

Leadership Messages

Chairman's Connections
I've Been Thinking

Member Events

Meet Your Peers at the Next
DRMA Happy Hour!
Riding the Crest: Economic Update
With Brian Beaulieu
DRMA Calendar of Events

AMTS

Bring Everyone to the Table

News You Need

Retain Your Emerging Talent
through Professional
Development
Save the Date for DRMA Golf
Outings!
Eager to Speak to the DRMA
Audience?
Membership ROI . . . DRMA 101
A Message from the Government
Relations Committee

Legally Speaking

Employment Law Predictions 2019
and Beyond

Member Benefit

Spotlight

Growing the Workforce Pipeline

**Growing the Workforce
Pipeline**

Power Lunch Volunteers Needed!
Help Grow Your Future
Workforce – Participate in MFG
Day 2019!
Clark State to Offer 5-Axis
Training
Tap into Your Future Workforce
through Youthworks
Manufacturing Industry
Credentials – Training
Programs in the Dayton Region
Grow Your Workforce through
High School and College Interns

Safety News

Attend the 2019 Safety Congress
& Expo
Better Business Starts with Safety –
Safety Starts with the BWC
Update from DRMA's Workers
Comp Group Administrator
20% OSHA Training Tuition
Discount for DRMA Members!
Dayton Area Safety Council

All About Members

Congrats
Welcome New Members

Chairman's Connections

By Don Clouser, Chairman of the Board

Prepare or React?

Recently, President Trump gave the 2019 State of the Union address. In it he shared powerful economic stats for the past two years of his presidency. Some of them include (and I paraphrase)



- 5.3 million new jobs
- 600,000 new manufacturing jobs
- 5 million Americans off food stamps
- The economy is growing twice as fast as 2016
- Unemployment is the lowest it has been in a half century

I found that the Dow Jones Industrial Average is up 9,000 points or 53% from just two years ago.

Have you experienced a change? Are times better for you now than they were? Did you cause that? And if not, what are you doing about it?

We work hard at our daily lives and in our businesses. There are opportunities to quote, materials to buy, schedules to manage, equipment to maintain. When times are good, we hire and invest. And when times are tough, we lay off and cut costs. While this is understandable, the question is how much is done in preparation and how much is done in reaction?

How many times do you find yourself lagging in the business? You get the business before you have enough people or equipment. You lose money before you make adjustments to your costs. You ride the waves of prosperity as well as the crashes between them without knowing which you are riding before it is too late. Many of us have spent time at Aileron, and I am sure you have learned that more companies fail on the upswing than on the downswing. We assume our current situation will last, and we make our plans for that situation only.

I challenge all of us to control our own destinies. While this may sound contradictory, it is easy to work hard. But it is hard to work smart. Are you preparing your business for what is coming? Do you know what is coming? Have you done as much analysis on what the next couple of years look like economically for you as you did to decide if you should buy that new piece of equipment or not? Have you made the effort to do the proper planning for your business? Or have you been surprised each day and react to your current set of circumstances?

Another resource that our DRMA provides us in this regard is the opportunity to hear Brian Beaulieu. Brian is an economist from ITR Economics. DRMA has him in each year to present ITR's economic forecast for our industry and our area. He helps us "look into the future" so that we are preparing rather than reacting. Many of your colleagues have developed plans based on ITR's forecasts. I encourage you to come and listen. Bring your team so that you have a balanced understanding, make a balanced business plan, and control your own destiny. [Register now](#) and I will see you there on April 11.




**Goldshot,
Lamb &
Hobbs, Inc.**
Certified Public Accountants
Business Advisors
937.297.3400
Please visit
www.glhcpas.com
for more information
about our services



WesBanco



ATR
Wonderware
Cincinnati



QUALITY
TOOL
DESIGN
**pyramid
design inc.**
DIES, FIXTURES,
GAGES



P **PROVEST INC**
MERGERS & ACQUISITIONS
Bob Hochwalt Managing Partner P: 937.271.9019 E: bobh@provestinc.com
Austin Delidow Managing Partner P: 937.252.7439 E: adelidow@provestinc.com
Helping business owners realize their dreams.
www.provestinc.com

I've Been Thinking . . .

By Angelia Erbaugh, President

DRMA's recent Top Issues Survey ([click here](#) for the results) confirms again what we have known for some time: The #1 concern facing virtually all manufacturing members is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline. Read more about these initiatives in the Member Benefit Spotlight article in this newsletter.

One of those initiatives is organizing national **MFG Day** locally. MFG DAY 2019 is on October 4, but NOW is the time to start thinking about hosting an open house. Why so early? Many schools plan their fall field trips during the spring. Watch [this short video](#) to see the impact that MFG Day made on students' views about careers in manufacturing. Contact [Kayla](#) to learn more about participating.

Another of those initiatives is **summer camps** . . . we introduce kids to manufacturing with a few hands-on activities and videos. I need 2 people to help with this project this year. If you like working with kids, this is the place for you to plug in. Let [me](#) know.

And another one: We're having great success in raising the awareness of the great careers our region's manufacturing industry offers with our **Power Lunches and career day activities!** Do you have a passion for growing your workforce pipeline and talking with young people? Please volunteer a couple hours of your time and expertise during a Power Lunch and speak with students one on one about why you love working in manufacturing. Talking points will be provided to you. This requires a minimum commitment from you while providing you with the opportunity to impact your future workforce! Contact [me](#) for more information.

We're closing out our **membership renewals!** Volunteers and staff work hard to ensure your membership in DRMA is valuable to you. From growing the workforce pipeline, to advocacy, to business and economic development, to peer-to-peer connectivity, DRMA's brand promise is to Strengthen, Advocate, and Educate. Be part of the voice in 2019! And if there is something else you would like us to do, please let [me](#) know.

DRMA wants to help you retain your emerging talent. That is why our Young Professionals Committee has collaborated with the University of Dayton's Center for Leadership to offer a series of workshops to give your staff the opportunity to connect as well as earn a **DRMA professional development certificate!** Course descriptions and registration form can be found [here](#). To register your employees, please return the registration form and payment information to [Kayla](#). **Act now!** The first course is on Tuesday, March 5!

Looking for more work? Or, looking for a supplier? Don't forget to use the DRMA **Business Lead Email** service to get work or to find a supplier. Email [Shay](#) and she'll explain the process.

We have a couple of opportunities for you to connect with the DRMA community at **DRMA Happy Hours**, casual and fun events where you'll get to know other members. We'll introduce you around, so don't be shy!

- February 28 at The Greentree Group/Back to Business IT in Beavercreek, [register here](#).
- March 21 at Waibel Energy Systems in Vandalia, [register here](#).

Hey, thanks for choosing to be a member! I REALLY appreciate it!



Member Events

Meet Your Peers at the Next DRMA Happy Hour – February 28

Do you enjoy the cocktail hour at DRMA evening events? Then you'll love the Happy Hour, a casual, open house style gathering of DRMA members, designed with manufacturers in mind. Drop in and say hi to old friends and meet some new business colleagues in an environment that is friendly and welcoming. Think you won't know anyone? Not to worry . . . we'll connect you with someone who will introduce you to people you want to meet. You'll enjoy hors d'oeuvres and a complimentary bar while you meet up with your DRMA peers to share best practices, solve problems, and find new avenues for business growth.

Join us at the next Happy Hour hosted by [The Greentree Group/Back To Business I.T.](#) on Thursday, February 28, from 5 to 7 p.m. The Greentree Group/Back To Business I.T. offers many business services including: program management, financial help and IT services. [Register here.](#)



Riding the Crest: Economic Update with Brian Beaulieu

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, CEO of [ITR Economics](#), on Thursday, April 11.

The economic trends are shifting. Seeing those shifts, understanding them, and setting realistic expectations for the remainder of 2019 and for 2020 will require managers to be keenly aware of the changes taking place. Thinking and planning for the changes before they are on your door step is key to being successful as we go through the business cycle. Attend and learn what the leading indicators are telling us and what it all means for manufacturing going forward.

Brian is the CEO and Chief Economist of ITR Economics. ITR Economics is First in Forecasts Worldwide because of its reputation for reliable forecasts and actionable content. Additionally, Brian co-authored three books, including a children's book "But I Want It" to shape young minds in a way that will prepare them for prospering in the future. Brian, along with his business partner Alan, is currently researching a fourth book in addition to conducting applied research into setting the gold standard for business cycle forecasting in the equity markets.

Brian is a dynamic, interesting and entertaining speaker and has spent 25 years traveling around the US and Canada speaking to business owners as an informed economic consultant. Even if you have heard Brian or his brother Alan at a national conference this year, you don't want to miss Brian's speech to DRMA. He applies their trend analysis to Ohio and the Dayton Region. You will not be disappointed!

Presented by Bank of America, the event will take place at Holiday Inn across from Wright State University on Thursday, April 11. Doors will open at 7:30 a.m. for breakfast; the program starts at 8:30. Limited seating is available, so register now! For more information or to register, [click here.](#)

Date: Thursday, April 11
 Place: Holiday Inn – Fairborn (Across from Wright State University)
 Time: 7:30 a.m. – Breakfast
 8:30 a.m. – Program
 10:00 a.m. – Networking

Cost: \$60 members, \$85 non-members, if registered by Monday, March 25
 After March 25 - \$75 members, \$100 non-members

Presenting Sponsor



Titanium Sponsors



Copper Sponsor

Brady Ware

DRMA Calendar of Events

- February 19** Operations Meet Up – Lewisburg, [register here](#)
- February 22** Workforce/HR Meet Up – Beavercreek, [register here](#)
- February 28** DRMA Happy Hour – Beavercreek, [register here](#)
- March 12** Young Professionals Meet Up – Dayton, [register here](#)
- March 19** Operations Meet Up – Dayton, [register here](#)
- March 21** DRMA Happy Hour – Vandalia, [register here](#)
- March 26** Workforce/HR Meet Up – Dayton, [register here](#)
- April 11** Economic Update with Brian Beaulieu – Fairborn, [register here](#)
- May 7** Additive Manufacturing Meet Up – Dayton, [register here](#)
- May 8** Safety Meet Up – Dayton, [register here](#)
- May 20** May Golf Championship – Troy, [info here](#)
- May 20** DRMA Happy Hour – Troy, [info here](#)
- July 15** Summer Golf Outing – Dayton, [info here](#)



For a full listing of all events throughout the year, please visit our [events page](#).

Advanced Manufacturing Technology Show

Bring Everyone to the Table!

Consider this: There's only one place where you can get face time with multiple clients and business partners in the same space—the 2019 [Advanced Manufacturing Technology Show](#) (AMTS). Whether you're trying to get in front of new prospects, rekindle past relationships, or reinforce existing business, you can touch more people during two days at AMTS than you could during months of regular sales calls. AMTS is returning to the Dayton Convention Center this October 16 & 17.

When you commit to exhibiting at AMTS, you reserve two days to reinforce your industry relationships. The time you invest in AMTS will pay for itself throughout the year. Exhibiting at AMTS is helpful for getting in front of the key decision makers on your prospect list and for securing your market share. We offer options to fit any budget, from exhibiting to sponsoring, along with opportunities to present as well.

Ready to reserve your booth space? Contact [Kayla](#) today!



News You Need

Retain Your Emerging Talent through Professional Development

You know it's tough to find qualified employees. And you know that it's critically important to keep the good ones you find. We have a professional development series that can help you retain your emerging talent! DRMA's Young Professionals Committee has worked with the University of Dayton's Center for Leadership to offer a series of workshops at the UD River Campus for 2019:

Leadership is Everyone's Business – Tuesday, March 5, 8:30 a.m. - 4:30 p.m.

Going from Peer to Supervisor – Thursday, May 2, 8:30 a.m. – 4:30 p.m.

Communication Skills for Leaders – Wednesday, August 28, 8:30 a.m. – 4:30 p.m.

Embracing Accountability – Tuesday, September 10, 8:30 a.m. – 4:30 p.m.

These courses will help participants:

- Identify leadership strengths and areas for improvement
- Understand the issues and challenges of transitioning into a supervisory role.
- Learn how to organize content of written messages and presentations strategically for optimal audience engagement.
- Learn a clearer, constructive approach to accountability and how it contributes to individual responsibility, empowerment and better results.
- And more!

Detailed course descriptions and registration form can be found [here](#). The **price is \$390 per course, per person with a discounted price of \$375 each if you register for all four courses**. NEW this year: individuals who complete three of the courses will be awarded a DRMA professional development certificate! To register your employees, please return the registration form and payment information to [Kayla](#).

Act quickly, as the **first course is on Tuesday, March 5!** Remember that these courses are exclusively for DRMA members, so your staff will have the opportunity to connect with others who support manufacturing in the Dayton Region!

Save the Date for the DRMA Golf Outings!

Join us on Monday, May 20, for the Fourth Annual DRMA Golf Championship, presented by Greenpoint Metals Inc. The outing will be held at Troy Country Club and the format will be play your own ball with a shotgun start at 12:30.

Registration forms will be emailed in March. Watch for it and respond immediately as last year's outing sold out in less than 5 hours! The cost for golf (including lunch and cart) is \$160. At least two golfers per foursome must be employees of DRMA Member Companies. For more information, please visit [our website](#).

Our summer golf outing will be held on Monday, July 15, at Walnut Grove Country Club. This will be a scrambles format with start times at 7:30 and 1:00. Stay tuned for more information!

Eager to Speak to the DRMA Audience?



We are looking to supplement our *Breakfast with DRMA* series with topics presented by members in their area of expertise. The short story is you get to expose your expertise to an audience at a DRMA “sanctioned” event. We get additional brand exposure and the opportunity to provide pertinent information to members. We share the work and the costs. Interested in learning more? Contact [Angelia](#), and let's talk!

Membership ROI... DRMA 101

Are you new to DRMA, looking to get re-acquainted with the association, or want to know more about getting the full “bang” for your membership dues “buck?” Attend an upcoming DRMA 101 session with DRMA president Angelia Erbaugh, a Board member, and Member Services Committee representative to learn more about making the most of your membership in a casual, conversational setting. Space is limited, so contact [Shay](#) today to sign up for an upcoming DRMA 101 session!

Manufacturer Sessions: 7:30 – 8:30 a.m.

March 7, Grounds for Pleasure – Tipp City; April 2, 1808 Café – Eaton; April 18, Panera Bread – Austin Landing

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco's Restaurant, Dayton

February 20, March 20

A Message from the Government Relations Committee

Submitted by Mary Miller, FASTLANE and Amy Schrimpf, Dayton Development Coalition

While it's been cold outside the GRC has been keeping the fire going for DRMA members. This year the GRC's focus is on deepening our relationships with elected officials and organizations who focus on government policy (e.g. OMA) to further strengthen our role as the “resource” and “connection” for members' needs. One way we do that is with Meet Ups. If you haven't been to a Meet Up yet, it's a round table discussion where you get to talk in real-time with your elected officials. Earlier this month we had a successful Meet Up where members were able to share their workforce concerns with State Representative J. Todd Smith, Montgomery County. If you have someone you'd like to have a meet up with please contact [Kayla](#).

Another way in which this is done is to attend events hosted by elected officials. In January, DRMA president Angelia Erbaugh, the GRC's chair Chuck Dryer, and committee member Amy Schrimpf attended a Summer Manufacturing Camp Summit hosted by US Senator Sherrod Brown. The Summit provided educators, manufacturers, economic development professionals, and community leaders with opportunities to learn how to host new camps or expand upon

current manufacturing camps. We'll incorporate some of these ideas into the camps we do with the City of Dayton and the Dayton Metro Library.

Speaking of engagement, we're looking for few good manufacturers who are willing to come together a few times a year, to provide an overall pulse on manufacturing when it comes to government policies (e.g. tariffs etc). If you're interested, please contact [Kayla](#).

We leave you with this quote: *"Do more than belong: participate. Do more than care: help."* - William Arthur Ward.

Legally Speaking

Employment Law Predictions 2019 and Beyond

Submitted by Bob Dunlevey of Taft Law

Already 2019 is proving to be one of the most unique periods in our country's history when it comes to developments in Washington and the various Statehouses. It's a "wacky" time! While, today, it is somewhat difficult to predict developments through the next Presidential election, every **employer needs to take stock of what is going on** in order to more effectively plan and to make their voices heard by elected officials.

In the last two years, employers have enjoyed more business friendly attitudes and actions by legislators and agencies. Deregulation has given employers opportunities to focus on their businesses instead of dealing with the regulation "de jour" previously promulgated by a myriad of agencies. For example, the NLRB in the recent past has undone many of its prior opinions having to do with handbook work rules which President Obama's appointees to the Board found to be in violation of the National Labor Relations Act.



Rulemaking now seems to be the order of the day for various agencies even though they have sparingly used this authority in the past. Instead of agencies waiting for lawmakers to change employment laws, agencies such as the Department of Labor and the National Labor Relations Board are making their own declarations. But, advocacy groups abound and they are trying to thwart these actions. Already, the Democrat dominated House of Representatives has pledged numerous **hearings to question these agencies' rulemaking authority** and the actual rules being promulgated. Representative Bobby Scott, D-Va. is heading the House Committee on Education and the Workforce and is a strong advocate for progressive workplace friendly legislation. Anticipate numerous hearings designed to thwart agencies from undoing what President Obama's appointees did to impact the employment law setting between 2009 and 2017.

The impact of the 2020 Presidential election is already being felt. It is a traditional tactic by Presidential candidates to tout workplace issues. Of the dozen plus Democratic candidates now throwing their hats in the ring, each has spoken strongly about **worker friendly regulations** such as a \$15 minimum wage, paid family leave, enhanced union security, and equal pay – to name just a few. But, the 116th Congress may very well experience "Washington-gridlock." It takes 60 votes in the Senate to pass legislation and this certainly spells impasse for many worker friendly proposals. But, as these topics are discussed on the national podium and **progressive policies are advanced**, the movement will trickle down to the respective states. **Anticipate** much more **legislation on worker friendly topics** being placed on the **states' ballots** in 2019 and beyond. The last midterm election saw progressives take control of Statehouses in Colorado, Illinois, Maine, Nevada, New Mexico and New York, among others. 94 union members were elected to State Senates, 467 union members were elected to Statehouses and over 100 American Federation of Teacher members won offices as well. Their voices will be heard and where Washington gets stalled, the Statehouses will fall victim to legislative interest groups.

Here are some of the worker friendly issues you need to watch and prepare for:

- **\$15 minimum wage** – many interest groups as well as the Democrat leadership are strongly advocating increasing the federal minimum wage from \$7.25 to \$15 per hour. While President Trump and Senate Republicans likely will not support it, Democrats see the issue as a strong message ahead of the 2020 election. Already, Amazon and Target have publicized the installation of a \$15 minimum wage and many Statehouses are moving toward this \$15 threshold. As we start 2019, 29 states already have a higher minimum wage.
- **Overtime exemption** – anticipate changes in the salary level for employees to be exempt from overtime. Recall the prior flurry of debate and federal court litigation in Texas which shot down the Department of Labor’s proposal to require an employee to earn \$47,476 per year in order to enjoy the overtime exemption. Anticipate that the threshold will move from the existing \$23,660 to approximately \$33,000 per year. Plan now for this outcome which will be discussed heavily this Spring.
- **Pay Equity** – even though the federal Equal Pay Act has been in existence since 1963, discussions of equal pay for not only equal work but “similar” work has much traction. Coupled with the EEOC’s initiative to have salary history questions excluded from the applicant process and proposed EEO reports verifying the actual wages of employees, you certainly will hear much debate. But, anticipate nothing much happening at the federal level because of the laws which are already in effect. Watch the pending cases holding that employers cannot use an applicant’s past salary as a defense for setting compensation under the Equal Pay Act. The U.S. Supreme Court will probably weigh in with or without Ruth Bader Ginsburg who may leave the Bench before the next inauguration.
- **Paid Leave** – progressives wish to take the 1993 Family and Medical Leave Act to the next step providing paid leave. The proposal sounds quite appealing to the average worker. Now 11 states and 30 local jurisdictions have some type of paid leave. 13% of employees now enjoy such. But, the devil is in the detail when it comes to the proposed Family and Medical Insurance Leave Act. This proposal includes a national wage insurance program paying a cash benefit – further government control and expanded federal involvement. It broadens entitlement for things such as school conferences, lapses in childcare, minor illnesses and preventive care. President Trump appears to be in favor of some form of paid family leave and other Republicans certainly will tout similar proposals as we move toward election 2020. Anticipate many more states passing some form of legislation. For companies in multiple jurisdictions, you will have to watch these state developments closely.
- **Multi-Employer Pension Plans** – the unspoken current crisis equal to the 2008 financial collapse comes in the form of the 10 million workers in the 1,400 multi-employer defined benefit pension plans – financially sick plans – \$48.9 billion underfunded in the private sector and \$4 trillion unfunded in the public sector. Benefits have been promised but participants will have to find other ways to live in retirement as these plans go “belly-up” and the federal insurance group known as the Pension Benefit Guaranty Corporation goes bankrupt. The Congressional Committee empowered to study and make recommendations to address this national crisis missed its November 30, 2018 deadline to make any recommendations. Watch for various progressive proposals for healthier pension plans and for employers participating in these multi-employer plans to pick up the tab for these unfunded vested liabilities – a tab that no one can afford. Watch for some of the 121 plans in jeopardy to fail in the next few years.
- **Immigration** – Immigration is discussed as a national border issue as well as in the employment setting. While E-Verify, a well-established federal system to verify whether an employee is properly able to work within our country, is currently utilized for federal government contractors, the idea of mandating all employers to utilize E-Verify has not gotten traction in Washington. Anticipate much discussion about the employment of undocumented workers but don’t expect any significant change for employers.
- **Right-to-Work** – 27 states currently are right-to-work states which means that unions are not allowed to enter into agreements with management to compel union membership or dues. More states will soon become right-to-work. Recently, the Supreme Court in the Janus decision ruled that mandatory fair share fees for public sector employees were prohibited. The bigger story is that unions have been a strong voice for workers and for the progressive movement. They collect \$4.5 billion annually in dues to engage in PAC activity. With the right-to-work legislation taking away the union’s collection of PAC money, the future campaigns aligned with their philosophies may not be as powerful.

So this is where we have been, are, and may be going. Make sure to pay attention to these developments and plan accordingly.

For further information, use your [Legal Services Plan](#) and contact Bob Dunlevey at Taft Law (937) 641-1743 or email rdunlevey@taftlaw.com.

Legal Services Plan

DRMA members are eligible to receive one free legal consultation per month from employment law attorney Bob Dunlevey. If you need legal advice concerning labor, safety, real estate, or other business issues, give Bob a call at (937) 641-1743. Be sure to identify yourself as a **DRMA member**.

Member Benefit Spotlight: Growing the Workforce Pipeline



The world of business is complex, and it is important to rely on industry partners like DRMA for success. DRMA's mission focuses on strengthening member companies and serving as the advocate for manufacturing in the Dayton region. DRMA is recognized as the trusted voice of the industry to represent members' needs and concerns so that they may stay focused on their business. The #1 concern facing DRMA Manufacturer members and the manufacturing industry is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline, so that members have less difficulty in finding enough qualified candidates. A few of them are:

MFG Day – DRMA loggally organizes national MFG Day, an event where students tour manufacturing facilities teaching them about careers in the industry. We're the most successful MFG Day in the nation.

Power Lunches – DRMA sets up an exhibit at middle and high schools during their lunch time, career fairs, or other events, designed to pique students' curiosity about careers in manufacturing.

Manufacturing Industry-Recognized Credentials – DRMA works with educational institutions across the region to incorporate industry credentials into their curriculum and promotes the value of credentials to members.

Summer Camps – DRMA conducts summer activities to teach young children what manufacturing is all about and plant the seed for future careers in manufacturing.

Dream It. Do It. – DRMA holds the Dayton Region license for Dream It. Do It., a national network of like-minded organizations focused on attracting talent to the manufacturing workforce.

Training/Education Program Advisory Committees – DRMA volunteers serve on advisory committees to convey the needs of manufacturers and to ensure their curriculum produces graduates with the skills needed by manufacturers.

Workforce Collaboration – DRMA collaborates with numerous organizations and schools to advocate for members' workforce needs. We are at the table so that you can stay focused on your business.

[The DRMA Foundation](#), the Association's charitable arm, supports the DRMA as a separate 501(c)3 tax-exempt organization. The Foundation's exclusive purpose is to provide funding for DRMA's workforce growth initiatives.

DRMA staff does the work on these initiatives, guided by advice from member volunteers, so that it's easier for you to participate and reap the benefits. Be sure to take advantage of them! Visit our [website](#) to learn more.

Growing the Workforce Pipeline

Power Lunch Volunteers Needed!

Do you have a passion for growing your workforce pipeline and talking to young people? Volunteer for a DRMA Power Lunch! Power Lunches have been very successful in raising awareness of the great careers available in manufacturing; this also happens to be a fun and easy volunteer commitment! All you have to do is show up and engage students in conversations about why you like working in manufacturing.

We need volunteers for two upcoming Power Lunches. No worries if you've never volunteered before! We'll pair you with experienced volunteers and provide you with talking points. Can you help out with one (or both!) of these events?



- Wednesday, March 6 – **Vandalia-Butler High School** (located on Dixie Drive in Vandalia), 11:30-1:00. 6 volunteers needed.
- Friday, March 15 – **Wright Brothers Middle School** (located on Huffman Avenue in Dayton), 1:45-3:00. 6 volunteers needed.

Email [Kayla](#) to volunteer or to learn more about DRMA's growing the workforce pipeline initiatives.

Help Grow Your Future Workforce – Participate in MFG Day 2019!

Does your shop show well? Would a 13-year old walk in your facility and say "Wow, this is cool!"? If so, then consider participating in MFG Day 2019! It's never too early to send a Save the Date to your local schools so they can get them on their calendars for this fall! Post your open house on [MFGDay.com](#) NOW (you can edit it later), as schools are planning for fall field trips and need to see which companies they can visit!

MFG Day (October 4) is designed to expand knowledge about and improve general public perception of manufacturing careers and manufacturing's value to the U.S. economy. This is a nationwide event and a unique opportunity for students, parents, and educators to see manufacturing in action and to ignite their interest in manufacturing careers. Over the last six years, we've had great success with this event (in 2018, over 4,300 students from 64 schools and 5 home school groups visited 51 member open houses!), and we want to continue that momentum! Watch [this video](#) to see what students think of MFG Day!



The concept is simple . . . manufacturers across the country hold open houses on the same day. The national MFG Day organizers promote the open houses through general and trade media campaigns, and DRMA promotes them locally, encouraging Dayton Region students, parents, and educators to visit your facility and see that American manufacturing is a vibrant career path and that employers need skilled workers.

To schedule an open house

- Go to www.mfgday.com and click on the Host an Event button on the home page.
- You will create an account and then register your event.
- You'll be able to designate the type of event (like an open house) and choose the hours for your event, among other choices. Consider holding your open house during hours that accommodate school field trips (9-3 p.m.),

students/educators attending after school (3 p.m. and after), and students/parents attending after their work day (5 p.m. and after).

- You may indicate any other restrictions you may have like attire and if your event is open to only certain schools.

Make your open house successful

DRMA volunteers are working to spread the word to area schools with the hope that your open house will be attended by young people, their parents, and school teachers and administrators. But your help is needed:

- Pick one or two schools (middle schools are prime picks) that you will invite. Educators have told us that they are much more likely to participate if they get a phone call from a company personally inviting them to attend their open house. We're trying to make sure that every school has received at least one invitation, so please [email us](#) with the names of the schools that you want.
- Click the [Resources link](#) to find easy-to-follow instructions for conducting an effective open house.
- Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.

Not sure what you are getting into? Want tips on holding a successful open house?

[Email us](#) for tips from educators and members! And keep an eye out for our MFG Day Meet Up, coming spring 2019!

Signing up early is critical so that schools have plenty of time to schedule a field trip to your facility. Schools are planning NOW for fall field trips. Let's make a grand showing! Make plans now to participate in this nationwide event!

MFG Day is produced the National Association of Manufacturers and organized locally by the Dayton Region Manufacturers Association, with support from FASTLANE-MEP.

Clark State to Offer 5-Axis Training

Great news from Clark State Community College - the Sweet Center for Manufacturing has recently added a 5-Axis CNC machine! They are the first college or university in the state of Ohio to offer training on a 5-Axis machine. Clark State will soon be offering training to companies. Want to get in touch? Contact [Kayla](#) for more information.

Tap into Your Future Workforce through YouthWorks

According to the National Association of Manufacturers, over 3.5 million manufacturing jobs will need to be filled in the next 10 years. But because of economic expansion and a large number of expected retirements, current projections show nearly 2 million of those jobs will go unfilled.

Montgomery County has a program that links youth between the ages of 14-18 with work experience opportunities to give them exposure to industries within the county. We're looking for more manufacturing opportunities for area youth, both to help them learn about the industry, and to help build your future workforce.

Contact [Kayla](#) to learn more about how to get involved in this great program!

Manufacturing Industry Credentials – Training Programs in the Dayton Region

Note: This article is part of a series of communications about the value of industry credentials.

DRMA members consistently report that their Number 1 concern is that they cannot find workers with the skills required for today's advanced workplaces. The skills gap is widening as companies scramble to find qualified

employees, and new hires who are not the right fit can mean companies losing out after spending hundreds of hours recruiting, onboarding, and training.

The use of manufacturing industry-recognized credentials is one way to help address the skills gap challenge and ensure your workforce is made up of the most qualified employees. Industry credentials ensure that the credential holder has met the industry benchmark for their specific occupational competency. For new hires, industry credentials can be used as screening tools for knowledge, skills, and abilities to do the job well; and for current workers, industry credentials can help bolster their skills and keep them at the top of their trade.

There are a number of manufacturing related industry credentials out there. The most common ones, and the ones that DRMA and local high schools and community colleges are working on, are produced by the Manufacturing Skills Standards Council (MSSC) and the National Institute for Metalworking Skills (NIMS). More information about these credentials can be found [here](#).

DRMA is working with educators across the region to incorporate industry credentials into their curriculum. In last month's newsletter, we listed the area schools who are offering industry recognized credentials. This month we have updated information from our educational partners:

- [Clark State Community College](#) has incorporated the NIMS Machining Level 1 – Measurement, Materials & Safety credential in their manufacturing FASTRACK program which prepares adults for entry-level careers in manufacturing.
- [Upper Valley Career Center](#)'s adult program has incorporated the NIMS Machining Level 1 – Measurement, Materials & Safety credential into their Precision Tooling and Machining program. UVCC is also a recognized member of ApprenticeOhio and places students with employers through that program. For manufacturers who also have logistics needs, UVCC is offering two logistics certifications through MSSC (CLA and CLT).
- [Northridge High School](#) is offering a manufacturing program to their juniors and seniors which requires successful completion of the CPT credential. About 25 students are on in the process for earning their CPT.
- [Centerville High School](#) is offering a manufacturing program to their juniors and seniors which requires successful completion of the CPT credential. There are currently 17 students enrolled in their CPT program, and several students are currently interning with companies in the area.
- [Miami Valley Career Technology Center](#) is gearing up to offer a manufacturing training program for non-precision machining high school students based on the CPT credential.

If you want more information on these programs or have a contact at a school that may be interested in working with DRMA on industry credentials, contact Kayla at kmanuel@daytonrma.com or call at (937) 949-4000.

Grow Your Workforce through High School and College Interns

Workforce Development is one of our main focuses at DRMA. The Southwestern Ohio Counsel for Higher Education (SOCHE) has teamed up with local educational institutions to transform their communities and economies through the education, employment and engagement of students in the region. Their newest platform, SOCHEEngage, focuses on promoting career awareness to high school students. Students in the region should understand the demand for workers and interns in the manufacturing field.

Through close relationships with high schools and colleges, SOCHE has been able to educate and engage nearly 200,000 students in southwest Ohio. Learn how this could benefit your business by visiting www.soche.org or contacting [Kayla](#) for more information.

Safety



Attend the 2019 Safety Congress & Expo

The 2019 Ohio Safety Congress & Expo is a free event sponsored by the BWC with the goal of helping businesses keep their work force safe, healthy, and productive. More than 200 educational sessions, guest presenters from various states, and more than 250 exhibitors share their knowledge and resources.

OSC19 will take place March 6-8 at the Greater Columbus Convention Center. Employers with an interest in occupational safety and health, wellness, rehabilitation, and medical treatment of injured workers are encouraged to attend. [Click here](#) for more information.

Better Business Starts with Safety – Safety Starts at the BWC

BWC's Division of Safety & Hygiene provides a variety of PRE-PAID courses to help Ohio employers create a safe and healthy workplace. Businesses that have built safety and wellness into their workplace cultures reap many benefits, including fewer accidents, lower workers' compensation costs, and more productive employees.

Your worker's compensation premiums cover the costs of the courses offered by the Division of Safety & Hygiene. Why not take advantage of what they have to offer?

For course listings and descriptions, [visit their website](#).

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Bowling of CareWorksComp

New Ohio BWC Administrator: Stephanie B. McCloud - Governor Mike DeWine has nominated Stephanie B. McCloud administrator/CEO of the Ohio Bureau of Workers' Compensation. A former BWC staff attorney with a strong legal résumé, Administrator McCloud is a seasoned workers' comp professional who cares passionately about BWC and its mission.



Good news: "Better You, Better Ohio!" Program expanded - The "Better You! Better Ohio!" office of the Ohio BWC has expanded this program to include all injured workers regardless of comorbidity status and any employer less than 150 employees. The BWC's goal is to support the Total Worker Health concept. Anything an employer can do to support a healthy workforce benefits both employees and the company. The On-Site Screening Events can be scheduled by going to the ["Better You, Better Ohio!" website](#).

Need help with your OSHA Log? - Between February 1st and April 30th, 2019, all employers covered by the recordkeeping regulation must post a hard copy of their 2018 OSHA 300A Summary in a common area of their workplace so that employees can readily access and observe it. CareWorksComp and York have an OSHA Log Submission Service that is available to our clients. For more information contact John Valentine at (814) 701-1834 or john.valentine@yorkrisk.com.

OSHA Penalties Adjusting in 2019 - OSHA's civil penalties for violations of workplace safety and health standards will increase in 2019 to adjust for inflation. The adjusted maximum penalty amounts will take effect upon publication in the [Federal Register](#). New penalties for willful and repeat violations will be \$132,598 per violation; serious, other-

than-serious, and posting requirements are \$13,260 per violation; and failure to abate violations are \$13,260 per day beyond the abatement date.

The Dangers of Lapsed BWC Coverage - It is very important for employers to understand the importance of timely premium payments. If BWC does not receive an employer's premium on time, the BWC places their account in a lapsed status. Lapsed coverage can be a very costly mistake for numerous reasons:

- Employer liability... If a claim occurs while coverage is lapsed the injured worker can either sue the employer for damages and expenses related to the injury or file a claim through BWC. If BWC allows the claim the employer must reimburse BWC for the total lifetime cost of the claim.
- Penalty assessments... BWC assesses penalties for late premium payments and lapses.
- Ineligibility for group rating programs... An employer with cumulative lapses in coverage in excess of 40 days during the policy year will be ineligible for group rating programs for the next policy year.
- Ineligibility for other BWC rating programs... Cumulative lapses in coverage in excess of 40 days within the preceding 12 months can result in the employer being ineligible for the Lapse Free Rebate, Drug Free Safety Program, One Claim Program and EM Cap Program.

20% OSHA Training Tuition Discount for DRMA Members!

Get a 20% Discount on OSHA Training Classes! DRMA is here to help our members lower their incident rate, reduce their EMR, and provide a safer workplace for their employees. By partnering with Mid-America OSHA Education Center in Springboro, DRMA members receive this special discount on OSHA authorized safety & health training and education. Take advantage of this member benefit today! Contact [Shay](#) or call the DRMA office at (937) 949-4000 to get the discount code.



Upcoming Classes

- 03/04 OSHA 7115 Lockout/Tagout, 8am-5pm, Springboro
- 03/05-08 OSHA 2015 Hazardous Materials, 8am-5pm, Springboro
- 03/06-08 OSHA 503 Update General Industry Outreach Trainers, 8am-5pm, Broadview Heights
- 03/11-14 OSHA 2045 Machinery and Machine Guarding Standards, 8am-5pm, Springboro
- 03/12-15 OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Broadview Heights
- 03/13 OSHA 7005 Public Warehouseing and Storage, 8am-5pm, Indianapolis

Go to <https://midamericaosha.org/> for a full course listing, registration information and more.

Dayton Area Safety Council

Safety Breakfast with the Experts – Emergency Action Plans and Preparedness – Presented by Gary Auman; Auman, Mahan and Furry. Thursday, March 21, 7:30 – 9:00 a.m., [register here](#).

All About Members

Congrats!

- Kate Vriner of **Sunbelt Business Advisors** and Kate McEwen of **The Lorenz Corporation** were both included in the Better Business Bureau's [top 25 women you should watch and know](#) list! DRMA president Angelia Erbaugh was also included. Congratulations!
- Mike Rees, president of **Bitec**, founded a new business venture, A3 Tech. Congratulations!
- Congratulations to **Crown Equipment Corporation** for winning the Dayton Region Project of the Year 2018 at the Dayton Development Coalition's annual meeting.

[Editor's Note: DRMA members are always doing amazing things! If you know of a member company or an employee of a member company who deserves a shout-out, email it to info@daytonrma.org.]

Welcome New Members

Your Association is growing! Check out our new members...

Manufacturer Members

GE Aviation - Vandalia - 740 E. National Rd., Vandalia, OH 45377 (937) 898-5881

The future of flight will depend on the development of solutions that can deliver better fuel efficiency and increased electrical power demands. GE Vandalia is manufacturing electrical power generation products including generators and converters, with state of the art technologies to meet these challenges for commercial and military customers.

GE Aviation – TDI – 6800 Poe Ave., Dayton, OH 45414 (937) 898-9600

Choosing TDI Air Starters means you've selected the industry's best performing and most reliable engine air starter. TDI Air Starters are the number one choice among system packagers and engine end users and no one has more turbine-powered air starters in the field!

Sky Innovations – 1070 Red River West Grove Rd., Laura, OH 45337 (937) 470-4076

Sky Innovations provides machined details to print and customer specifications for the manufacturing industry.

Affiliate Members

Lantek Systems - 5412 Courseview Dr., Suite 205, Mason, OH 45040 (877) 805-1028

Lantek is a multinational company leading the digital transformation of companies in the sheet metal and tube fabricating sector. Lantek offers proprietary software solutions in business manufacturing intelligence enabling factories to become Smart Factories. Lantek enables the integration of sheet and metal processing technologies with the most advanced management software.

Associate Members

Oracle NetSuite – 3610 Pentagon Blvd., Ste. 205, Beavercreek, OH 45431 (937) 431-2660