



# The Pennsylvania Retailer

Volume 35, Number 4, August 2002

## FISHER VS. RENDELL:

### WHO WILL BE BEST FOR PA RETAILERS?

This November, Pennsylvania voters will go to the polls to elect a new governor. The leading candidates are Mike Fisher (R) and Ed Rendell (D).

Putting aside partisan politics, many have asked which candidate supports the retail industry in Pennsylvania? First, some background information.

Mike Fisher is a former Assistant District Attorney from Allegheny County, who was elected to the state House of Representatives in 1974. In 1980, he was elected to the state Senate, where he held the leadership position of Majority Whip. In 1996, he was elected Attorney General of the Commonwealth of Pennsylvania, and re-elected in 2000.

As a member of the state House, state Senate and as Attorney General, Mike Fisher has been very supportive of the retail industry. He has consistently supported the PRA's position on issues such as minimum wage, mandated employee benefits, interest rates on retail credit cards, telemarketing regulations, item pricing, shoplifting legislation and debt collection to mention a few. Under his direction as Attorney General, the Bureau of Consumer Protection has treated retailers very fairly when addressing consumer complaints.

From 1992 through 1999, Ed Rendell served as Mayor of the city of Philadelphia. Prior to that, Mr. Rendell

was elected District Attorney of the city of Philadelphia for two terms from 1978 through 1985.

Among his many accomplishments as Mayor, Mr. Rendell eliminated a \$250 million deficit; balanced the city's budget, and generated budget surpluses; reduced business and income taxes; implemented new revenue-generating initiatives and improved services to the City's neighborhoods. Mr. Rendell served as the General Chair of the Democratic National Committee (DNC) during the 2000 Presidential Election. As such, he was chief spokesperson and fundraiser for the Democratic Party nationwide.

Mr. Rendell is a partner at Ballard Spahr Andrews & Ingersoll, LLP. He also teaches two government and politics courses at the University of Pennsylvania and remains active in the community through membership on a variety of boards. Mr. Rendell has recognized the importance of the retailing industry to the overall economy, but has no real track record of support. However, he does not support raising Pennsylvania's minimum wage above the federal level.

Again, Mike Fisher does have a strong record of supporting the retail industry. The PRA has a strong working relationship with him. He has proposed cutting business taxes and continuing PA's "Tax

## Retailer Express Lane

6 items or less for fast check-out!

As the PRA says **goodbye to our first president**, we take a look back at our history. See page 10.

Are you meeting your **hiring needs**? Find out here what you can do to be sure you **get the "right" people**. Page 6.

Find out what the PRA is doing to save you money on **Unemployment Claims**. Page 9.

Save money while improving your **Human Resources Department**. See page 14.

Free P.C." weeks as Governor.

Mike Fisher was recently endorsed for governor by Pennsylvanians for Effective Government (PEG). PEG is an organization that supports candidates for the General Assembly that are pro-business. This is the first time PEG has endorsed a candidate for governor.

Mr. Rendell is supported by the AFL-CIO, teachers' union (PSEA) and other unions and pro-labor groups.

The PRA has not yet endorsed either candidate. However, we would like to hear from our members. Please contact the PRA offices at 1-800-727-3824 with your preference as to who you think should be our next Governor. ■

# Chairman's Corner



Dean Sheaffer  
Chairman of the Board

We need your help.

The PRA's daily operations are funded primarily through our membership fees. These fees pay salary and benefits for the PRA staff, mortgage payments for our office in Harrisburg, telecommunications and direct mail expenses amongst a host of others. We are fortunate to run approximately a "break even" budget from year to year. I would like to thank all of our members for their continued involvement and support.

However, in addition to the PRA's daily operations, the Association plays another critical role in ensuring the success of retailing in Pennsylvania – the administration of the Pennsylvania Retailers Political Action Committee (PaRPAC). From this fund, our organization is able to financially support the campaigns of legislators who vote favorably for our industry. The importance of this fund cannot be overstated.

Without PaRPAC, our organi-

zation would be unable to support the candidates who support our industry; our issues would not be heard in Harrisburg; and, frankly, our industry would be faced with regulation and a political climate that many would find intolerable. Add to this the fact that other industries (many with interests opposed to ours) have formed PACs with much higher levels of funding, and it is easy to see why every member should actively contribute to the PAC.

Sadly, in the last five years, PaRPAC contributions have come almost exclusively from board members and the senior management of just a few of our largest members. PaRPAC cannot continue to "compete" with other PACs at our current level of funding.

I am therefore requesting that every member make a contribution to PaRPAC. The contribution should be based on the size of your business and your position within the company. Contributions must be made by personal check or credit card.

In addition to an annual contribution to PaRPAC, you can also help support the organization (and have some fun to boot) by joining us for events such as the recent Golf Outing and the upcoming Silent Auction and Legislative Reception.



The easiest way to contribute to PaRPAC is to call Karen Gochenaur at 1-800-PARETAIL (1-800-727-3824) and give her your credit card number and the amount you would like to contribute. Alternatively, you can complete the form on the next page and mail it along with your check to the PRA.

Thank you in advance for your contribution and your on-going commitment to the success of retailing in Pennsylvania.



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(717) 233-7976 • 1-800-PA RETAIL • [www.paretailers.org](http://www.paretailers.org)

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# Make A Pact With Your Association...

Contribute to your Association's PAC and open the door to your business's future. You can make a difference! Allow your voice to be heard! The PRA is offering you the chance to become involved in the future of retailing in Pennsylvania. Get involved and help the PRA to support legislators who continually fight for our industry!

## Thank You For Your Support!!!

Personal Checks Only - No corporate Checks Accepted

Make Checks Payable to: **PaRPAC**

Name \_\_\_\_\_

Occupation \_\_\_\_\_

Store/Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Telephone ( ) \_\_\_\_\_ Email \_\_\_\_\_

Total Pledge Amount \$ \_\_\_\_\_

Please Choose Your Method of Payment:

\_\_\_\_\_ Check Enclosed

\_\_\_\_\_ Charge My Credit Card: \_\_\_\_\_ Visa or \_\_\_\_\_ Mastercard

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

This Form May Be Mailed to:

Pennsylvania Retailers' Political Action Committee (PaRPAC)

224 Pine Street

Harrisburg, PA 17101

Or Faxed to: 717-236-1234

Or You May Call the PRA with Your Credit Card Number at:

717-233-7976 or 800-PA RETAIL (800-727-3824)



Legislative  
**Profile** 19 Byberry Avenue  
Hatboro, PA 19040  
215-674-3755  
Fax 215-674-3021



**Roy W. Cornell**

Representative Roy Cornell has long been a great friend and supporter of the PRA. This year Rep. Cornell, at the request of the PRA, sponsored House Bill 2363. This new law, which went into effect July 1st, provides for the collection of sales tax on taxable merchandise delivered into the Commonwealth. House Bill 2363 was included as part of the tax package in the state's 2002-2003 budget.

This language also gives the Department of Revenue the ability to take action in cases of sales tax evasion. Needless to say, this is a great victory for retailers who compete with out of state vendors shipping big-ticket items into the Commonwealth.

Rep. Cornell, first elected to office in 1978, represents portions of Montgomery and Philadelphia

Counties and has been re-elected by fellow Republican members as Majority Policy Chairman three times since 1996.

As Majority Policy Chairman, Rep. Cornell is responsible for setting legislative priorities for the Republican Caucus, developing the caucus' positions on major legislative issues, and working with the Senate, Governor's Office and various other departments within the Commonwealth to coordinate legislative proposals. Rep. Cornell also oversees the Member Services Department, which is responsible for establishing productive and effective district office procedures and policies.

During the 1993-94 Legislative Session, Rep. Cornell served as Republican Caucus Secretary. In this position he was responsible for officially recording all Republican legislative activities and keeping the Republican Caucus members informed of the goals of their legislative agenda. In the 1995-96 Legislative Session Rep. Cornell served as Majority Chairman of the House Health and Human Services Committee. He played a key role in developing the Republican and General Assembly's agenda for important issues such as welfare reform, Medicaid, drug/substance abuse, mental health and violent crimes, among others.

To date, Rep. Cornell's accomplishments as Policy Chairman include

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## June Retail Sales Jump

THE FOLLOWING IS EXCERPTED FROM AN ARTICLE THAT APPEARED ON MSNBC.COM JULY 12, 2002

U.S. shoppers took advantage of warm weather and tempting incentives, and boosted retail sales in June by a higher-than-expected 1.1 percent. However, consumer sentiment took a thumping in early July as the battered U.S. stock markets visited levels not seen in several years.

The bigger than expected increase in retail sales came after consumers took a breather in May and sent retail sales down by 1.1 percent, the Commerce Department reported July 12. Many analysts were forecasting a 0.7 percent rise for June. Consumers — whose spending accounts for two-thirds of all economic activity in the United States — splurged last month, snapping up cars, clothes, electronics and appliances. They ate out more, too. The 1.1 percent rise was the largest since April.

Meanwhile, the University of Michigan's preliminary consumer sentiment index fell to its lowest level since November 2001 in July, down to 86.5 from 92.4 in June, market sources said. That bucked economists' forecasts for a rise to 92.8. Analysts watch sentiment for clues on whether consumer spending, which supports about two-thirds of the economy, will maintain its strength.

The preliminary current conditions index, which tracks consumers' views about their present financial situation, fell to 99.0 in early July

continued on back page

# 70th Annual Membership Meeting and Legislative Reception

## Registration Form

**TUESDAY, SEPTEMBER 24, 2002**

Harrisburg Hilton & Towers, One North 2nd Street, Harrisburg, PA

*Overnight reservations must be received by August 30, 2002 or we cannot guarantee rooms or rates at the Harrisburg Hilton Hotel & Towers.*

Name \_\_\_\_\_ Company \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Room Rates for Tuesday, September 24th: Single \_\_\_\_\_ Double \_\_\_\_\_  
@ \$114.00 = \$ \_\_\_\_\_

**One Night's Deposit Required. No charge for events.**

Please Register me/us for the following events:

Tuesday, September 24, 2002

- 11:30 a.m. PRA Services, Inc. Board Meeting (Board members Only)
- 12:00 Noon PRA Awards Luncheon (Association members Welcome)  
Retailer of the Year, Associate Member of the Year Awards
- 2:00 p.m. Annual Members Meeting (Association Members Welcome)  
PRA Board of Directors Meeting
- 5:00 p.m. Joint PRA and PaRPAC "Silent Auction" & Reception with hors  
until d'oeuvres and open bar. (Assn Members, invited guests Gov.  
8:00 p.m. Mark Schweiker & legislative guests from the PA General  
Assembly)

TOTAL ENCLOSED (make checks payable to "PRA")

or

Credit Card: MC / Visa / Am Ex Card # \_\_\_\_\_

(circle one)

Exp. Date \_\_\_\_\_ Sign \_\_\_\_\_

# President's



**corner**

Brian A. Rider, President

As September approaches, and the leaves begin to fall, Pennsylvania's legislature returns to Harrisburg. This can only mean one thing — the PRA's Annual Meeting followed by the PRA / PaRPAC Silent Auction and Reception.

This has proven to be one of Harrisburg's most popular legislative events as well as an excellent opportunity for PRA members to network with each other and their state legislators.

I hope that you will join us this year as the PRA celebrates 70 years of representation. In addition to the financial benefits for the association and our PAC, it is a night of fun and the Silent Auction is a great time to find some terrific bargains!

Please fill out the registration form here if you would like to attend. If you are unable to join us, I do hope that you will still support us with donations of merchandise for the Auction.

I look forward to seeing you there!

**Please fill out this form and return to:**

**PRA, 224 Pine Street  
Harrisburg, PA 17101**

or

**Fax to: 717-236-1234**

# Hiring the "Right" Employees

THE FOLLOWING ARTICLE  
ORIGINALLY APPEARED IN *THE  
RETAIL MANAGEMENT ADVISOR*  
JULY-SEPTEMBER 2002

We all wish we had "perfect" employees that would stay with us "forever," however, except in rare instances, that is not the case. Employees leave for many reasons; they find a better job, or, if they are not performing as well as we need them to, we ask them to leave. No matter what the reason, when an employee leaves we are left with the task of finding, hiring and training a replacement. When this happens, it is important to take the time to select the correct person for the position. Too many times, retailers are in such a hurry to "fill the position" that they panic and hire the first one—whether the person is right for the job or not.

The need to hire a new employee always seems to come at the least opportune time, like just before you leave town for the week or the beginning of the holiday season. We feel that it is always better to open a store with a short one person force while than it is to hire the wrong person., spend a lot of time and effort to try to hire them, and then have them leave.

## Costs

There are costs associated with the hiring of a new employee.

Some of these costs are:

- ✓ Owner/executive time to interview, etc.
- ✓ Personnel search and direct hiring costs
- ✓ Loss of productivity during new employee's training period
- ✓ Additional supervisory time

If the right person is hired the above costs can be considered an investment in the company's future. If the wrong person is hired the above costs can be considered an expense—and you can anticipate going through this process again in the near future. Either the new employee will not be satisfied in the position or you will not be satisfied and will terminate the employee.

## Employee Profile

How do you find the right type person to work in your store? First you must define exactly what it is you are looking for in an employee. What type of person are you looking for to work in your store and be a representative of your business? Every individual business has its own personality.

Unless the person hired fits in with company personality their chances for success will be limited. Also, although many retailers tend to think of customer contact being limited to sales people, all retail employees have customer contact to some degree. The person who answers the phone, carries out a heavy

package for a customer, handles customer's charge accounts, etc. is an important link between the store and the customer.

## Job Descriptions

Written job descriptions are needed for every position in the store. When you have a position to fill, the job description will be your guide for determining if the applicant has the skills and the aptitude to fill the position. A good job description will give a general description of the job, list the education, experience and personal qualifications and describe in details all the specific responsibilities of the position. If you do not already have written job descriptions now is a good time to start. Do not wait until you need to fill an open position as you will then be too hurried to do a thorough job preparing the job description.

## Screening/Testing

For clerical type positions tests covering basic math and reasoning abilities should be utilized. If data entry is a significant part of the job responsibility a test using a 10-key adding machine can help determine their speed and accuracy. If bookkeeping skills are required, a simple test to determine their bookkeeping knowledge should be administered. For salespeople, give them a specific scenario (or several) and ask how they would handle the situation. These tests should be part of the preliminary screening process.

We recommend that the credit history of job applicants be checked before hiring. The inven-



continued on page 8

# A Retailing Community

In the wake of September 11, businesses have seen a downturn in revenue. As a result, many business owners are choosing to discontinue their association affiliations, believing that the cost outweighs the benefit.

What many business owners do not realize, is that now is the most important time to belong to an association. Your association offers a sense of community that has been lacking in recent years. It gives you a network of people in similar businesses with whom to socialize and receive guidance. Additionally, at a time when every sector of the community is clamoring for attention from the government—asking for tax credits, grants and bail-outs—it is imperative that you receive the representation you need!

The PRA is the only trade association in the Commonwealth

that deals exclusively with those issues that affect the retailing community. Your association is here for the sole purpose of furthering your interests.

It is with this in mind that we have been searching out new members. The PRA staff works hard at determining what issues are most important to our current members, as well as our prospective members. For example, we have gained several new members in recent months because of our work on the issue of out of state sales tax collection.

Several of our members had expressed concern over the fact that they were losing sales to out of state furniture merchants who were able to escape paying the PA state sales tax. This resulted in the passage of HB 2363, the language of which was included in the tax package passed in June.

# Marketing



# & Membership

Stephanie Frederick Johnston  
Director of Public Affairs and  
Membership Development

We continue to search for additional issues that are of importance to you, and to prospective members. Please contact the Pennsylvania Retailers' Association office at 717-233-7976 if you have any issues that you feel need to be addressed. We appreciate your input!

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# CONGRATULATIONS!

To Janie Robins & Trish Greenberg  
of Movie Merchants/Tansations

**#17 Top Women-Owned Businesses**

**In Central PA According to**

**Central Penn Business Journal**

**You Make the PRA Proud!**

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# Hiring... from page 6

tory of retail stores has a ready street value and job applicants who are in debt beyond their means represent a security risk. You must first get the applicant's permission before checking their credit history. Include permission-granting language on the job application form. It is also important to check their references. Again, you need to get their permission by including language on the job application form. It can be difficult to obtain good information from prior employers because they are concerned about being sued if they give a bad recommendation. At the minimum, get their employment dates and their job title and duties. Try also to get their rehire status (to see if they would be willing to hire this applicant again).

We also recommend psychological testing be done once you have narrowed the field of candidates to two or three. The advantage of this is that expert psychological testing is non-biased and can point out strengths and/or weaknesses that the interviewer can easily miss in the interview situation. The candidate may have a poor presentation due to being nervous or look like an excellent prospect due to putting their best foot forward. A test for employee honesty and attitudes toward alcohol and drug use should also be included if permitted in your state.

## Initial Training

Provide the new employee with proper training for the job. This includes a well-defined job description that states in writing

the expectations and responsibilities of the position so they will know what is expected of them. There should be no doubt or uncertainty. Management must look at this training period as an investment in the company's future. The more time spent training new employees in the beginning, the better able they will be to do the job with a minimum amount of supervision later.

The company should have a procedure manual covering all of the company's standard work routines. It must be as detailed as possible so it can be used as a training manual for new employees as well as a resource manual for all employees.

## On-Going Training

It is not good enough to train someone, then provide no follow up. Management must continually follow up to see that employees are performing their job properly, and following the company's procedures. This lets the employee know that it is important to follow procedures and do the job correctly.

It is important to give you employees an opportunity to expand their knowledge and upgrade their skills by providing on-going training. This is especially important with selling positions. This can be accomplished through regularly scheduled sales meetings and with the use of sales training materials.

## Motivation

To protect your personnel investment it is important that

employees be motivated to increase their output. Incentive compensation plans can be very effective motivators. To be effective, incentive compensation must be based on those aspects of the position over which the employee has control or influence. For example, store manager compensation can be dependent upon meeting sales, shrinkage and payroll goals. Salesperson incentive compensation should be directly related to their own sales.

## In Conclusion...

The intangible investment you make in your personnel has greater potential for future profit than the tangible investment you have in inventory or store fixtures. To optimize your employee investment take time to find that right person for the job, spend enough time to properly train them, give them the tools they need to do the job, and provide incentive compensation as

a means of moti-

to

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# PRA Works Toward UC Reforms

**D**uring the past year, this country has found itself in a time of recession-like economic times that have resulted in higher rates of unemployment. Businesses small and large have felt the effects of the sudden impact brought upon by such a disaster. It is in these times that individuals who are out of work turn to unemployment compensation benefits granted to them by their state government. Unfortunately, some people abuse these benefits, resulting in continued joblessness and costing businesses millions of dollars annually. Consequently, it is important to reform Pennsylvania's current unemployment compensation benefits in an attempt to solve this problem.

The recently introduced House Bill 2728, sponsored by Representative Stanley Saylor (R-York), serves to amend the current Unemployment Compensation Law to close some of the loopholes that allow individuals to profit from the state's funds. In essence this bill would create new qualifications required to secure compensation as well as adjust the rate and amount of compensation. HB 2728 will also expand eligibility to

cover corporate officers whose businesses close due to disasters.

As the current law stands, it is possible for injured employees to collect both disability and unemployment compensation, or double-dip. An employee that is injured and not able to perform all the duties in their job description, but is able to perform "light duty," can collect disability compensation for their injuries as well as unemployment compensation for not being able to perform all of their duties. In many instances people are able to collect more money than they would earn in their full time position. In turn, there is no incentive to speedily recover and return to work. Businesses lose millions of dollars paying higher unemployment insurance rates, as well as paying additional workers overtime and hiring new employees. In fact, companies have gone out of business as a result of paying extremely high UC insurance rates.

Many ineligible people have also found ways to cash in on unemployment compensation benefits. Labor unions have found ways to coach employees that have been dismissed to receive benefits

## Legislatively



## Speaking

Amanda L. Fletcher  
Legislative & Marketing Assistant

by showing them where the loopholes exist in the current law. This also costs businesses millions of dollars.

Rep. Saylor, along with dozens of other legislators, is striving to streamline the current Unemployment Compensation Law to make it more equitable while allowing many deserving workers to receive benefits. The PRA supports Unemployment Compensation Reform in an effort to save members thousands of dollars. If you would like more information on unemployment compensation reform or a copy of this legislation, please call the PRA office at 717-233-7976. ■

## Get 30 Days Free Advertising!

**Call the PRA Today and Receive 30 Days of FREE Classified Advertising on Our Website!  
THIS OFFER IS TOO GOOD TO PASS UP!**



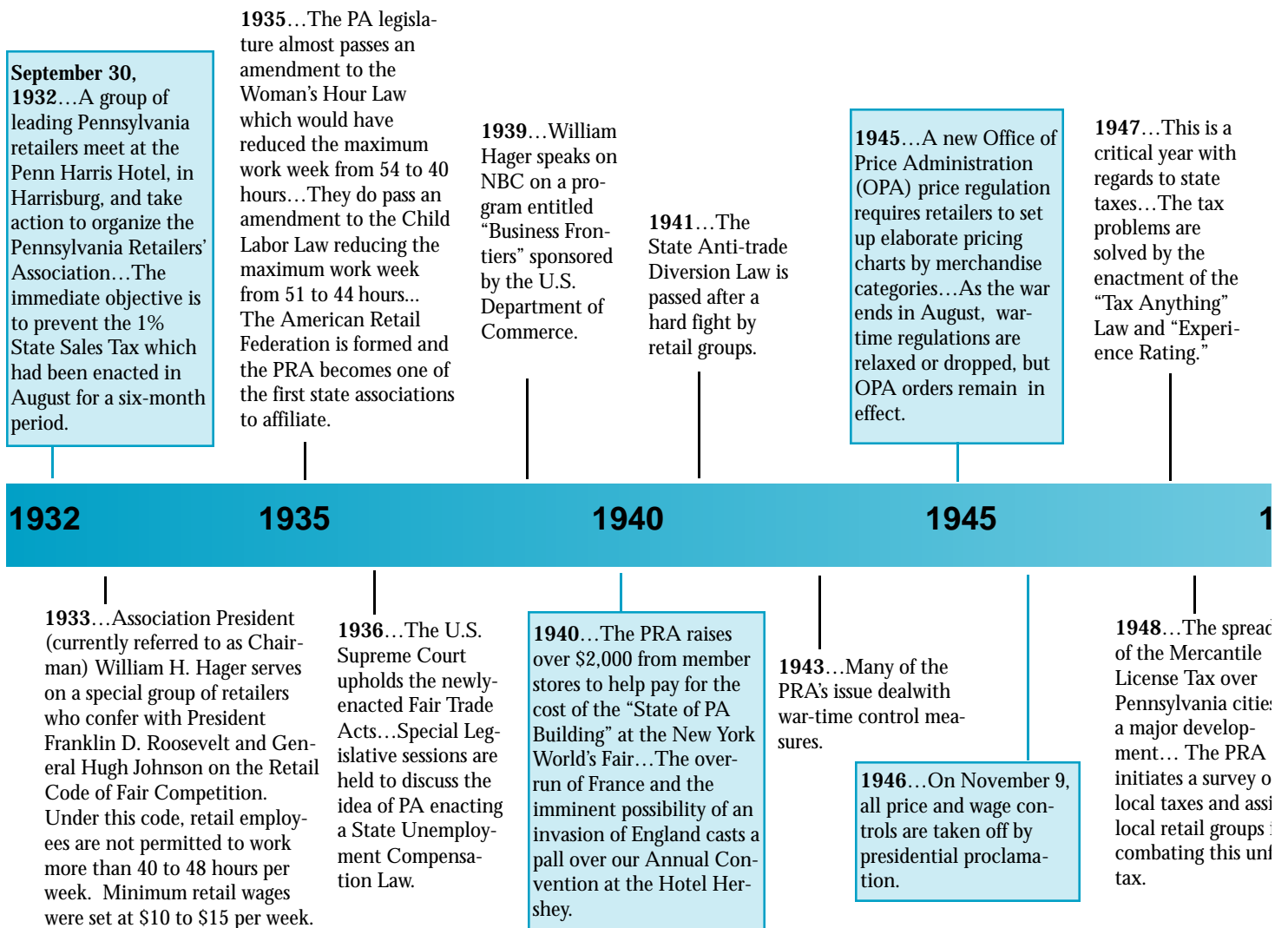
# The Pennsylvania Retailers' Association Celebrates 70th Anniversary!

Founded in 1932, the Pennsylvania Retailers' Association is celebrating our 70th Anniversary. In the last 70 years we have struggled through and have won many battles with the help and guidance of our three Association Presidents, John Means (1932-1968), J. Thomas Weyant (1968-1994) and Brian Rider (1994-Present). In the upcoming issues of The Pennsylvania Retailer we will take a stroll back in time and look at the events that marked each president's tenure.

The presidency of John Means is a lesson in post World War I history. Through the Great Depression, another World War, McCarthyism, the merging of the AFL and CIO, the assassination of JFK and the summer of love, the PRA was a driving force in Pennsylvania's business climate. Though there have been many changes in your Association over the years, that has remained constant.

Read on about the presidency of John Means. In our next two issues, we will look at the presidencies of Thomas Weyant and our current president, Brian Rider.

## Time Line of Events During John Means' Tenure



# arewell to the PRA's First President



**John E. Means**

## President

**A**s the Pennsylvania Retailers' Association celebrates our 70th anniversary, we are also mourning the death of one of our founding members and presidents. John E. Means, 98, passed away in late May of this year. John lived an exceptional life and was well known as a triumphant business advocate.

After studying law and earning a bachelor's degree from the University of Virginia in 1926, John began his career at the Better Business Bureau in Washington, D.C. Later that year he relocated to Lancaster, Pennsylvania to aid in the launch of the local Better Business Bureau.

John joined the newly formed PRA in 1932 as Executive Secretary, and soon after achieved the title of Executive Vice President (currently referred to as President) and remained in that position until his retirement in 1968.

During his tenure with the PRA, John served as President of the National Retail Executives Association from 1941-42. In 1957 he served as chairman of one of three discussion sessions of the annual convention of the National Retail Dry Goods Association in New York City. In 1961, he was named to the interim management committee of the American Retail Federation. Furthermore, in 1964 John was cited by the U.S. Treasury Department for his active support of the Savings and Bond Program. He earned this recognition as a result of his service as the Pennsylvania coordinator for the National Retail Merchants Freedom Bond Campaign.

continued on back page

51...A delegation meets with Governor in opposition to the Sales Tax.

**1957...**The American Retail Federation calls in a committee of retail representatives, including President John Means, to meet with President Eisenhower and Vice President Nixon to oppose to the Federal Wage-Hour Law.

**1956...**After much jockeying around, the "Selective" Sales Tax at 3% is enacted on March 6.

**1960...**The state minimum wage order is revised, the end result being an increase to \$1.00 hourly throughout the state after a one-year "grace period" of 90 cents in small towns.

**1964...**The PRA actively participates in the reform of the state Unemployment Compensation Law. Retailers can then look forward to substantial savings in their UC taxes in succeeding years.

**1967...**This year marks the beginning of a new era in PRA history—the move from Lancaster to the new Harrisburg office at 234 State Street... Association president, John Means, announces his plans to retire the following year.

**1955**

**1960**

**1965**

**1970**

53...The 1% Sales Tax, after being held up on a vote for over 3 months until the necessary votes could be corralled, finally passed but it took 2 years.

**1955...**This year brings the longest legislative session in the history of PA, and also one of the most bitter...The first fight over the Classified Income Tax (from 1% to 6%) and the "Manufacturers' Excise Tax" which would put a heavy burden on retailers...The year ends with tax problems still in the air.

**1963...**The state sales tax is boosted again this year, after the original proposal to boost the rate from 4% to 4.5%.

**1958...**The first state minimum wage order is adopted this year calling for a minimum of 75 cents hourly in small communities, 85 cents hourly in middle-sized communities, and \$1.00 hourly in Philadelphia and Pittsburgh.

**1965...**At the midpoint of this year, the federal Retail Excise Tax on jewelry, cosmetics, furs and luggage is finally repealed... These taxes had been imposed during WWII. As this emergency has passed, the PRA urges legislators to have the taxes removed.

**1968...**For the first time, prominent Harrisburg law firm, McNees, Wallace and Nurick, is retained by the PRA on a permanent basis. Assistant Executive Director J. Thomas Weyant is elected to the position of President following the retirement of John Means.

# Priority Issues



## 2001-2002 Legislative Session

Bill #	Subject	PRA Position	Status
HB 85	<b>Privacy</b> Provides for customer privacy protection as it relates to a customer and a financial institution.	<b>Neutral</b>	<b>House Commerce &amp; Economic Development Committee</b>
HB 297	<b>Credit Reporting</b> Prohibits the communication of credit information to a consumer reporting agency earlier than thirty days after the initial notice to the customer has been mailed.	<b>Oppose</b>	<b>House Commerce &amp; Economic Development Committee</b>
HB 298	<b>Register Screens</b> Requires that cash register screens be visible to the customer, so that items being rung up can be viewed by the purchaser.	<b>Oppose</b>	<b>House Commerce &amp; Economic Development Committee</b>
HB 334	<b>Tax Package</b> Includes provisions to enact two tax-free PC weeks in the next fiscal year that will include peripheral devices. It also includes a change in the law enabling retailers to recover 100% of sales tax paid that becomes bad debt.	<b>Support</b>	<b>Act 23 of 2001</b>
HB 509	<b>Credit Reporting</b> Imposes such proposed safety devices as file blocking, and retail point of sale matching requirements. These devices could actually enable identity thieves, would be an extreme financial burden on consumer reporting agencies and would also inconvenience the consumer.	<b>Oppose</b>	<b>House Consumer Affairs Committee</b>
HB 642	<b>Gift Certificates</b> Prohibits the imposition of expiration dates on gift certificates.	<b>Oppose</b>	<b>House Consumer Affairs Committee</b>
HB 854	<b>Sales Tax Repeal</b> Amends the Tax Reform Code to repeal certain provisions imposing sales and use tax on adjustment services, collection services or credit reporting services.	<b>Support</b>	<b>House Finance Committee</b>
HB 900	<b>Streamlined Sales Tax</b> Provides for multistate sales and use tax administration for electronic commerce.	<b>Support</b>	<b>Senate Rules and Executive Nominations Committee</b>
HB 946	<b>County Sales Tax</b> Authorizes counties to impose a sales and use, personal income or earned income and net profits taxes in     instead of occupational assessment tax currently in place.	<b>Oppose</b>	<b>House Finance Committee</b>
HB 993	<b>Tobacco Tax Credit</b> Authorizes a tobacco access control tax credit of up to \$900 per year, per license per location.	<b>Support</b>	<b>Senate Finance Committee</b>
HB 1047	<b>Digitized Signatures</b> Prohibits the collection, storing and distribution of digitized signatures and photographs without the written consent of the persons.	<b>Oppose</b>	<b>House Judiciary Committee</b>
HB 1092	<b>Minimum Wage</b> Provides for a minimum wage increase to \$5.65 an hour after April 30, 2001 and to \$6.15 an hour after April 30, 2002.	<b>Oppose</b>	<b>House Labor Relations Committee</b>
HB 1118	<b>Late Fees</b> Removes the 59-day waiting period and the \$12.00 cap placed on the assessment of late fees.	<b>Support</b>	<b>Act 44 of 2001</b>
HB 1254	<b>Overtime Wages</b> Provides for the payment of overtime wages in the amount of twice the employee's regular rate for all hours worked in excess of 48 hours in a single workweek.	<b>Oppose</b>	<b>House Labor Relations Committee</b>
HB 1690	<b>Paid Family Leave</b> Provides for paid short-term unemployment compensation for any new parent after the birth or adoption of a child.	<b>Oppose</b>	<b>House Labor Relations Committee</b>
HB 1787	<b>Local Sales Tax</b> Eliminates the School Property Tax and puts in its place an additional sales and use tax and personal income tax.	<b>Oppose</b>	<b>House Finance Committee</b>

Bill #	Subject	PRA Position	Status
<b>HB 1822</b>	<b>Privacy</b>	<b>Oppose</b>	<b>House Intergovernmental Affairs Committee</b>
Limits access to personal credit information by requiring written consent prior to collecting or producing such information of an individual.			
<b>HB 1878</b>	<b>Remote Sales Tax</b>	<b>Oppose</b>	<b>House Finance Committee</b>
Prohibits the imposition of a tax or fee on remote (internet) sales.			
<b>HB 2129</b>	<b>Retail Theft</b>	<b>Support</b>	<b>Act 33 of 2002</b>
Provides for the offense of unlawful possessing of retail or library theft instruments making it a first degree misdemeanor.			
<b>HB 2130</b>	<b>Retail Theft</b>	<b>Support</b>	<b>Senate Judiciary Committee</b>
Amends crimes to allow for a felony charge of retail theft when the offense is committed against three or more retail stores if the merchandise is valued at \$150 or more.			
<b>HB 2363</b>	<b>Out of State Sales Tax</b>	<b>Support</b>	<b>Act 89 of 2002 (Tax Package)</b>
Provides for the collection of sales tax on taxable merchandise purchased outside Pennsylvania.			
<b>HB 2457</b>	<b>County Sales Tax</b>	<b>Oppose</b>	<b>House Finance Committee</b>
<b>HB 2460</b>	<b>County Sales Tax</b>	<b>Oppose</b>	<b>House Local Government Committee</b>
Authorizes counties and municipalities to impose sales, use, occupancy, personal income or earned income and net profit taxes and for levying, assessment and collection.			
<b>HB 2728</b>	<b>UC Reform</b>	<b>Support</b>	<b>House Labor Relations Committee</b>
Amends Unemployment Compensation providing for definitions, referral for suitable work, determination of contribution rate and experience rating.			
<b>SB 39</b>	<b>Minimum Wage</b>	<b>Oppose</b>	<b>Senate Labor &amp; Industry Committee</b>
Provides for the increase of the minimum wage to \$6.15 after June 30, 2002.			
<b>SB 137</b>	<b>Credit Card Marketing</b>	<b>Oppose</b>	<b>House Education Committee</b>
Provides for the regulation of credit card marketing on college and university campuses, including registration of marketers, requiring marketers to provide credit card debt education and disallowing gifts in exchange for completion of a credit card application.			
<b>SB 348</b>	<b>Credit Card Information</b>	<b>Watch</b>	<b>Senate Cons. Protection &amp; Prof. Licensure Committee</b>
Disallows the printing of a complete credit card number and expiration date on a receipt.			
<b>SB 419</b>	<b>Dies, Molds, &amp; Plastic Parts</b>	<b>Support</b>	<b>Act 78 of 2001</b>
Provides that all rights to a die, mold or form shall revert to the molder after three years unless the customer claims possession prior to the three year expiration date or another agreement exists in writing.			
<b>SB 516</b>	<b>Limited Access to Tobacco</b>	<b>Oppose</b>	<b>Senate Public Health &amp; Welfare Committee</b>
Prohibits the sale of tobacco products to or by anyone under the age of 21.			
<b>SB 788</b>	<b>Wage Garnishment</b>	<b>Support</b>	<b>Senate Judiciary Committee</b>
Allows for the attachment of wages by judgement creditors and for employers to retain up to 2% of the attachment to compensate for costs associated with the garnishment.			
<b>SB 792</b>	<b>County Sales Tax</b>	<b>Oppose</b>	<b>Senate Finance Committee</b>
Authorizes counties to impose sales, use, occupancy, personal income or earned income and net profits taxes and empowers municipalities and school districts to require these taxes.			
<b>SB 819</b>	<b>County Sales Tax</b>	<b>Oppose</b>	<b>Senate Finance Committee</b>
Authorizes counties to impose sales and use tax and allows municipalities to impose income taxes and county sales and use taxes.			
<b>SB 1095</b>	<b>Credit Reporting</b>	<b>Oppose</b>	<b>Senate Banking &amp; Insurance Committee</b>
Provides for written consent of the consumer before accessing a credit report and free, immediate annual disclosure to the consumer. Imposes civil and criminal penalties.			
<b>SB 1305</b>	<b>Late Fee Cap</b>	<b>Oppose</b>	<b>Senate Banking &amp; Insurance Committee</b>
Provides for the assessment of late fees and for notice of increase in late fees.			
<b>SB 1376</b>	<b>Joint &amp; Several Liability</b>	<b>Support</b>	<b>Senate Judiciary Committee</b>
Dealing with all actions brought to recover damages for negligence resulting in death or injury to a person or property.			
<b>SB 1411</b>	<b>Minimum Wage Increase</b>	<b>Oppose</b>	<b>Senate Labor &amp; Industry Committee</b>
Provides for a minimum wage increase to \$5.65 an hour after July 1, 2002, to \$6.15 an hour after June 30, 2003 and to \$6.65 an hour after June 30, 2004.			

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## Cornell...

from page 4

committee review and legislative recommendations in areas of crime, health care, aging, women's issues, underage drinking, school violence, patient safety and workforce development. Since his election, he has co-sponsored over 2,500 pieces of legislation. During the past several sessions, a review of his record indicates that approximately 85 percent of his co-sponsored bills have been enacted into law. Additional legislative accomplishments include his sponsorship of legislation to reduce the personal income and corporate net income taxes.

Rep. Cornell has two daughters and four grandchildren. He currently lives in Hatboro where he is actively involved in many community associations and organizations.

## June Sales...

from page 4

from 99.5 in June. The expectations index, which measures attitudes about the 12 months ahead, plunged to 78.5 in early July from 87.9 in June.

So far, consumer spending has remained strong. The report followed news from the Commerce Department that retail sales across the nation rose 1.1 percent in June, reversing a similar drop in May.

At clothing stores, sales rose 2 percent in June, after dropping by 2.1 percent the month before. That was the largest increase since December. Electronics and appliances stores saw sales go up by 0.8 percent, on top of a 1.5 percent advance in May.

General merchandise stores, including department stores, reported a 1.1 percent increase in sales in June, compared with a 0.8 percent decline in May.

## Means...

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After John's retirement from the PRA, he gained spare time to enjoy other passions, such as golf and traveling. Although John concentrated on favorite pastimes and his family in his retirement, he remained active in the American Business Club, the Lancaster Country Club and the Lancaster County Historical Society.

John E. Means will be immensely missed by many. We respect and revere the success that John obtained during his lifetime. John is and will always be a key figure in the history of the PRA. We hope to continue in the tradition of accomplishment and victory, following in the footsteps of one of our great leaders.



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