

We Are The Z-Team!

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2019: HEALTH INSURANCE CHANGES AGAIN

It's that time of the year again. It's time for individuals as well as employers to choose their health plan for the *next* year. Zimmerman's has made its choice to move from Highmark back to Capital Blue Cross for employees' 2019 coverage. CFO **Derek Ritzman** said that this is the biggest decision for employee benefits that the company makes. "We've been looking at this for several months now. We requested quotes from four different companies in the area. We settled on Capital Blue because they offered the smallest increase of 8%, while maintaining or increasing coverage in almost every case."



Once again this year there will be two plans offered. One is an HSA also known as a Health Savings Account. The other is a HRA which offers a Flexible Spending Account. For most who take the same type of plan as they had last year, the change will mean about a \$5 increase in their weekly payroll deduction.

A message was sent to all drivers through their PeopleNet console on November 23rd. In addition, new enrollment forms were placed in everyone's mailboxes that day. "You'll find a lot more details with the enrollment forms," said **Cinda Lauver**, Benefits Manager. "We realize that everyone's circumstance is particular to them. We also understand that situations change for some people from year-to-year. That's why we want to encourage everyone to contact us with their questions."

Forms must be returned by Friday December 7th. "There's not a lot of time to delay," Derek said. "There is always a rush at year end since everyone everywhere has to complete this process. If we get back the applications on time, our employees should be able to have their new insurance cards at the beginning of the year."

Contact Cinda in Benefits at x250 or Derek in Accounting at x249 with your questions. Return your completed forms to them or include them with your regular paperwork.

Optional Coverage is Also Available

In addition to general health insurance from CBC, you can also enroll in dental coverage from United Concordia as well as Vision coverage from National Vision Administrators. Ask about these optional low-cost plans when you talk with Derek or Cinda.

HANGING AROUND? CAN'T GO ANYWHERE? RELAX!

If you're hanging around the shop waiting for your truck to be fixed, you have some new options, according to **Dave Wetzler**, Operations Manager. Dave says the upstairs driver lounge has been upgraded a bit. In addition to a computer with Internet access and a printer, there is a 40" LCD TV. With the new Blu-Ray DVD player, you can enjoy standard and BluRay DVDs as well as stream Netflix. Regular TV channels include offerings from Direct TV. And Direct TV will be upgraded to high definition in the coming weeks. If you're not interested in TV entertainment, you can always catch 40 winks in one of the comfy chairs — and who couldn't use a catnap?



Dave said, "To be honest, there's an ulterior motive for this. We want to give drivers and shop customers somewhere to relax that is away from the shop floor. For a long time people have been hanging out in the shop making conversation with the mechanics while they are waiting for their truck to be fixed. This can sometimes be a big distraction. To allow everyone to be more productive and to reduce the possibility of mistakes, we're asking that shop 'customers,' which includes ZTL drivers, to go to the Drivers Lounge and relax while their truck is being repaired. Not only will you get some time to unwind, your truck will also be ready to go much sooner."

"It's the same as in any other shop," he continued. "There is a Customer Waiting Room and customers are not permitted on the shop floor. This improves efficiency, safety, as well as compliance with OSHA rules and our insurance requirements. We appreciate everyone's cooperation and hope they enjoy the upgrades in the lounge. If you have any suggestions for the lounge, please let me know!"

♪ SANTA CLAUS IS COMING TO (MIFFLIN)TOWN ♪



Once again this year, Santa will visit his Mifflintown workshop in the ZTL warehouse. All families are welcome to bring their children and grandchildren of all ages to come and sit on Santa's lap and have their photo taken! Snacks, games, balloons, and a festive Christmas theme will insure fun for everyone. Mark your calendar now for Saturday December 8th. Santa and his team of helpers will be here from 10 AM until 1 PM! Please RSVP by December 6th to the Front Office so we can expect you!

SUGGESTION BOXES

Yup, we've got 'em. Not just one, but two Suggestion Boxes. They aren't used much, however. Is that because everything at ZTL is perfect?



Probably not! One box is located in the first floor Drivers Room. The other is just outside on the counter near the door of the second floor Drivers Lounge. Management does take constructive suggestions seriously. In the past, several things have been changed because of suggestions made by employees.

Notes can be left with your name or anonymously. It will only take a few minutes of your time and it won't hurt to give management your ideas. Again, constructive and useful suggestions are taken seriously. (Sorry, can't honor requests for a two day work week!)

ATTA BOY, MIKE!

You should recall from this past Spring Safety Meetings, **Gina Himes'** presentation asking for driver cooperation after hitting an animal on the road. Well, someone was paying attention!



Van Division driver **Mike Snyder** hit a deer on I-78 by Exit 6 on November 9th. After delivering his load in Breinigsville, on his way back to ZTL he stopped at the accident scene. He searched for—and found—the truck's license plate and NY HUT sticker plate. Gina sends a big THANK YOU to Mike for taking the time to do this. "It saves me hours of time because I don't have to have the plates replaced. It also saves the company money, too," Gina said.

HEROES AMONG US — VETERANS DAY



Our country has only volunteers serving in the armed forces. Men and women serve their country, then return to civilian life and walk quietly among us. For Veterans Day ZTL honors those who work side-by-side with us and thanks them for their service.



Gary Beatty / Air Force / 4 years
 Gordon Fultz / Army Natl Guard / 7 years
 Danny Hackenburg / Army / 6 years
 Wayne Highbaugh / Marines / 4 years
 Kerry Hummel / Army / 4 years
 Scott Immel / Navy / 8 years
 John Johnson / Navy and Army / 7 years

Jon Kindervater / Army / 4 years
 Eugene Molusky / Army and Natl Guard / 6 years
 Terry Neely / Navy / 3 years
 Dennis Peterson / Marines / 15 years
 Ray Snyder / Navy / 4 years
 Steve Tarr / Air Force / 9 years
 Darren Weaver / Air Force / 6 years

HOLIDAY PARTY DEC 15

Once again this year, the ZTL Holiday Party will be at the Moose Lodge #925 in Millerstown. All employees and their significant other are invited. You only need to reply to Gina by December 3 so she can get an accurate head count. Invitations were left in mailboxes early in November. Safety awards will be presented along with a great holiday meal and special entertainment. Come and join with your colleagues and celebrate the holidays on December 15th starting at 5 PM.



DIRECTIONS TO THE PARTY

Millerstown Moose Lodge

Take Route 322 to the Millerstown exit.



At the end of the ramp — if coming from the west turn right, if coming from the east, turn left — onto the West Juniata Pkwy.

Go less than a quarter mile and turn into the first driveway on the left!

www.WeAreTheZ-Team.com

NEW FUEL CARDS ARE COMING

By the time you read this, you may already have your new EFS fuel card in your hands. As most of you know, our own fuel card reader has been down since November 20th. "We knew weeks ago that this could happen and there would be no alternative until the new card reader was installed," said Dave Wetzler.



At the time of this writing, that installation is scheduled for all day Thursday Nov 29. According to Dave, after the new card reader is installed, new EFS cards will be placed in drivers' mail boxes within 24 hours along with instructions on what to do with your old EFS card.

DEER HUNTER ALERT!

Once again this year we want to see and publish your hunting photos! Text or email a photo of you and/or your trophy and we'll try to feature the best ones in December or January newsletters. E-mail your photos along with the details to newsletter@ztlinc.com. Or you can text to (937) 839-8922 that's (937-TEXTZ-22).

DATES TO REMEMBER

Kids Santa Party — Sat Dec 8th, 10AM to 1PM
 ZTL Holiday Party — Sat Dec 15th, 5 PM
 (See Page 3 for Venue and Directions)
 Christmas Day — Tuesday December 25th
 New Year's Day — Tuesday January 1, 2019

Together we are making it better!

DECEMBER BIRTHDAYS ...

Jeanne Cashman — December 1
 Wayne Highbaugh — December 1
 Bill Tabb, — December 3
 Jim Price, Jr. — December 5
 John Pierce — December 7
 Chadd Walters — December 14
 Gordon Fultz — December 16
 Scott Powell — December 17
 Samantha Syjud — December 18
 Gary Reck — December 19
 Carol Morrison — December 22
 Roger Collins — December 23
 Josh Gabbard — December 26
 David Wetzler — December 31

... AND ANNIVERSARIES

Terry Chamberlin — 18 years
 Daryl Feltman — 8 years
 Becky Shaw — 5 years
 Jed Showers — 3 years
 John Powlus — 2 years
 Brian Wolford — 2 years
 Scott Powell — 1 year

DO YOU NEED TO WATCH THE DVD?

If you were excused from the Winter Safety Meeting (held the last Saturday of October and the first Saturday of November), you now have until Friday December 7th to watch the video. Ask Geoff to borrow a copy of the DVD and return it by that date.

Your quarterly Safety bonus will be in jeopardy if you do not watch this video!

QUOTE FOR THE MONTH

"OCTOBER: This is one of the peculiarly dangerous months in which to speculate in stocks. The others are July, January, September, April, November, May, March, June, December, August, and February."
 — Mark Twain, American Humorist

ZIMMERMAN TRUCK LINES, INC.