

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

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SENATE PANEL HEARS PREVAILING WAGE TESTIMONY IN CHAMBERSBURG

The Senate Labor and Industry Committee heard testimony recently in Chambersburg regarding increased costs for local taxpayer-funded projects due to prevailing wage laws, according to Senator Richard Alloway II (R-33).

Several local officials from Franklin and Adams Counties cited inflated costs for public projects such as school construction, road resurfacing and water and sewer projects due to prevailing wage restrictions.

“A number of local officials have contacted me to voice their frustrations with current prevailing wage laws that drive up costs to taxpayers,” Alloway said. “I am very thankful that these concerns have prompted several hearings throughout the Commonwealth to explore ways to reform prevailing wage laws and save taxpayer dollars.”

The hearing included testimony from Franklin County Council of Governments Chair Bob Ziobrowski, Adams County Council of Governments President Barbara Underwood, Southampton Township Supervisor Sam Cressler, Washington Township Manager Mike Christopher, Hamiltonban Township Supervisor Robert Gordon, and several business owners and labor representatives.

“For me this is not a Democrat or Republican issue, this is a taxpayer issue,” Alloway said. “Taxpayers are bearing the cost of this unfunded mandate. We have the power to change it, and we need to do so now.”

Video of the hearing is available online at
www.senatoralloway.com.

WELCOME NEW MEMBERS

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Sara Scarfo
51005 Technology Ave.
Chambersburg, PA 17201
717-709-0044
s.scarfo@bentleywp.com
<http://www.bentleywp.com>
Manufacturing, Shipping

CINTEOT, INC.

Christina Hunt & Jennifer Gutierrez
11971 Two Top Rd.
Mercersburg, PA 17236
717-328-0041
christina.hunt@cinteot.com
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Geoff Miller
1114 Old Forge Rd.
Waynesboro, PA 17268
717-726-2556
gnm122@comcast.net
Construction, Real Estate

SMITH PAINTING

Richard J. Smith
124 Overhill Dr.
Mercersburg, PA 17236
717-377-7055
rsmith17236@comcast.net
Painting

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The Chamber News is a monthly newsletter of the Tuscarora Area Chamber of Commerce. Submit your information by the 19th of each month for inclusion. The Chamber reserves the right to edit content of submissions for space limitations. Ideas, opinions and statements expressed in articles by contributors are not necessarily those of the Chamber.

BUYERS BEWARE! BUYING ELECTRICITY IN PA

As of January 1, 2011 all Pennsylvania electricity supply rates changed with the end of "capped/frozen" rates. The entire PA electricity market has become very competitive. The good news is that customers have the ability to choose from an array of electricity supply solutions offered by many suppliers. All customers can reap the benefits of the competitive market by making the suppliers compete aggressively for their business. Many opportunities now exist to obtain low electricity prices that will reduce, control, and manage costs.

It is critical for you and your staff to invest the time necessary to fully understand the opportunities, to be comfortable with the buying process and timeline involved, and ultimately, to be confident that a prudent buying decision is made. Keep in mind it is now a "buyer beware market" in PA. There are a multitude of new entrants in the electricity industry that might say or do anything to get your attention. There is much misinformation in the market and many salespersons/entities that are not properly licensed. Many have no prior electricity industry experience.

As you and your staff conduct due diligence of prospective consultants and suppliers; there are several questions to ask, that include:

- How long have you been in the electricity consulting business?
- How many customers do you currently serve in Pennsylvania?
- What is your customer service process?
- Are you independent or do you work for just one supplier?
- From how many suppliers can you obtain prices?
- Do you provide aggregation programs or customized prices?

The electricity supply contract you choose is a legal document that creates a binding commitment between the supplier and the customer. The price and contract terms and conditions are unique to each supplier. When reviewing the entire contract, it is your responsibility to compare prices and utility tariffs properly. You need to be confident that you are making a "green apples to green apples" comparison. Many terms and conditions can make what seems to be a good price less appealing. Be sure you understand all the components of electricity supply that are included in the price and that the terms and conditions of the contract fit your requirements.

For independent consulting advice and advocacy in the Pennsylvania electricity market, contact APPI Energy at 800-520-6685 or visit us on the web at www.appienergy.com.

The Tuscarora Area Chamber of Commerce Thanks the 2011 Townfest Sponsors

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www.mercersburgtownfest.com

MANAGER'S CORNER: *LEADERSHIP HYPOCRACY*

Leadership hypocrisy, that's a rather startling phrase isn't it? Truth be told, you're probably waiting to see what I have to say about some slimy individuals who have cheated their customers, scammed their vendors, and profited grotesquely while their employees have barely earned a sustainable wage. Nope. Leadership hypocrisy can be much more subtle. It's not seeing the unintentional things you do that cause your employees to lose respect for you and to disengage from you and the organization. Let me share just two examples.

1 - Your personal life isn't personal. Before a recent presentation, "Ruth" shared that her boss, the CEO, really should be the one to attend as he doesn't have a clue how to lead. He's a jerk. Morale is terrible, etc. During my presentation I discussed the importance of leaders modeling the organization's values. As I did so, I noticed a change in Ruth's demeanor. She became quiet and thoughtful. The next day she called me, "Your talk made me take a hard look at myself. You see I'm in a relationship with another senior manager here and....he's married. We keep it quiet, but I think it may bother a few members of my team." Yes Ruth, I think it might. It probably bothers the CEO too, but he isn't addressing the "issue" and therefore the "issue" continues to be a point of frustration for employees -- even though it's a personal matter. As a leader, be clear on this fact: Your personal life is NOT personal. If you plan to hold your team members accountable to your organization's values, ensure there's little in your leadership and personal behaviors they can judge you negatively on - because they will.

2 - Don't over use your position power. As leaders, every now and then we need to say, "No, I want it done this way" to move things along for the good of our companies. We can do this because, we're the boss. However, when we over-do it and use our "position power" too often, we end up demoralizing our team members and cause them to shut-down on us. Without meaning to, we cause the teams we've been working to develop to stop developing. During a coaching call a few weeks ago, Robin shared a frustration: Even though he's the designated successor to the General Manager, his ideas for organizational enhancements are routinely shot down with comments such as, "That's not a bad idea, but you're not the General Manager yet and you're not an owner so just table it for now." Ouch! That's not even a tad bit subtle! If employees need to be part of the ownership team before their ideas will count, that's your right. Then let them know that. However, if you keep asking for ideas and input, but then shoot down their ideas because the employees don't have the "authority" to share ideas - stop asking for their input!

Leadership hypocrisy isn't hard to identify. Leadership hypocrisy is behaving in ways that don't pass the good old newspaper test: "Would I be embarrassed if what I just said or did appeared on the front page of the newspaper or was blasted all over the internet?" As leaders, we've all done things that could be defined as hypocritical. However, if we're effective leaders, we learn from our mistakes. We realize our most impactful teaching moments occur when we simply model the behaviors we expect of others. We do no less than we ask of others. We're not hypocritical; we're leaders.

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This year's golf tournament winner is P&H Flooring of McConnellsburg! P&H Flooring Owner Dan Place will have possession of the TACC Trophy until October 2012!

From left - Robert Hockenberry, Chamber Executive Director Mary-Anne Gordon, Dan Place, Mike Rook, missing from photo Dwayne Harbaugh.

THANK YOU 2011 GOLF SPONSORS

EVENT SPONSOR - CFP&M AND PENN NATIONAL INSURANCE

DINNER - Atlas Copco Secoroc

CART - Flannery's Tavern, F&M Trust, First National Bank of Mercersburg,
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LUNCH - Romeo's Café

BEVERAGE - Auto Sales Unlimited

HOLE IN ONE - D.L. Martin Co.

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HOLE - C&T Industrial Supply, Tower Bank, Whitetail Resort, Bentley World Packaging, Fast Signs, PSI Inc, Friends of Rich Alloway, SBDC at Ship U, P&H Flooring, Valley Quarries, Mercersburg Academy, Jason E. Shindle Engineering, WoodCrest Homes, KDB Accounting Associates, Stoner's Dairy Farm

TEE - APX Enclosures, Keystone Orthopedic, Carl D. Pederson DDS, Leidy's Custom Woodworking, Congressman Bill Shuster, Chris Ardinger, DB Schenker, Inc.

THANK YOU GOLF VOLUNTEERS

Judy Boyd, Melanie Gordon, Amy Hissong, Julie Barthalow, Terri Hollenshead, Tammy Oberholzer, Dawn Scheller, John Rotz, Tawnya Hall, Amy Murray, Gloria Pine, Patsy Cordell, Theresa Gourley, and the Whitetail Golf and Mountain Resort staff who made the day perfect!



2012 MEMBERSHIP UPDATE AND QUESTIONNAIRE

Please fill this out and return to - TACC PO Box 161 Mercersburg, PA 17236

CONTACT INFO UPDATE-

Company Name : _____

Contact Person : _____

Address : _____

Phone : _____ Fax : _____

Web : _____

Email : _____

What year did you or your business join the chamber? _____

Please list email address of all employees who should get a monthly newsletter emailed from TACC.

Do you have a webpage? _____ Do you need help designing a web page? _____

Would you like information about Health Insurance or Business Insurance options via our chamber partnerships and promotions? _____

Is your electricity bill going up? The chamber has a cure for that! Would you like to learn more?

Does your business have a Facebook page? _____ Have you linked that Facebook page to the Chamber's Facebook page? _____ Let us promote your business for **free** on FB!

Do you have commercials, infomercials, event footage? _____ If so, we can put them on the Chamber's You Tube page for **free**!

Would you like to speak to TACC about the chamber and how it can better promote your business?

Would your business be interested in providing a TACC member benefit? _____

Is there something this Chamber can do, that it currently does not, to help your business be successful? _____

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Class Dates:

Thursday, November 17, 2011 ~ 9:00 A.M. to 1:00 P.M.

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