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Chairman's Connections

By Don Clouser, Chairman of the Board

Progress Made though our Government Relations Committee

The DRMA gives its members both direct and indirect support. One of the biggest efforts in the indirect support category comes from our Government Relations Committee (GRC). This committee does a great job in its mission and is constantly striving to do more.



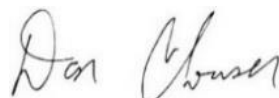
Our Association is not structured to be a lobbying group. Therefore, the impact of the GRC is more indirect. They are very effective in building relationships with government officials so that they understand the needs of our members. This is often done at Meet Ups, to which members are invited. Last year, our members spoke directly with Congressmen Jim Jordan and Warren Davidson, State Representatives Niraj Antani and Rick Perales, as well as then candidates Governor Mike DeWine and Lieutenant Governor Jon Husted, and we provided them our Top Issues list.

In October, the GRC made arrangements for State Representatives Niraj Antani and Phil Plummer, Congressmen Mike Turner and Warren Davidson, and Senator Rob Portman's staffer Sam Bain to witness our career awareness activities on National Manufacturing Day. Their participation helped them understand our need for workforce replenishment and to see our efforts in creating awareness of our industry and its huge impact on the future growth of Ohio.

I like to think that the momentum the DRMA has created over the past years has helped efforts and funding at the state level to do something about our workforce needs. The education system is mandated to create awareness of career paths, not just a college path. It has taken awhile but progress is being made.

I believe you can see how these efforts have had a positive indirect effect on the industry as a whole, and a direct effect on your individual companies. So, a big thanks goes to our GRC and the advocacy work they do on our behalf.

The GRC communicates what is going on in a variety of ways including on our [website](#), in our weekly emails, in our monthly newsletter, and on social media ([Facebook](#), [LinkedIn](#), [Instagram](#) and [Twitter](#)). If you have the opportunity to talk with a government official, call the DRMA office and staff will provide you some talking points. Or, if you have a passion for government relations, reach out to the office and find out when and where the next GRC meeting is scheduled.




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I've Been Thinking . . .

By Angelia Erbaugh, President

Members expect **advocacy** from a trade association and it's part of DRMA's brand promise. DRMA advocates for members' issues on many fronts, with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders.

One way we do this is by holding a **Meet and Greet with Congressman Warren Davidson** so that members have the opportunity to meet the Congressman, share their opinions, and learn more about his agenda. Join fellow DRMA members and members of the Associated Builders and Contractors on August 15 at the Dayton Beer Company. Click [here](#) to register.

Well, no one emailed me with the answers to my quiz following **Brian Beaulieu's** presentation last month. I'll keep you hanging . . .

Do you know that the DRMA Foundation funds all our activities to grow the manufacturing workforce which include MFG Day and Power Lunches? Do you know that our **golf outings raise money for the Foundation**? Your support of these golf outings have a direct impact on the number of career awareness initiatives we can undertake. Please participate in and SPONSOR the outings! They are coming up on May 20 at Troy County Club (play your own ball; we have 1 foursome and 1 single spot open) and on July 15 at Walnut Grove Country Club (best ball; registration forms will be emailed on May 13). Contact [Kristen](#) for information.

We have an increasing number of opportunities to get our career message in front of students. If you or your colleagues are interested in **volunteering for career fairs, job shadows, speaking opportunities, serving on school advisory committees**, or anything else in this area, please let [me](#) know. Having industry people who will step up to the plate to interact with schools and students is critically important to get manufacturing front and center when kids are exploring careers.

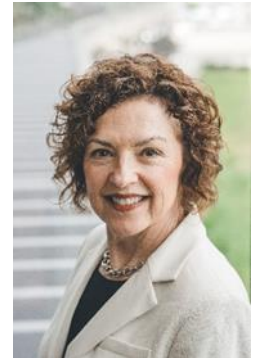
We're teaming up with the ABC and Ohio Means Jobs|Montgomery County to host a **job fair for just-graduated high school seniors** at the Dragon's stadium on Wednesday, June 5! Booths cost just \$100. Contact [Kayla](#) to sign up and talk to young folks who are actively looking for jobs!

Make it easier on yourself to find skilled workers in a couple of years. If your facility shows well, host an open house on **MFG Day 2019** on October 4 to show students, educators, and parents the great occupations and careers your company offers. Interested? [Let me know.](#)

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 program that can help you retain your younger employees! DRMA's Young Professional Committee has worked with the University of Dayton's Center for Leadership to offer **Professional Development Workshops**. The next two courses in this series are August 28, and September 10. Info and [registration here](#).

DRMA's **Lean Manufacturing Workshop Series** is underway! The first session took place on May 1. The goal of this series is to help you learn how to implement lean concepts and techniques to make lasting improvements to your manufacturing operations. We have 3 seats left in the second of four sessions, *Workplace Organization*, which will be presented on May 29 at the Sinclair Conference Center. The cost of the workshops is \$250 per person. Manufacturer members earn a \$100 per person discount (compliments of FASTLANE), making your cost just \$150 per person per session which includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). [Click here](#) to register.

Consider the DRMA **Business Lead Email** service as a source for connecting with potential customers who are looking for manufacturing suppliers. And remember to use the service if you are over capacity and need to outsource work. Email [Shay](#) and she'll explain the process.



You probably know that we hold small group dialogue sessions called **Meet Ups**. They are organized around a topic area and are designed to connect members with other members who are interested in the same topic area, so that you can learn from each other in a casual, comfortable atmosphere. What you may not have thought about is that Meet Ups are a perfect professional development opportunity for your staff . . . they will be able to talk with, and learn from, a group of their peers about issues that impact their work responsibilities. I encourage you to encourage them to attend. [Click here](#) for more info.

Attention women business owners: Our friends at the Girl Scouts are working hard to increase the number of girls who have an interest in pursuing STEM occupations. With the intent of connecting girls with role models, this September they are hosting astronaut Mae Jemison, the first African-American woman in space. They are looking for companies who may be interested in bringing a group of women to the event, or hosting a table for girls. The purpose of the event is to create a night of inspiration for girls and women in the Miami Valley. There will be a dinner, a meet and greet, and most importantly, an opportunity for girls to interact and learn firsthand from Mae Jemison. If you would like to support this event, please let [me](#) know and I'll connect you with the right person.

Thanks for choosing to be a member!



Member Events

Meet Your Peers at the Next DRMA Happy Hour – May 20

Come mingle with your DRMA peers at the next DRMA Happy Hour at the Troy Country Club following our May Golf Outing. DRMA Happy Hours are casual, open house style gatherings 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 cash bar while you meet up with your DRMA peers to share best practices, solve problems, and find new avenues for business growth. Join us on Monday, May 20, from 4:30 to 6:30 p.m. [Register here](#).



Summer Golf Outing – July 15

The 2019 DRMA Annual Golf Outing is just around the corner! The event will be taking place on Monday, July 15, at Walnut Grove Country Club. All proceeds benefit the DRMA Foundation and its efforts to develop and retain a skilled workforce for the manufacturing industry.

The format is a scramble with two shotgun starts at 7:30 a.m. and 12:30 p.m. Start times will be assigned on a first-come basis. Registration forms will be emailed on **Monday, May 13**. Registration forms and payments will be accepted via email, fax, or mail only; no phone calls, please. Cancellations with refunds will be accepted through June 27. All name changes must be made by July 8.

The price for golf and lunch is \$140 per person (including cart); the price for dinner is \$60.

Golf and Lunch

- All golf participants **must** be employees of a member company with a limit of 8 per member company.
- Your golf fee includes lunch and is available in the clubhouse starting at 11:00.
- Bloody Mary's will be available at the Snack Shack and main bar (cash/credit).

- Mulligans and skins will be on sale when you check in and games will be conducted on the course, so don't forget to bring cash (small bills only, please).
- The driving range will be open from 6:30 to 7:30 a.m. and 11:30 to 12:30 p.m. for practice before your start time.
- Only soft spikes are allowed on the course; allow 15 minutes for the club to change hard spikes (at your cost).
- Please do your part in keeping the event fun for all by observing golf etiquette – please don't slow down the play.
- Play will be stopped if lightning is detected in the vicinity in accordance with the golf club policy. If golf is cancelled, it will be rescheduled for later in the summer. However, the dinner and evening program will be held regardless of weather. No refunds will be made due to weather.

Cocktails and Dinner

- Cocktails (cash/credit card bar) begin at 6 p.m. in the clubhouse.
- Dinner begins at 7 p.m.
- Dinner tickets will be mailed a week before the outing; please bring your ticket with you!
- Even if golf is cancelled due to inclement weather, the cocktail hour, dinner and evening program will be held.

Prizes and Raffles

- Golf prizes (team low gross, low net, and skins) will be awarded at dinner.
- Everyone attending dinner is eligible to win door prizes. Winning numbers for all but five big door prizes will be pre-drawn, and prizes may be picked up throughout the evening. The remaining five big prizes will be awarded at dinner, and all dinner ticket holders are eligible to win, even if you won one of the pre-drawn prizes. You must present your ticket in order to win.
- Two raffles will be held – one for a custom-fitted set of irons or \$650 worth of pro shop merchandise and 2 foursomes of golf; and the second raffle will be a 50/50. Raffle tickets will be on sale during cocktails/dinner (5 for \$10 or 15 for \$20). You must be present to win.

Sponsorships

Unlimited tee and green sponsorships are available. For \$200, a sign with your company's name will be placed at a tee or green, and your company will be recognized in signage at the dinner and in the DRMA newsletter. Also available are sponsorships for games and treats at the outing. Sponsorships help you promote your company AND help boost proceeds from the outing.

Attire

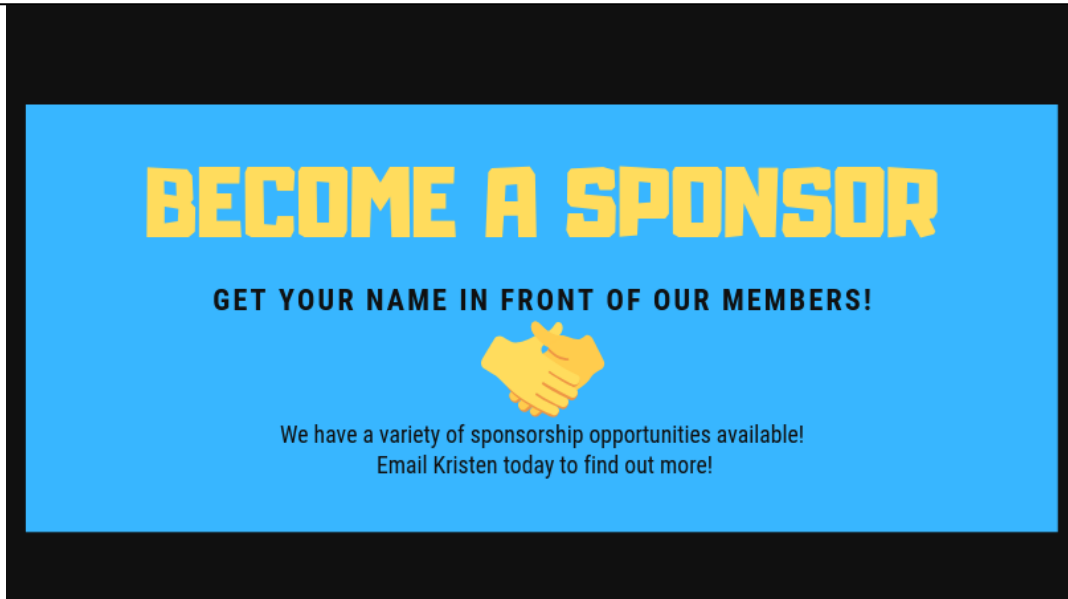
Proper golf attire is required; jeans are not permitted on the course or in the clubhouse.

Cancellations

Cancellations with refunds will be accepted through June 27.

Contact [Kristen](#) for more information on registration and sponsorship opportunities.

Proceeds from the outing will be contributed to the DRMA Foundation, a 501(c)3 organization. Consult your professional income tax advisor to determine the amount which may be deductible as a business expense or a charitable contribution.



DRMA Calendar of Events

May 14	Young Professionals Meet Up – Yellow Springs, register here
May 20	May Golf Championship – Troy, info here
May 20	DRMA Happy Hour – Troy, register here
May 21	Operations Meet Up – Middletown, register here
May 28	Workforce/HR Meet Up – Dayton, register here
May 29	Visual Workplace – Lean Series – Dayton, register here
June 7	MFG Day Meet Up – Dayton, register here
July 15	Summer Golf Outing – Dayton, info here
August 15	Meet and Greet with Congressman Warren Davidson – Dayton, register here



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



News You Need

DRMA's Lean Manufacturing Series

DRMA, in partnership with Sinclair Workforce Development and FASTLANE, has put together a Lean Manufacturing Workshop Series, exclusively for DRMA members, designed to help companies reduce waste and streamline processes in their organizations. Learn how to foster an environment built on the idea that good is never good enough, an environment always focused on continuously improving in small steps every day. As an added bonus, each Manufacturer member attending will get a discount on the tuition cost AND a free on-site lean assessment, both provided by FASTLANE.

- **Workplace Organization** – Using 5S to arrange, order, clean, standardize and sustain improvements on the shop floor. Wednesday, May 29
- **Visual Workplace** – Understanding and implementing visual management techniques to enable communications and to provide immediate feedback. Wednesday, August 7
- **Standardized Work/Set-Up Reduction** – Learn how to produce a product with the minimum material, labor, space and equipment required to add value and how to eliminate non-added value activity. Wednesday, September 4

All sessions run from 7:30 to 11:30 a.m. and are held at the Sinclair Conference Center. Participants can attend individual sessions or all four sessions in the series. A DRMA certificate will be provided with completion of 3 of the 4 sessions.

The cost of the workshops is \$250 per person. Manufacturer members earn a \$100 per person discount (compliments of FASTLANE), making your cost just \$150 per person per session. The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). **We only have 3 spots remaining in the next session** on May 29, course descriptions and the registration form can be found [here](#). Return the registration form to [Shay](#) ASAP to reserve your spot!

DRMA's Professional Development Series

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:

- 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:

- 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 the registration form can be found [here](#). The **price is \$390 per course, per person**. To register your employees, please return the registration form and payment information to [Kayla](#).

The next course is on Wednesday, August 28! Spots are filling up quickly, so get your registration in now! 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!

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, and a representative from our Member Services Committee 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!

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

DRMA/Manpower 2018 Wage and Benefit Survey Report Now Available

Paying people fairly is good for business. Underpay, and employees will eventually look for a better offer. Overpay, and the payroll budget and profitability will suffer. Benchmark your jobs against market data contained in the DRMA/Manpower Wage and Benefit Survey Report!

Topics presented in the report include:

- Business demographics
- Employee wages
- Employee benefits (medical, dental, vision, short- and long-term disability, holiday, vacation, profit sharing, 401(K), and pension plans)
- Work schedules
- Recruiting and retention strategies

Non-participating DRMA members may purchase a copy for \$175; non-members may purchase a copy for \$300. Call the Association office (937-949-4000) or email Shay to order your copy.

Here's what members are saying about the survey:

"The DRMA/Manpower Wage and Benefit Survey is a great benchmarking tool for us. We want to offer a total compensation package that is competitive in the region. We want Rack Global Enterprises to be one of the manufacturing employers of choice in the Dayton Region, and the survey supports that goal." Jim Bowman, Chief Operating Officer, Rack Global Enterprises

"Techmetals has depended on the survey for years to help keep our competitive edge and retain the best employees." Pam Conner, HR Director, Techmetals

Helping Manufacturers Beat Import Competition

Submitted by Carey Schoenig, GLAATC

The federal Trade Adjustment Assistance for Firms (TAAF) program continues to help manufacturers in the Dayton region improve their competitiveness. TAAF helps smaller manufacturers that are losing sales to imports. For Ohio companies, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).

The TAAF program helps manufacturers invest in themselves by providing up to \$75,000 in matching funds for key business improvement projects, and provides assessment and planning assistance to maximize project impact.

TAAF assists clients in many project areas ([see a list here](#)). For example:

- TAAF matching funds are helping two different Dayton area firms with their recruiting efforts. In both cases, these GLTAAC clients are seeking to add to their executive/director-level team.
- An area foundry is enhancing worker skills by using TAAF matching funds to train engineering staff in new simulation software.

If import competition has hurt your sales, don't put off learning more about GLTAAC. Just contact GLTAAC Project Manager, [Scott Phillips](#) at (734) 787-7509. Scott can quickly review the TAAF program with you and help you determine if your firm would qualify.

Member Benefit Spotlight: Advocacy



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. Members expect advocacy from their trade association and it's part of DRMA's brand promise. DRMA advocates with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders to advance the interests of our members and the industry.

Top Issues List – DRMA surveys its members and produces an annual list of their top issues and concerns which provides direction for programming and advocacy initiatives.

Community Relations – DRMA builds strong relations with other community organizations for advocacy purposes.

Local manufacturers face countless challenges every day in their efforts to stay profitable, be productive, and to grow. As a key sector in the Dayton Region and in Ohio, manufacturing must be “at the table” when key issues are being debated and decided. DRMA works to make sure that happens.

DRMA . . .

- Conducts a survey and produces a list of members' top issues
- Promotes the value of the industry by publishing the *Manufacturing in the Dayton Region* document with statistics compiled by the Center for Urban and Public Affairs at Wright State University
- Builds relationships with the media which results in positive local manufacturing stories
- Collaborates with state and national organizations such as Business Leaders United and the Coalition for Prosperous America
- Drives and supports initiatives to increase the awareness of careers in manufacturing to attract more workers to the pipeline
- Represents members and their concerns with a number of area organizations, government agencies, educational institutions, and public and elected officials

All this and more to support DRMA's brand promise to STRENGTHEN, ADVOCATE, AND EDUCATE.

To learn more about how DRMA can help grow your business, visit our [website](#).

Workforce Development

Job Fair – June 5

We are teaming up with the ABC and Ohio Means Jobs|Montgomery County for a hiring event on Wednesday, June 5, from 2 to 5 p.m. at Fifth Third Field! This job fair will be filled with recently graduated high school seniors readily looking for work. It only costs \$100 to exhibit! Limited booths are available, contact [Kayla](#) now to reserve your spot.

Looking for Volunteers for Summer Camp

DRMA works with the City of Dayton Parks and Recreation Department to conduct a week long activity to teach young children what manufacturing is all about and to plant the seed for future careers in manufacturing. We are looking for volunteers for the planning group and for activities the week of June 24. This is a low time commitment and is a fun, easy way to get engaged with DRMA. Contact [Kayla](#) if you are interested in helping out.

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.

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.
- DRMA has created a flier that you may customize for your company; [email us](#) if you would like to have it.

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

[Email us](#) for tips from educators and members! Better yet, attend a Meet Up to learn from and share with other DRMA members what has and has not worked in previous MFG Day open houses (it’s FREE).

When: June 7 from 7:30 – 8:30 a.m. at idX Dayton (optional tour from 8:30 – 9:00 a.m.)
Register: [DRMA website](#)

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! Add your open house to MFGday.com and edit the details in later!

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

Manufacturing Industry Credentials – NIMS MMS Core Competencies

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](#). This month we're doing a deeper dive into what earning a NIMS credential actually involves. NIMS offers a wide range of credentials ([full list here](#)), but most schools in the area are focusing on the Measurement, Materials, and Safety (MMS) credential. Individuals who earn the NIMS MMS credential come to you with a nationally-validated understanding of the following:

Applied Mathematics

- Arithmetic
- Pythagorean Theorem
- Right Angle Trigonometry
- Use of Scientific Calculator

Filing

- File Maintenance
- File Selection
- File Types
- Filing Techniques

Fits

- ANSI Standard Fit Symbols
- Classes of Fits

Machine Safety

- Machine Guarding

Machining Applications

- Drilling
- Pocket Milling
- Reaming
- Tapping

Materials

- Standard Steel Classification
- Standard Steel Numbering System (AISI/SAE)

Geometrical Dimensioning and Tolerancing

- Feature Control Frame
- Geometric Control Symbols
- Geometric Tolerancing Categories
- Geometric Tolerancing Characteristics
- Geometric Tolerancing Zone Shapes
- Symbols Associated with Feature Control Frames

Inspection

- Gage Block Assembly
- Sampling Procedure

Machine Maintenance

- Coolants
- Oils and Lubrications
- Refractometer Readings

Measurements

- Reading Micrometers
- Reading Steel Rule
- Reading Vernier Scales

Print Reading

- Block Tolerances
- Line Types and Conventions
- Orthographic Projection
- Surface Finish Requirements
- Title Blocks and Revisions

Shop Safety

- Blood Born Pathogen
- Fire Prevention/Suppression
- Hazardous Material Information System (HMIS)
- Lock Out/Tag Out
- Means of Egress (Evacuation)
- Personal Protective Equipment (PPE)
- Safety Data Sheets (SDS)
- Waste Removal

One of the greatest benefits of hiring a person with an industry recognized credential is that it gives you a measure of what someone knows and that they have proved to be competent in the areas listed above.

To find out how you can be connected with graduates who have industry credentials and who are ready for hire, contact [Kayla](#) or give us a call at (937) 949-4000.

Tap Into Your Future Workforce through Youth Career Services

Good news for employers looking for student workers! Youth Career Services has made it even easier for employers in Montgomery County to participate in their internship program. They have reduced their insurance requirements for participating companies, in addition to handling the applications and covering the student workers' salaries.

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 Youth Career Services 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!

Kudos to Members Growing the Workforce Pipeline

THANKS to the following member companies and people who are helping to grow the manufacturing workforce pipeline!

- For volunteering for a career fair at Milton-Union High School – May 1
 - Garry Jankowski, Sandvik
 - Jeff Perry, AFC Tool
 - Theresa McClaskey, idX
 - Tiffany Zimmerman, idX
- For volunteering for a career fair at Weisenborn Junior High School – May 7
 - Anja Redzepagic, Sandvik
 - Shawn Gunckel, Sandvik

Every one of these efforts helps to raise the awareness of the great careers in our industry, resulting in a bigger pool of quality candidates for you to hire. If you would like to help, contact [Kayla](#).

Legally Speaking

Employment of Young Workers

Submitted by Bob Dunlevey and Nadia A. Klarr of Taft Law



With summer often comes employment of young workers. Moreover, the current heightened demand for workers makes the employment of young workers even more attractive. This article answers many of the common questions about restrictions imposed by state and federal wage-hour laws. In general, the type of work that a minor may perform is related to the minor's age, the nature of the work and schooling status. State and federal laws vary somewhat so pay attention to your state's regulations. Here is a basic summary:

14 and 15 year olds:

- Can work up to 3 hours on a school day, Monday through Friday and 18 hours during a school week.
- Can work up to 8 hours a day on a non-school day, or 40 hours in a non-school week.
- Cannot work during school hours.
- Cannot work before 7:00 a.m. or after 7:00 p.m. when school is in session (except from June 1 through Labor Day when evening hours are extended to 9:00 p.m.)
- Cannot work in any manufacturing, processing, mining, construction, warehouse operations, maintenance or repair of machinery, and many restrictions apply in cooking.
- Cannot work in any of the 17 Hazardous Occupations listed below, for "16 and 17 year olds."
- Cannot load/unload trucks.
- Cannot use power driven machinery, mowers or cutters.
- Under federal law the prohibited occupations for minors under 16 is broader than it appears and includes such things as outside window washing from ladders, work in boiler/engine rooms and work in connection with vehicles using lifting apparatus or tire inflation of removable rims, mowers and cutters.

16 and 17 year olds:

- While federal laws do not restrict the number of hours or times of day that workers 16 years of age and older may be employed, many states do so and these state restrictions primarily address work during the school day.
- Can work in any occupation except those declared hazardous by the Secretary of Labor. The 17 Hazardous Occupations for non-farm work deal with the following:
 - Manufacturing or storing explosives
 - Driving a motor vehicle as primary job or being a vehicle outside helper -- but 17 year olds can perform incidental/occasional daytime driving for vehicles not exceeding 6,000 pounds within a 30 mile radius of the place of employment
 - Coal mining
 - Logging and sawmilling
 - Power driven wood working machines
 - Exposure to radioactive substances and to ionizing radiations
 - Power driven hoisting apparatus, including forklifts, bobcats and skid-steers
 - Power driven metal forming, punching and shearing machines
 - Mining other than coal mining
 - Meat packing or processing (including power driven meat slicing machines)
 - Power driven bakery machines
 - Power driven paper products machines (including balers and compactors)
 - Manufacturing brick, tile, and related products
 - Power driven circular saws, band saws, wood chippers, guillotine shears, chain saws, and abrasive cutting discs
 - Wrecking and demolition
 - Roofing operations

- Excavating operations
- Door-to-door sales/solicitation is permitted at age 16 under certain restrictions and swimming pool lifeguarding is permitted at age 15.

18 year olds:

- Can work in any job for unlimited hours

Parental employment: A parent's employment of his own child under the age of 16 is permissible in any occupation other than manufacturing, mining or in any of the 17 Hazardous Occupations listed above.

Apprentice/Student Learners: Occupations hazardous for children between ages 16-18 do not apply to apprentices or student learners but restrictions on this include the child must be enrolled in a formal apprenticeship program or state cooperative vocational training program. Other restrictions apply.

State laws: State laws related to employment of minors vary from federal requirements and frequently are more restrictive. Employers should review the requirements of the states in which they do business. For example, Ohio requires a written wage agreement specifying the rate of pay for the youth.

Other laws: Employment laws such as workers' compensation, safety, minimum wage/overtime and discrimination are equally applicable to young workers.

Minimum wage:

- \$7.25 federal minimum wage unless \$4.25 "youth sub-minimum wage" used for first 90 days.
- \$8.55 Ohio minimum wage as of January 1, 2019.

Rest period: Under Ohio law and some other states' laws, employees under eighteen must receive a 30 minute uninterrupted rest period (unpaid) after the first five hours of work.

Penalties: Employers who violate the Fair Labor Standards Act child labor law provisions are subject to a civil money penalty of up to \$12,845 for each child labor violation and \$58,383 for a violation which causes the death or serious injury of a minor. Imprisonment can occur for repeated infractions.

Record keeping: A list of minors employed and a written record of the hours worked and rest breaks taken must be maintained for two (2) years. Ohio requires a written agreement related to the compensation to be received and the display of a poster is also required.

Developments: In the recent past, the Labor Department has considered unwinding decades-old child labor restrictions by allowing teenagers to perform some work traditionally considered hazardous – a method to provide youths with more workplace opportunities. Watch for developments.

This summary cannot provide all of the requirements for employing minors. For further information about this and other matters, use your [Legal Services Plan](#) and contact Bob Dunlevey, Board Certified Labor & Employment Law Attorney at Taft/Law - rdunlevey@taftlaw.com (937) 641-1743 or Nadia A. Klarr at nklarr@taftlaw.com (937) 641-2055. Be sure to identify yourself as a DRMA member.

Legal Services Plan

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.

Safety

DRMA Can Help You Save BIG on Your Workers' Compensation Premium

How does saving an extra \$4,392 on your workers' compensation premium sound to you? Because that is the average savings of members of DRMA's Workers' Compensation Group Program. You are already a dues-paying member of DRMA, so why not let us give you quote for our Workers' Compensation Group Program? It's easy and free and you can save BIG! Fill out our no-obligation [cost analysis form](#) to get started or contact [Julia Bowling](#) with CareWorks Comp at (513) 218-4062.

DRMA's Workers Comp Group – Update from our Group Administrator

Submitted by Julia Bowling of CareWorks Comp

CareWorks

Important Deadlines

- 5/15 Last day for employers to change their premium installment plan for the 2019 policy year. This can be done [online](#) in your account under "My Policy" or by calling the Ohio BWC at (800) 644-6292.
- 5/21 The next installment of your monthly installment plan with the Ohio BWC is due
- 5/31 Application deadlines for the 7/1 start date for the BWC's Drug Free Safety Program, Industry Specific Safety Program, and Transitional Work Bonus Program. Apply [here](#).
- 6/30 Deadline for 2018 Safety Council participation requirements (attend 10 meetings throughout the 2018 policy year).

Stop Use and Inspect Order Issued on 3M Fall Protection Harness - 3M Fall Protection has learned of the possibility of a manufacturing defect in a dorsal d-ring of ExoFit NEX™ harnesses manufactured between January 2016 and December 2018. Although there have been no reported incidents involving this condition, a dorsal d-ring with this defect will not support the load in a fall arrest event which could result in serious injury or death. More information can be found [here](#).

May 1st: BWC mailing 2019 Notice of Estimated Annual Premium to Ohio employers - On or about May 1, 2019, the Ohio BWC mailed your Annual Notice of Estimated Premium for the upcoming 2019 policy year that starts on July 1, 2019, and ends on June 30, 2020. When you receive this notice, we highly suggest that you review it in detail and confirm if the estimated payroll numbers that the BWC is projecting match what you are projecting for your company. If you are expecting your payroll to change significantly for the 2019 policy year (either up or down) we suggest you contact the Ohio BWC to adjust those numbers accordingly. This will ensure a more manageable True Up in the summer of 2020. If you would like to change your Premium Installment Plan for the upcoming policy year, you can do so by May 15, 2019 going [online](#) or by calling the Ohio BWC at (800) 644-6292.

Spike in Fraudulent Unemployment Claims

The Ohio Department of Job and Family Services (ODJFS) has noted an increase in the number of fraudulent unemployment claims over the past several weeks. These claims are being filed online using a social security number acquired in an unknown fashion. The actual employee to whom the SS# belongs is not even aware of the claim. According to the ODJFS integrity hotline - there have been several hundred cases in late March and April. Some cases are caught and flagged within a day, if the perpetrator is not able to offer other identifying information to the ODJFS. Some cases are not caught until the employer notifies the state. If you believe that someone has filed a fraudulent claim using one of your employees' (or client's employee) SS#, please contact the ODJFS Integrity Hotline at (800) 686-1555. It would be a good idea to have the employee call the number as well. The investigator will make other suggestions to the employee such as calling the police and credit bureaus. Contact our unemployment manager, [Kammy Staton](#) to discuss the many ways we can assist you with unemployment issues. Kammy can be reached at (614) 526-7165.

Group Rating Program Reminder

The 2019 workers' comp policy year will begin 7/1. For those employers who are not enrolled in the CareWorks Comp group rating program and are interested in a no cost/ no obligation evaluation for the 2020 policy year, please contact your CareWorks Comp Program Manager, [Julia Bowling](#) at (513) 218-4062.

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

- 06/03-06 OSHA 511 Occupational Safety and Health Standards for the General Industry, Springboro
- 06/03-06 OSHA 2015 Hazardous Materials, Springboro
- 06/10-11 OSHA 10 HR General Industry, Columbus
- 06/10-13 OSHA 30 HR General Industry, Columbus
- 06/17-19 OSHA 2264 Permit Required Confined Space Entry, Springboro
- 06/24-27 OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, Springboro
- 06/24-25 OSHA 10 HR General Industry, Springboro
- 06/24-27 OSHA 30 HR General Industry, Springboro

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

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](#).

Dayton Area Safety Council

Safety Lunch with the Experts – Annual OSHA Update – Presented by Ken Montgomery, OSHA. Thursday, May 16, 11:30 - 1 p.m. [Register here](#).

All About Members

Congrats!

- Congratulations to DRMA member company, **NuVasive** on their continued growth and introduction of new technology!
- DRMA member, **Production Control Units**, was recognized as a Dayton Regional STEM School Supporter of the Decade! Congrats!
- **Crown Equipment Corporation** was named in Forbes Magazine as one of America's best employers for 2019! Congratulations!
- Congrats to DRMA member company, **Taft, Stettinius & Hollister LLP**'s Adrian D. Thompson for being invited to join the Leadership Ohio Class of 2019!
- DRMA's former chairman, **Rep. Warren Davidson**, has been named one of **PPAI**'s Legislators of the Year. Congrats!
- Congratulations to **Dayton Progress Corporation** on their planned product line expansion!
- DRMA member, **UDRI**, won a \$47M contract for materials research. Congratulations!

[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 Member

Monarch Lathes 615 N. Oak Ave., Sidney, OH 45365 (937) 492-4111
Monarch Lathes is a seller of quality machines for 100 years.

Associate Member

Macalogic 4380 Buckeye Ln., Suite 222, Beavercreek, OH 45370 (937) 426-2596
Macalogic provides technology consulting for customers throughout Southwest Ohio. We have helped customers across a range of IT functions from developing overall IT strategy to day-to-day routine support and maintenance, both cloud-based and on premise.