

Leadership Messages

Chairman's Connections
I've Been Thinking

Member Events

Meet Your Peers at the Next MFG Mix – May 21
Government Relations Meet Up with Rick Perlaes – May 19
Government Relations Meet Up with OH Attorney General Mike Dewine and OH Secretary of State Jon Husted – June 7
July Golf Outing – July 9
DRMA Calendar of Events

News You Need

Get Ready to Elevate Your Game
Retain Your Emerging Talent through Professional Development
Sponsorships available for the Summer Golf Outing in July
New! Project Management Meet Up
DRMA/Manpower 2017 Wage and Benefits Survey Report Available
Membership ROI – DRMA 101
Advertising on the DRMA Website
Controlling Warehouse Construction Costs

Legally Speaking

Employment of Young Workers

Growing the Workforce Pipeline

Help Grow Your Future Workforce – Participate in MFG Day 2018
Youthworks Summer 2018
Kudos to Members Growing the Workforce Pipeline
HR Questions? Come to a DRMA Workforce/HR Meet Up

Safety

Update from DRMA's Workers Comp Group Administrator
DRMA Collaborates with OSHA Education Center

All About Members

Congrats
Welcome New Members

Community Seminars & Events

Chairman's Connections

By Jim Zahora, Chairman of the Board

Thanks Billy!

I received this in the mail yesterday. I can only assume it was from Billy Joel. In 1989 he wrote a song with rapid-fire allusions to more than 100 headline events between 1949 and 1989, titled, *We Didn't Start the Fire*. Obviously he wrote an encore after studying the events and offerings of the DRMA. Thanks Billy!!



Power lunches, trending hunches, peer to peer conductivity

Wage surveys, News Bits, OSHA training, speaker fits Workers comp., safety plan, Meet-Ups of every brand Top issues, summer camps, golf outings that raise the amps

Newsletter, business leads, LinkedIn groups that can't be better

Golf play, pipelines, evening dines, even MFG. Day Breakfast meetings, dinner meetings, special meetings with all the greetings

*We didn't start the fire
It was always burning
Since the world's been turning*

Mike Turner, Sherriff Plummer, more golf in the summer

Jim Jordan, Sherrod Brown, Niraj Antoni, all in town Open houses, bring the spouses, voice of manufacturing

Bill Beagle, free legal, volunteering, HR steering Advocate, Educate, Save the date, don't be late D-FAR training, companies gaining, Tech Show, thousands go

Dream It Do It, you can do it, a brand new worker pipeline

*We didn't start the fire
It was always burning
Since the world's been turning*

Helping companies, 84 years, Warren Davidson reappears

Business leads, workforce deeds, satisfying member needs

Operations, our donations, great foundation, companies getting stronger

Collaboration, education, see the Young Professionals



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



CARR
INSURANCE AGENCY, INC.



PARADIGM
MANAGEMENT
Larry Herrmann
937.478.3447

laherrmann@paradigmco.com
Improving profitability and
cash flow
through financial leadership

raise your **expectations**
Rely on our trusted advisers in
the manufacturing industry.



Taft/
www.taftier.com



SHOOK
CONSTRUCTION

*101, not outdone, study our directory
Member spotlights, DC go flights, ITR and Beaulieu
Rock and roll machining lore, I can't take it anymore*

*We didn't start the fire
It was always burning
Since the world's been turning*



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 **Government Relations Meet Ups** so that members have the opportunity to share their opinions with government officials who represent us and learn more about their agenda. Join us at our next Meet Up on Friday, May 18, from 8 to 9 a.m. at Clark State's campus in Beavercreek with Ohio Rep Rick Perales.

Meet Ups are small discussion groups, designed to stimulate dialogue in a casual, comfortable atmosphere. Ask questions, get advice, and share your experiences with fellow members. They are FREE and for members only. [Click here](#) to register.



Speaking of Meet Ups, keep this in mind: We're going to try a new one for **project managers in manufacturing**. We're teaming up with the Project Management Institute Dayton Chapter on this collaborative effort. Mark your calendar for August 29, 7:30 to 8:30. Stay tuned for details.

More about Meet Ups . . . you know we've been holding a bunch of them over the last 18 months. You know they are organized around different topic areas and are designed to connect members with other members who are interested in the same topic, 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. (meet up page on website)

Hot off the press! 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 NEW 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 one of their most popular programs for DRMA members. Leadership Essentials: Understanding Leadership and Team Development, a day-long workshop will be presented on Wednesday, August 22, at UD's River Campus. The program is only \$375 (that's \$20 off the street price) and includes breakfast, lunch, snacks, and course materials. Space is limited to 35 participants, so [email Shay](#) today to reserve your space. Preference is given to those 40 and younger.

Make it easier on yourself to find skilled workers in a couple of years. If your facility shows well (would a 13 year old think your shop looks cool?), host an open house on **MFG Day 2018** on October 5 to show students, educators, and parents the great occupations and careers your company offers. [Contact Kayla](#) on how to get started.

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 is an easy and enjoyable way for you to impact your future workforce! [Contact me](#) for more information.

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 two **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 21 at Troy County Club (play your own ball) and on July 9 at Walnut Grove Country Club (best ball). [Contact Shay](#) for information.

You know that you can get a HUGE discount off your workers' comp premium by being part of a group. Do you know that you have to pay dues to the organization that sponsors the group? And since you already pay dues to DRMA, why not get a quote for the DRMA workers' comp group? [Contact Shay](#) who will connect you with CareWorksComp, the administrator of our group. They will get you a no-obligation quote.

Thanks for choosing to be a member!



Follow DRMA!
Stay in the know!

Become A Sponsor!

Get in front of manufacturers!
Seeking sponsors for the
Newsletter and Member Events
Contact [Shay](#) today to find out
more!

Member Events

Meet Your Peers at the Next MFG Mix – May 21

Do you enjoy the cocktail hour at DRMA evening events? Then you'll love the MFG Mix, a casual, open house style gathering of DRMA members, designed with manufacturers in mind. Say hi to old friends and meet some new business colleagues in a friendly and welcoming environment. Think you won't know anyone? Don't worry! We'll connect you with someone who will introduce you to people you want to meet. Enjoy hors d'oeuvres and a cash bar while you meet with your DRMA peers to share best practices, solve problems, and find new avenues for business growth.

Join us at the next Mix hosted by Conger Construction!

Date: Monday, May 21

Place: Troy Country Club, 1830 Peters Rd, Troy, OH 45373

Time: 5:00 – 7:00 p.m.

Cost: \$10 for members, \$20 for non-members



Click [here](#) to register.



Government Relations Meet Up with State Representative Rick Perales – May 18

Join us as we meet with State Representative Rick Perales to hear his office's priorities and to share with him the concerns and issues of our manufacturer members. This Meet Up will be held at Clark State Community College's Beaver Creek Campus, Room 230, on Friday, May 18, from 8 to 9 a.m. Click [here](#) to register.



Government Relations Meet Up with Gubernatorial Candidates DeWine and Husted – June 7

Join us on the campaign trail as we meet with gubernatorial candidates Mike DeWine and Jon Husted to hear their plan for supporting manufacturers. This Meet Up will be held at the Montgomery County Business Solutions Center on Thursday, June 7, at 7:30 a.m. Click [here](#) to register.



Summer Golf Outing – July 9

the 2018 DRMA Summer Golf Outing on Monday, July 9, 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 1:00 p.m. Start times will be assigned on a first-come basis. To make your start time request (morning or afternoon), return the registration form with payment. We'll make every effort to honor your request but no guarantees are made. 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 25. All name changes must be made by July 3.

The price for golf and lunch is \$130 per person (including cart); the price for dinner is \$50.

Golf and Lunch

-) All golf participants must be employees of a member company with a limit of 8 per member company.
-) Use the attached registration form to provide the names of participants in your group. If you do not specify a start time or group, you will be placed at the discretion of the golf committee.
-) Your golf fee includes lunch and is available in the clubhouse starting at 11:30.
-) 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 all day for practice before your start time.
-) A Bloody Mary bar will be available (cash/credit card).
-) 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.
-) A raffle will be held for a custom-fitted set of irons or \$650 worth of pro shop merchandise. Raffle tickets will be on sale during cocktails/dinner (\$1 each, 6 for \$5, or 18 for \$10). You must be present to win.
-) New this year! A 50/50 raffle will be held during cocktails/dinner (\$5 each, 5 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. Contact Shay at (937) 949-4000 or SKnoll@DaytonRMA.org for more information.

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 25.

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 15** Operations Meet Up – The Dupps Company, Germantown, [register here](#)
- May 18** Government Relations Meet Up with Rick Perales – Clark State Beaver creek Campus, [register here](#)
- May 21** DRMA Golf Outing – Troy County Club
- May 21** MFG Mix - Troy County Club, [register here](#).
- May 22** Workforce/HR Meet Up - Dayton, [register here](#)
- June 7** Government Relations Meet Up with Mike Dewine & Jon Husted – Dayton, [register here](#).
- July 31** MFG Mix - Day Air Credit Union, Kettering, [register here](#).
- August 7** Additive Manufacturing Meet Up - Dayton, [register here](#)
- August 8** Safety Meet Up - Dayton, [register here](#)
- August 14** Young Professionals Meet Up – Dayton, [register here](#)
- August 22** YP Professional Development: Leadership Essentials



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

News You Need

Get Ready to Elevate Your Game

AMTS Returns to the Dayton Convention Center October 17-18

Past Advanced Manufacturing and Technology Show (AMTS) attendees tell us manufacturers in this region don't often go to national tradeshows. They cite increasing entry, travel, and time costs as primary reasons. For those who do attend distant shows, most still end up buying locally from area suppliers. That's why for many manufacturers, AMTS is the ONLY show they attend. Most come from within a 3-hour driving radius, looking for business solutions HERE. If you're searching for business in our region, AMTS is your show!

Returning this October to the Dayton Convention Center, AMTS exhibitors will reach thousands of qualified buyers and prospects in just two days. It's easy, it's convenient, and it's closer to your customers. One past attendee explained to us how they count on AMTS to find local partners they can trust:

"I prefer to do business with local companies," said Greg Bennett, of Lord Corporation. "Those that exhibit at AMTS show a level of interest and commitment to our region and are always my first choice in who I want to do business with. It's good to know that support is just a phone call away."

Nothing beats that face-to-face meeting or live product demo, making the AMTS tradeshow floor the perfect place to tap into our region's market.

This year, AMTS is elevating its own game to bring you the most rewarding, engaging show experience yet. In addition to the thousands of qualified customers you could meet, you'll enjoy live technology demonstrations, revamped workshops, and an opt-in Happy Hour with good food, craft beer, and fun entertainment.

NEW For DRMA Associate Members: For 2018, several 10'x10' exhibit booths have been added to the Show's entrance in the main lobby area. This space guarantees you'll be seen by every attendee on their way into the show and on their way out! And with attractive pricing, these spaces won't last long.

For more information on reserving your space now, [click here](#) to email Shelley Baker, or call (937) 949-4004.

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 NEW program 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 one of their most popular programs exclusively for DRMA members. **Leadership Essentials: Understanding Leadership and Team Development**, a day-long workshop, will be presented on Wednesday, August 22, at UD's River Campus.

In this high-energy and interactive program, participants will be taking part in a DiSC self-assessment, group discussions, and activities that will help them identify their strengths and opportunities. As organizations tend to do more with less, the power and performance of the team plays a larger role than ever before in the overall success of the organization. Leading, managing, and being part of a team takes knowledge and skill. Participants will identify the stages of team development and will learn how to accelerate their team's performance in the future.

This program will help participants:

-) Identify the strengths, opportunities, and impact of different leadership styles
-) Develop a plan to work more effectively with others possessing different styles
-) Understand the four stages of team development and tactics to accelerate teams into performing at a higher level than they would as individual contributors



The program is only \$375 for DRMA members (a discounted price!) and includes breakfast, lunch, snacks, DiSC assessment, and course materials. Space is limited to 35 participants, with preference given to those 40 and younger. [Email Shay](#) today to reserve space for your employees!

Sponsorships available for the Summer Golf Outing in July

NOW SEEKING golf outing sponsors! You get your company's brand in front of over 200 golfers AND your sponsorship benefits the DRMA Foundation and its efforts to develop and retain a skilled workforce for the manufacturing industry. Unlimited tee and green sponsorships are available for our Summer Golf Outing on July 9 at Walnut Grove Country Club. 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. Contact Shay at (937) 949-4000 or SKnoll@DaytonRMA.org for more information.

New! Project Management Meet Up

DRMA and the Project Management Institute Dayton Chapter are teaming up to offer a Meet Up for those in manufacturing who are responsible for any aspect of coordinating and managing projects or programs with engineering or manufacturing content. Topics of discussion will include project lessons learned, best practices, streamlining engineering-to-manufacturing release processes, tools, techniques, methods and other areas of interest about managing projects within your company. We're looking at holding the first meet up on August 29 from 7:30 to 8:30 a.m. If you would like to be put on the list to receive information, [email Angelia](#).

DRMA/Manpower 2017 Wage and Benefits Survey Report 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 Benefits 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 strategies
-) Retention statistics

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 Benefits 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

Membership ROI... DRMA 101

Are you new to DRMA, looking to get re-aquainted 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:

Tuesday, August 7, 7:30-8:30 a.m., Panera Bread – Troy

Wednesday, September 5, 7:30-8:30 a.m., Panera Bread – Miller Lane, Dayton

Thursday, September 20, 7:30-8:30 a.m., Straight Shot

Coffee Co. - Middletown

Affiliate/Associate Sessions:

Wednesday, May 23 & August 29 and Tuesday, September 25 - 4:30-5:30 p.m., Franco’s – Downtown Dayton

Advertising on the DRMA Website

Promote your company by advertising on the DRMA website (www.DaytonRMA.org). We have an immediate opening for home page advertising. The website is “information central” – the preferred information source for the manufacturing community in the greater Dayton region, DRMA member companies, customers, buyers, organizations, legislators, and other industry stakeholders. Site hits are averaging 2,200 per month. This advertising opportunity is offered exclusively to members of DRMA. Contact Shay Knoll (sknoll@daytonrma.org) or 937-949-4000 for further details.

Controlling Warehouse Construction Costs

Submitted by Katie Berner of Miller Valentine Group

Any number of factors can drive a company to expand their warehouse and or manufacturing space: acquisition of a new company, new contracts coming online, adding a new product line or business, consuming warehouse space for adding manufacturing capability and numerous other possibilities.

The key to making smart decisions about growing your space with the least pain and smartest investment is to start planning early and partnering with an expert to help assess the needs and the current situation so you move forward intelligently.

Should you add on to your existing facility? Lease or buy a nearby space? Build a new building? Renovate an existing facility? What impact will these options have on your business operations? Are there other concerns or needs that make a move more sensible than expanding current facilities? What are the design factors required for your business that will drive the cost of the new space?

Early Detection

As in medicine, catching the issue early, talking to experts, and starting to plan properly always leads to the best outcomes.

Identifying the need for the additional room may be easy as space constraints become evident, but working through the available solutions, budgeting properly, and setting the specific requirements for the additional room are potential traps. Working with a construction professional when setting realistic expectations for all aspects of the available options will prove to be invaluable, including flexible ownership options for your future space needs.

Creative Planning

In many ways, the design factors that most significantly drive the cost of a facility are often the most overlooked. Issues like proper clear height/column spacing, footings required for specialty equipment, high rack space requiring higher floor strength, bathrooms/office/lab space requirements and truck docks (number and location) make the design



more complex — driving up the cost. Not properly identifying these needs early on can lead to a mismatch between expectations, budgets, and needs.

Working with the right professional, your business should be analyzed in order to create workable plans with budgets for “good/better/best” options. This allows management to focus only on plans that will definitely meet the future needs while allowing the selection of the best ways to invest to ensure success with the new space.

3 Steps to Success

For each client where additional long-term warehouse/manufacturing space is required, the following steps should be part of the analysis:

- 1) Assess the current building for renovation or expansion and develop a plan if there is potential.
- 2) Look at existing market and facilities that fit the requirements or can be made to do so. If one is found, determine the renovations required, if any.
- 3) Look at new building options and evaluate state/local financial incentives for the project.

Preparing an initial budget on all feasible options provides the owner with the required information to make sound management decisions about satisfying their future space needs for their long-term business operations. This approach also eliminates unnecessary design costs, pursuing a plan that ultimately does not meet your budget or space needs.

Miller-Valentine always looks for the best solution for customers space needs. We create a collaborative partnership between the owner, design team and contractor with an open book pricing method that allows the owner to minimize their time involved in the project and to obtain the best design solutions and pricing that the market has to offer.

Contact [Denny Whitehead](#) at 937.293.0900 for additional information on how Miller-Valentine can provide solutions for your Industrial/Manufacturing/Warehouse space needs.

Legally Speaking

Employment of Young Workers

Submitted by Bob Dunlevey of Taft Law

With summer often comes employment of young workers. This 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 youth’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.



Now @ Taft Law
(937) 641-1743

-) 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.
-) 16 and 17 year olds 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:
 - o Manufacturing or storing explosives
 - o 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
 - o Coal mining
 - o Logging and sawmilling
 - o Power-driven wood working machines
 - o Exposure to radioactive substances and to ionizing radiations
 - o Power-driven hoisting apparatus, including forklifts, bobcats and skid-steers
 - o Power-driven metal forming, punching and shearing machines
 - o Mining other than coal mining
 - o Meat packing or processing (including power-driven meat slicing machines)
 - o Power-driven bakery machines
 - o Power-driven paper products machines
 - o Manufacturing brick, tile, and related products
 - o Power-driven circular saws, band saws, wood chippers, and guillotine shears
 - o Wrecking and demolition
 - o Roofing operations
 - o Excavating operations
 - o 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.
-)] \$8.30 Ohio minimum wage as of January 1, 2018.

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 \$11,000 for each child labor violation and \$50,000 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 May 2018, the Labor Department announced an initiative to unwind decades-old child labor restrictions by allowing teenagers to work longer hours in some of the most hazardous occupations – primarily 16 and 17 year-old apprentices and student learners – a method to provide youths with more workplace opportunities.

This summary cannot provide all of the requirements for employing minors. If you wish additional information, contact **Bob Dunlevy**, Board Certified Labor and Employment Law Specialist at **Taft/Law** at (937) 641-1743 or email rdunlevy@taftlaw.com.

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.

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 all of DRMA can help grow your business, visit our [website](#).

Growing the Workforce Pipeline

Help Grow Your Future Workforce – Participate in MFGManufacturing Day 2018

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 2018! 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 5) 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 2017, over 3,600 students from 60 schools and 10 home school groups visited 43 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.
-) DRMA has created a flier that you may customize for your company; email us if you would like to have it.

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.

Youthworks Summer 2018

Attention employers: help develop your future workforce! Montgomery County is proud to announce that the YouthWorks Summer 2018 program is underway.

YouthWorks offers 14-18 year-old students a chance to experience summer employment while gaining valuable job readiness and life skills. This year, we will offer the students a year-round program where they can continue to work after the summer session has ended.

Montgomery County handles and approves the youth applications, covers the youth's salary, issues Workers Compensation insurance, provides job readiness training and coaching services too. Participating businesses identify the positions and skills required and then employ youth for the 8-week summer session. We ask that you deliver a valuable work experience and knowledge of your industry by training, mentoring, and evaluating the youth.

If your business is willing to serve as a Work Experience Organization, for this program, please contact the Youth Career Services department at 937-224-1482 or provide YouthWorks with your [contact information here](#). We will reach out to you and discuss how to proceed. By accepting this role, you agree to provide a work site location and training services to trainees participating in YouthWorks Summer 2018, the work experience and guidance program authorized by Montgomery County Development Services. A YCS representative will provide all necessary details, when you speak with him/her.

Kudos to Members Growing the Workforce Pipeline

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

- J For hosting Tippecanoe High School students with a tour – April 27
 - o Vicki Battin, idX
- J For participating in a career fair at Ponitz Career Technical Center – May 3
 - o Beth Graves, Prime Controls
 - o Joe Staley, Rack Global Enterprises
 - o Cheryl Stansifer, Rack Global Enterprises
- o Dani Beatty, Stillwater Technologies
- o Luke Vickroy, Stillwater Technologies
- J For participating in a career fair at Weisenborn Jr. High School – May 8
 - o Beth Graves, Prime Controls
 - o Garry Jankowski, Sandvik Coromant
 - o Chuck Dryer, Industrial Tube & Steel

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](#).

HR Questions? Come to a DRMA Workforce/HR Meet Up

DRMA Workforce/HR Meets Ups are small discussion groups centered on your pressing workforce needs. Ask questions, get advice, and share your experiences with fellow members. At our May 22 Meet Up, Bob Dunlevey from Taft Law will be on hand to discuss drug use policies and employer liability [Register here](#).

Safety

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Hall of CareWorksComp

With many BWC discount program deadlines approaching at the end of May, this is an opportune time to define the different programs; their requirements and program compatibility. If you need any guidance, your CareWorksComp representative can review the savings and viability of these programs.

Upcoming deadlines

May 15, 2018 - last date to request a change to your installment plan for PY 2018.

May 31, 2018

-) Drug Free Safety Program (DFSP) application deadline for a 7/1 start date.
-) Industry Specific Safety Program (ISSP) application deadline for a 7/1 start date.
-) Transitional Work Bonus application deadline for a 7/1 start date.

June 21, 2018 - due date for the first installment for PY 2018! (Please note this was recently updated by BWC.)

June 30, 2018

-) Early Payment Discount due date (employer must pay full PY 2018 estimated annual premium in order to receive this discount.)
-) Deadline to complete Safety Council participation requirements for PY 2017.
-) Deadline to complete ISSP loss-prevention activities for PY 2017.
-) Deadline to complete the ISSP on-site consultation survey (form SH-29) for PY 2017.

BWC Discount Programs: The BWC offers many programs and options for saving money, and here is a general overview of what these programs are and their compatibility with the various alternative rating programs available.

-) **Drug Free Safety Program (DFSP):** This program allows employers to implement a drug and alcohol policy, testing, and safety training program to earn a rebate on premiums. There are two levels to the DFSP; a 4% premium rebate is given at the basic level participation, and a 7% premium rebate is given at the advanced level participation. The DFSP is compatible with traditional Group Rating, Grow Ohio, Small Deductible Program, and individual rating.
-) **Go Green Discount Program:** This program is part of the BWC's Destination Excellence Program and it offers a 1% premium rebate (up to \$2,000) in exchange for an employer conducting their BWC transactions via the BWC's website at www.bwc.ohio.gov. This includes receiving payroll reports, report payroll, paying premiums, and filing First Reports of Injury (FROI). This rebate is given automatically by BWC to eligible employers. It is compatible with all alternative rating programs.
-) **Industry-Specific Safety Program (ISSP):** This program offers employers the opportunity to receive a 3% premium rebate for completing an online safety assessment and completing up to three loss prevention activities, depending on amount of payroll. ISSP is compatible with traditional Group Rating, Grow Ohio, individual rating, and the One Claim Program.
-) **Lapse Free Discount Program:** This program is part of the BWC's Destination Excellence Program and it offers a 1% premium rebate (up to \$2,000) in exchange for an employer not having any lapses in coverage during the 60 months prior to the rebate eligibility evaluation date. This rebate is given automatically by BWC to eligible employers. It is compatible with traditional Group Rating, Grow Ohio, individual rating, and Group Retrospective rating.
-) **Safety Council Rebate Program:** This program's goal is to increase safety awareness by joining a local safety council. The Safety Council Rebate Incentive Program is compatible with all alternative rating programs, however traditional Group Rating is only compatible with the 2% Performance Bonus, and Group Retrospective Rating is only compatible with the 2% Participation Rebate. There is a total premium rebate incentive of 4% awarded to employers, broken down as follows:

- 2% Participation Rebate for attending their safety council's monthly meetings (at least 10 out of 12).
- 2% Performance Rebate for reducing either the frequency or severity of claims by 10% or with maintenance at zero.

)] **Transitional Work Bonus (TWB):** This program is designed to reward employers (up to 10% of pure premium) who successfully use approved transitional work plans to facilitate early return-to-work for injured workers with eligible claims. It requires that the employer complete a transitional work bonus application by the deadline. This program is compatible with traditional Group Rating, Grow Ohio, individual rating, and the One Claim Program.

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 a 20% discount on OSHA authorized safety & health training and education through professional instruction. To get your discount code, [contact Shay](#) or call the DRMA office at (937) 949-4000.

Upcoming Classes

-)] 5/18/2018 – OSHA 7505 Introduction to Incident (Accident) Investigation, 8am-5pm, Springboro Ohio
-)] 5/22-5/24 2018 – OSHA 2264 Permit-Required Confined Space Entry, 8am-2pm, Columbus Ohio
-)] 6/4-6/7 2018 – OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Springboro Ohio
-)] 6/19-6/22 2018 – OSHA 521 OSHA Guide to Industrial Hygiene, 8am-5pm, Middleburg Heights, Ohio
-)] 6/26-6/29 2018 – OSHA 3115 EM385 Fall Protection with EM 385 requirements, 8am-5pm, Indianapolis, Indiana

Go to <https://midamericaosha.org/> for more information.

All About Members

Congrats!

-)] Congratulations to Rob Dalton and SAS Automation of Xenia in being named exporter of the year by the U.S. Small Business Administration.
-)] Nice article of new DRMA member United Grinding on the cover page of the Dayton Daily News business section on April 22.
-)] Kudos to Steve Staub, Staub Manufacturing Solutions, for testifying on behalf of manufacturers to the Subcommittee on Human Resources of the House Ways and Means Committee of the U.S. Congress on the skills gap issue. Thanks for carrying our message, Steve!

[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

Dayton-Phoenix Group, Inc. – 1619 Kuntz Road, Dayton, OH 45404 (937) 496 – 45404

The Dayton-Phoenix Group Mission is to help move freight around the world through the innovation, manufacturing and servicing of heavy freight and transit components and systems. DPG is the recognized global leader in the specialized design and manufacturing of motors, generators, resistors, cooling fans, HVAC, and mechanical components for freight locomotives, passenger locomotives, and off-highway vehicles.

Adonai Technologies, LLC – 1223 Hook Drive, Middletown, OH 45042 (513) 464-9166

Adonai Technologies understands that engineers are expensive when they're waiting on prototype hardware. When you need fast electronic assembly call Adonai.

Associate Members

Allen Financial Group – 405 Public Square, Suite 235, Troy, OH 45373 (937) 552-9719

Our mission is to help DRMA members protect and invest their assets in a way that maximizes efficiency for business owners.

B63 Line – 31 South Second Street, Suite 201, Miamisburg, OH 45342 (937) 490-4000

From startups to Fortune 100 organizations, B63 Line supports manufacturers of all sizes. We support in-house teams when capacity get stripped or when expert collaboration is needed. We can also act as your entire marketing team in internal resources do not exist, to provide CMO-level guidance at a fraction of the cost. We'll keep an eye on objectives, timelines, budgets and metrics, while elevating your brand for growth.

Farmers & Merchants Bank – 41 S. First St., Miamisburg, OH 45342 (937) 866-2455

Farmers & Merchants Bank is your true community bank since 1923, headquartered in Montgomery County. What makes us different? Your loan office is also your decision maker. We don't have a separate underwriting department in another city or state. We come to you!

Community Seminars & Events

Sinclair Workforce Development

Lean Coffee Talks – Dayton, Ohio June 6, August 8, October 10, and December 5, 2018, 7:30 - 9:30 a.m., local Dayton Manufacturers, [register here](#)

FASTLANE

) Cracking the Code: Standards and Regulatory Trade Barriers May 23, 2018 8:00am – 3:00pm Holiday Inn Conference Center 5800 Muhlhauser Road West Chester, OH 45069 937.775.3524 [register here](#)

) Product Manufacturing – From Development to Mass Production June 12, 2018 444 E. 2nd Street Dayton, Ohio 45402 937-689-0889 [register here](#)

) FAST Talk – Manufacturing & Machining Cost Estimating June 14, 2018 11:30am – 1:30pm Brinkman Educational Center 100 S. Limestone Street Springfield, Ohio 45502 937-431-7164 [register here](#)