapc/cbd-notice>

Now  
HIRING

## PART-TIME POSITIONS!

### School Bus and Van Drivers

School Bus and Van Drivers are responsible for quite literally driving the future forward! We are always looking for safe and dependable people to transport our most precious cargo.

These positions offer vision insurance, and summers, holidays, and weekends off, with the option to pick up extra work if desired. Bus drivers can bring their children on the bus with them in most districts, and now earn a \$2000 Hiring Incentive for going through training.

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!**