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FASTLANE

Chairman's Connections

By Don Clouser, Chairman of the Board

**Hello, Hello, Hello
Yes, Yes, Yes**

Urbanictionary.com defines an echo chamber as “an insular communication space where everyone agrees with the information and no outside input is allowed.” “We can't find good people!” “Can't find good people!”, “Can't find good people!”, “Can't find good people!”



We all have challenges in our businesses today. Even those who seem to have hit their stride are finding ways to improve. But where are those answers? Do you keep asking the same people in the same place? “Yes”, “Yes”, “Yes”. Have you gone outside your normal realm for a fresh perspective? Or would you rather be told you are right, even though it is not working?

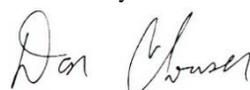
Are you the kind of person that has to figure it out themselves? Try this, try that, logic suggests that this would work. If I get help, that would be cheating or a sign of weakness. Overtime you reinvent a number of actions and end up with the same results.

I often get mocked for being old school and asking around what other people are doing. When I ask how to do something and get barraged with “look it up,” “Google it,” “YouTube it,” all the information is out there. You don't have to think. You just look up the answers. They make me feel lazy. Plus I need the interaction to challenge what I am being told to make sure it fits.

Let me reiterate that we all have challenges in our business today. Fortunately, you are not unique. But how are you overcoming them? Can you identify with any of the above examples? If so, you need to reach out. You need to get out of your comfort zone and ask the opinion of someone who does not owe you anything but their opinion.

While DRMA cannot solve your problems, we can help you realize there are others in the same situations working on new solutions who are willing to share so that you can figure out what is best for you. Our Meet Ups are a great way to elevate your business by learning and challenging your peers. Every month individuals come together with the same issue/interests that you have (Operations, Workforce/HR, Additive Manufacturing, Safety, Young Professionals) to discuss how they are overcoming challenges or best utilizing solutions. Check out this newsletter, the website, or the weekly News Bits emails for the schedule.

Don't reinvent the wheel. Don't expect a different result from the same action. Take a deep breath and talk with someone you don't know who is in the same situation. DRMA is serious about advancing manufacturing. Are you serious about advancing your business? Then we will see you soon.




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I've Been Thinking . . .

By Angelia Erbaugh, President

Business and economic development . . . this is part of what members expect from their industry association. And DRMA members are no different. As a result, DRMA strives to provide programming, industry-pertinent information, and connections with organizations to help members strengthen their company. We do that in a lot of different ways, including sending business lead emails, producing these monthly newsletters, conducting the annual employee wage and benefit survey, and conducting a highly successful trade show, the [Advanced Manufacturing Technology Show](#) every October. To learn more about these services, [click here](#).



A great source for “insider” business information is **Brian Beaulieu**, one of the country’s most informed economists. Brian is returning to speak to DRMA members on Thursday, April 11. As the CEO of ITR economics, Brian will give manufacturers and other businesses insight on how to forecast, plan, and increase their profits based on business cycle trend analyses. ITR Economics predicts future economic trends with a 94.7% accuracy rate and 60 years of correct calls. The economic trends are shifting. Seeing those shifts, understanding them, and setting realistic expectations for the remainder of 2019 and for 2020 will require managers to be keenly aware of the changes taking place. Thinking and planning for the changes before they are on your door step is key to being successful as we go through the business cycle. Even if you have heard Brian or his brother Alan at a national conference this year, you don’t want to miss Brian’s speech to DRMA. He applies their **trend analysis to Ohio and the Dayton Region**. Brian is a dynamic, interesting and entertaining speaker. You will not be disappointed! [Register here](#).

DRMA wants to help you retain your emerging talent. That is why our Young Professionals Committee has collaborated with the University of Dayton’s Center for Leadership to offer a series of workshops to give your staff the opportunity to connect as well as earn a **DRMA professional development certificate**! Course descriptions and registration form can be found [here](#). To register your employees, please return the registration form and payment information to [Kayla](#). **Act now!** The first course is on Tuesday, April 2!

Wow! DRMA members love golf! Our **May outing** sold out in 12 hours! We have a couple of **sponsorships** left . . . get your name in front of over 80 golf outing attendees. Contact [Kristen](#) for more information. If you didn’t make it in time to register for golf, you don’t have to miss out on all the fun! Come to the Troy Country Club the evening of May 20 for a DRMA Happy Hour! Register [here](#).

You don’t want to miss the next Workforce/HR Meet Up on March 26, as we’re discussing the **advantages of hiring people with industry- recognized credentials**. Huh, you say? That’s why you should attend! Scott Ellsworth will be on hand to talk about why he, as a former manufacturer, believes in the value of credentials and how they are a big piece of the manufacturing workforce puzzle. Register [here](#). (Remember that Meet Ups are free and for members only.)

DRMA is always looking for new avenues to help our members. We work with local media to run stories about manufacturing and the good that our members are doing for the industry. If you have **positive news** to share, whether it is a planned expansion, new job creation, or you’re adding new equipment, let us know and we’ll get you in touch with the right media. This can help your company experience increased credibility and exposure to your potential employees! Contact [Kristen](#) and she’ll make the right connections for you.

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](#).

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

- March 21 - Join March Madness at Waibel Energy Systems in Vandalia! [Register here.](#)
- April 30 – Celebrate Cinco de Mayo at Huntington National Bank in downtown Dayton! [Register here.](#)

Thanks for choosing to be a member! I REALLY appreciate it! And, thanks so much to you members who adjusted up the amount of dues you paid this year based on your current number of employees. The honor system works!



Member Events

Meet Your Peers at the Next DRMA Happy Hour – March 21

Do you enjoy the cocktail hour at DRMA evening events? Then you'll love the Happy Hour, a casual, open house style gathering of DRMA members, designed with manufacturers in mind. **Kick off March Madness** with Waibel Energy Systems in Vandalia! They'll have the game streaming, snacks, and a complimentary bar! This is the perfect way to connect with DRMA peers to share best practices, find new avenues for business growth and enjoy NCAA March Madness!

Join us on Thursday, March 21, from 5 to 7 p.m. [Register here.](#)

[Waibel Energy Systems](#) can assist with HVAC, building automation, security surveillance, door access controls, infrared scanning, and plumbing needs.



Become A Sponsor!

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



Riding the Crest: Economic Update with Brian Beaulieu

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

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

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

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

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

Date: Thursday, April 11

Place: Holiday Inn – Dayton Fairborn (Across from Wright State University)

Time: 7:30 a.m. – Breakfast
8:30 a.m. – Program

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

Presenting Sponsor



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DRMA Calendar of Events

March 19	Operations Meet Up – Dayton, register here
March 21	DRMA Happy Hour – Vandalia, register here
March 26	Workforce/HR Meet Up – Dayton, register here
April 11	Economic Update with Brian Beaulieu – Fairborn, register here
April 30	DRMA Happy Hour – Dayton, register here
May 7	Additive Manufacturing Meet Up – Dayton, register here
May 8	Safety Meet Up – Dayton, register here
May 20	May Golf Championship – Troy, info here
May 20	DRMA Happy Hour – Troy, register here
July 15	Summer Golf Outing – Dayton, info here



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

Advanced Manufacturing Technology Show

Reasons to Exhibit at AMTS 2019

- #1: Leads.
- #2: More leads.
- #3: Did we mention leads?

AMTS puts you in the **right place**, at the **right time**, in front of the **right people**. Whether you're trying to get in front of new prospects, rekindle past relationships, or reinforce existing business, you can touch more people during two days at AMTS than you could during months of regular sales calls.

There are a multitude of ways our exhibitors have found that AMTS works for them:

“We have a lot of competitors and a lot of them are here at this show, and I can't imagine not being at this show with all of our competitors being here....we're not going to take that chance, that's for sure. Especially when I see the type of attendees that are here—from the owner or president down to the people that work on the shop floor that make recommendations on what they need or use. That's important because we need to reach out to all of those people within that business.” – Jerry Kronenberger, *Dayton Supply & Tool*

Exhibitor sign-ups are going on now, contact [Kayla](#) to reserve your spot.



News You Need

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:

- Leadership is Everyone's Business – Tuesday, April 2, 8:30 a.m. - 4:30 p.m.
- Going from Peer to Supervisor – Thursday, May 2, 8:30 a.m. – 4:30 p.m.
- Communication Skills for Leaders – Wednesday, August 28, 8:30 a.m. – 4:30 p.m.

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

These courses will help participants:

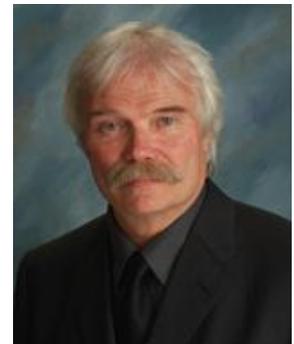
- Identify leadership strengths and areas for improvement
- Understand the issues and challenges of transitioning into a supervisory role.
- Learn how to organize content of written messages and presentations strategically for optimal audience engagement.
- Learn a clearer, constructive approach to accountability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

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

Act quickly, as the **first course is on Tuesday, April 2!** 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!

Michael Kalter Awarded DRMA Honorary Membership

The Board of Trustees has awarded Michael Kalter with an honorary membership in recognition of the countless contributions he has made to both the Association and to the industry as a whole. Michael's willingness to support our industry was amply demonstrated by his service over the years which included serving on the Board of Trustees, serving as the chairman of the Board, leading the Board's strategic planning process, and most recently serving as chair of the Association's Governance Committee.



Honorary membership is DRMA's highest award. Candidates must have been employed by member companies for at least 10 years, employed in the manufacturing industry for at least 15 years, and must have given outstanding service to both the manufacturing industry and DRMA. Honorary memberships are life long and are dues free. In DRMA's 85 year history, only 17 Honorary memberships have been awarded.

Michael's career has spanned several decades, starting in the skilled trades as an electrician. He worked for several companies in the Dayton Region including Delphi, AMSEA, GEMCITY Engineering, and Behm Quartz before starting his own consulting business.

According to Don Clouser, chair of the DRMA Board of Trustee, "Michael's leadership and his willingness to serve whenever called has made him well deserving to be recognized by his peers as an Honorary Member of the Dayton Region Manufacturers Association." Well done, Michael!

DRMA Golf Championship – May 20 – SOLD OUT

The DRMA Golf Championship on May 20 at Troy Country Club is sold out! We have a couple of more sponsorships for the golf outing still available. These sponsorships are in the \$500 range. If you want to get your business name in front of our 80 or so attendees at this event, take advantage of this opportunity ASAP! Whichever member companies take advantage of these sponsorships have an automatic foursome reserved. All sponsors have to pay for the price of golf in addition to sponsorship. To get the order form for these openings contact [Kristen](#).



All proceeds go to the DRMA Foundation to fund our workforce activities.

Diversity in Business– Bank of America Merrill Lynch

Submitted by Mary Shancey of Bank of America

Bank of America's Private Wealth Management Group (FKA U.S. Trust) teamed with the University of Virginia's Darden School of Business to publish a White Paper in February 2019 called "*Family Matters: Cultivating human capital, financial capital, and innovation across generations in family businesses.*" Mary Shancey submitted an excerpt from the White Paper on the issue of Diversity. This topic is relevant for business leaders in DRMA determined to achieve strategic goals through innovation.

Diversity (By Martin Davidson, Global Chief Diversity Officer and professor at UVA)

Leveraging the differences among people in all businesses — and especially family businesses — drives business success.

- Different kinds of people provide different perspectives.
- Different perspectives — when skillfully mixed and managed — foster greater collaboration.
- Greater collaboration drives business results.

At first glance, family business leaders might not consider diversity a particularly important issue. After all, the business is built around the commonality of the family. However, tremendous differences exist within families. And engaging those differences is relevant to all businesses striving for success in the modern day economies

Diversity is often taken to mean differences of race, gender or age, with organizations declaring success in diversity by recruiting a cadre of employees who look different. However, leveraging difference in business is not simply about hiring individuals who look differently from each other and hoping for positive bottom-line results. Rather, business leaders must first ask the critical question: How does difference help achieve the strategic goals of the business? This inquiry helps companies decide what kinds of differences are significant for the business and how best to acquire the diversity of thought, background and experience that will drive business success. It is important for business leaders to ask this question, as its answer will help the company truly innovate.

In a family business, any variety of differences — introversion vs. extroversion, detail orientation vs. big picture thinking, or boomer vs. millennial — may be important to address in order to run the business well. For example, senior family members may think differently from younger members about how best to attack new markets, how best to develop a product, or how best to take advantage of social media. Skillful leaders encourage their employees to express differences, negotiate conflicts and come to productive solutions that move the business forward.

Decision-makers and leaders must be vigilant in seeking out different perspectives and identifying leaders who feed the mission and the strategy of the company. For family businesses, these leaders and perspectives may or may not be in the family. If they are in the family, they may not be the next in line for a leadership position. Yet perhaps the right person to propel the family business forward is a family member with a well-aligned career or a family member who is able to navigate the digital age.

A wide body of research reinforces the intuitive truth that bringing together different ideas and managing how those ideas are integrated, yields better results: more innovation, better team (and company) collaboration and morale, and better financial returns. These results apply to virtually all companies, including family businesses.

To receive a copy of the white paper, please contact [Mary](#).

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!

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

April 2, 1808 Café – Eaton; April 18, Panera Bread – Austin Landing; May 9, Piqua

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

March 20; April 18

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 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 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

\$75,000 in Matching Funds to Help Manufacturers Beat Import Competition

Have your sales been hit hard by import competition? If so, the federal Trade Adjustment Assistance for Firms (TAAF) program may be able to help. For Ohio manufacturers, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).

The TAAF program provides a customized recovery plan and up to \$75,000 in matching funds for qualified firms. Here are some examples of recent TAAF co-funded activity by GLTAAC's busy clients in the Dayton region:

- A new GLTAAC client is just beginning their first two TAAF projects. This metal stamping firm is tackling a website re-design and a newsletter aimed at increasing customer engagement. Combined, these projects represent \$26K of improvements, with TAAF paying 50%.
- As their first project, this foundry will work with an outside consultant to provide design systems training to enhance their product development efforts.
- With an eye on diversification, this electronics manufacturer is using a consulting firm to help them identify new target markets. Additionally, the firm just completed a revision of their product catalog for buyers in their existing customer base. The TAAF share for these 2 projects is \$33K.

If import competition has hurt your sales, don't put off learning more about GLTAAC. 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. To get an idea of other projects GLAAC funds, just [visit the GLTAAC website](#).

A Message from the Government Relations Committee

Submitted by Mary Miller, FASTLANE

The GRC continues to build collaborative relationships with elected officials. We're working on a Meet Up with State Representative Phil Plummer. Rep. Plummer represents the 40th House District, which includes portions of Montgomery County. Ohio house and senate maps are being reviewed to continue to build collaborative relationships with elected officials.

Save the date: August 15: Meet & Greet with Congressman Warren Davidson.

Seeking Hosts for Happy Hour Events

DRMA's Happy Hour is a casual, two hour open house style gathering of DRMA members, designed with manufacturers in mind. Hosting a Happy Hour at your company is a great way to expose your company and brand to DRMA members. We are lining up Happy Hour events for the remainder of 2019 and would like to hold them throughout the region. If you would like to learn more, please contact [Kristen](#).

Member Benefit Spotlight: Business and Economic Development



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. DRMA provides programming, industry-pertinent information, and connections with organizations to help members strengthen and grow their business.

- **Advanced Manufacturing Technology Show** – Explore the future of the industry with the latest technologies, trends, products and solutions, all in one spot. Members receive booth discount.
- **Business Leads** – Members receive emails regarding prospective customers and business opportunities.
- **Newsletter**– The monthly *DRMA Newsletter* is full of industry-pertinent information.
- **Legal Services Plan** – As a DRMA member, you get one free call a month with Bob Dunlevey, employment law expert.
- **OSHA Training** – Members receive a discount on OSHA training for their employees (\$)
- **Workers' Comp Group** – Save money on your workers' compensation premium through DRMA group (administered by CareWorksComp). (\$)
- **Wage & Benefit Survey** – Use the survey report to compare your wages and benefits with other regional industry companies; free to participants. (Produced in partnership with Manpower). (\$)
- **Speakers, Programs, and Seminars** – Member events provide information and connections to help you run your business more effectively.
- **Professional Development Workshops** – Grow professionally and personally through a series of educational workshops (coordinated by UD's Center for Leadership).

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

Workforce Development

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

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

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

The concept is simple . . . manufacturers across the country hold open houses on the same day. The national MFG Day organizers promote the open houses



through general and trade media campaigns, and DRMA promotes them locally, encouraging Dayton Region students, parents, and educators to visit your facility and see that American manufacturing is a vibrant career path and that employers need skilled workers.

To schedule an open house

- Go to www.mfgday.com and click on the Host an Event button on the home page.
- You will create an account and then register your event.
- You'll be able to designate the type of event (like an open house) and choose the hours for your event, among other choices. Consider holding your open house during hours that accommodate school field trips (9-3 p.m.), students/educators attending after school (3 p.m. and after), and students/parents attending after their work day (5 p.m. and after).
- You may indicate any other restrictions you may have like attire and if your event is open to only certain schools.

Make your open house successful

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

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

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

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

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

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

Manufacturing Industry Credentials – What are the Advantages of Hiring Employees with Industry Credentials?

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](#).

Some of our member companies have taken advantage of the skill sets that these students have acquired and benefitted from hiring workers and interns that have gone through these programs. According to Jeff Perry at FC Industries, “DRMA does a lot to help address the workforce needs of the manufacturing industry. The work they do with educators to incorporate industry-recognized credentials into their curriculum and produce credentialed graduates has helped me find more qualified employees. Industry credentials take the guesswork out of hiring, because the credential tells me what the candidate knows and can do based standards developed by manufacturers across the country. It also shows that the candidate has a genuine interest in manufacturing and has invested time into learning the necessary skills.”

Learn about the advantages of hiring people with industry-recognized credentials at our next Workforce/HR Meet Up. Scott Ellsworth, senior advisor for the Manufacturing Skill Standards Council (MSSC), will be on hand to talk about why he, as a former manufacturer, believes in the value of industry credentials and how they work. The Meet Up is on March 26, 7:30-8:30 a.m. at Barry Staff in downtown Dayton. [Click here](#) to register. (Meet Ups are free and for DRMA members only.)

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.

Grow Your Workforce with SOCHE Interns

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

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

Tap into Your Future Workforce through Youth Career Services

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!

Vets Moving Forward

Vets Moving Forward is an annual event that helps connect Veterans and Veterans Service Organizations to each other and to employers in the area. This year’s event will feature a Job Fair for organizations to share information on their job opportunities with Veterans. DRMA members get a FREE table at this job fair! Learn more [here](#).

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 speaking at the Montgomery County ESC's Career Champions Meeting – February 21
 - Beth Graves, Prime Controls
- For hosting a tour for the Montgomery County ESC's Career Champions – February 21
 - GEMCITY Engineering
- For volunteering for a Power Lunch at Vandalia-Butler High School – March 6
 - Garry Jankowski, Sandvik Coromant
 - Shawn Gunkle, Sandvik Coromant
 - Theresa McClaskey, idX
 - Zack Poplin, Stillwater Technologies
 - Amy Skrowronski, Stillwater Technologies
- For volunteering for a Power Lunch at Trotwood-Madison High School – March 7
 - Denise Ford, ResourceMFG
 - Steve Langley, ResourceMFG
 - Anja Redzepagic, Sandvik Coromant

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

Heat Stress Fatality Citations Overturned by OSHA Commission Trump Appointees Set New Path for OSHA

Submitted by Bob Dunlevey of Taft Law

In one of the most significant decisions in decades, rendered by OSHA's highest tribunal, a commercial roofing contractor was found not to have violated the General Duty Clause and training standards for its temporary employee who died following his collapse on a roof. The decision has **far reaching implications** for employers dealing with citations related to the General Duty Clause (GDC) - the "catch-all" provision that requires employers to provide a workplace free from known hazards that can be feasibly abated. In the 52-page decision overturning the trial Judge's decision, there is **something to assist every employer in successfully defending against OSHA citations** – a must read decision for all safety professionals. It not only serves as important guidance on what employers should do to address heat stress and train employees but also it **limits OSHA's recent attempts to foist ad hoc requirements on employers** through GDC citations when no applicable standard exists. The case is [A.H. Sturgill Roofing, Inc. v. Sec'y of Labor, OSHRC, No. 13-0224, 2/28/19](#). Sturgill was represented throughout the case by Bob Dunlevey of Taft/Law.



Through this high profile case which started in 2013 and just ended in Washington, OSHA was in hopes of forcing each employer to have a very elaborate and burdensome heat stress program – a multi-faceted program almost impossible to carry out. It chose this case in an attempt to emphasize heat stress issues and broaden its expectations as to what an employer's heat stress program should be. See Bob Dunlevey's Legally Speaking article – [“OSHA - HOT OVER HEAT STRESS”](#) for a detailed analysis of heat stress programs and his comments about this case as trial attorney for the employer.

Some of the “take-aways” from this precedent setting decision are:

- Risks inherent in the workplace are part of normal operations and by themselves should not imply automatically that they carry a significant risk of harm supporting a violation of the GDC - Congress never intended such.
- Excessive heat is not in and of itself a recognized hazard.
- Rest, water and shade remain the primary methods to address heat hazards.
- Numerous feasible and effective abatement measures exist and all do not have to be used together.
- OSHA's use of the National Weather Service heat index chart or the use of trade association training literature to prove a hazard is quite problematic and provides numerous defenses for employers.
- The underlying health conditions of a single employee cannot set the employer's safety responsibilities toward that employee due to the prohibited inquiries regulated by the American with Disabilities Act - personal risk factors such as disability and age should not be factored into an OSHA violation.

For further information about this and other OSHA 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. Be sure to identify yourself as a DRMA member.

Legal Services Plan

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

Safety

Better Business Starts with Safety – Safety Starts at the BWC

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

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

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

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Bowling of CareWorksComp

Who is Your CareWorks Comp Claims Examiner?

CareWorks Comp has a team of professional associates who can help you manage your workers' compensation program. One of the most important team members is your Claims Examiner. Located in our Dublin, Ohio, office, our Claims Examiners are there to help our clients navigate the entire BWC claims process. Consider your Claims Examiner as your day-to-day contact for claims management. Your claims examiner can answer questions such as: Should you certify a claim? What is the Additional Allowance that the injured worker is asking for? What is the Industrial Commission Hearing about for an upcoming hearing? How will a Lump Sum Settlement affect a claim and your EMR rating? Should you request an Independent Medical Exam on a claim? Your Claims Examiner can help you with every aspect of managing a claim. If you do not know who your Claims Examiner is call the CareWorks Comp office at (800)837-3200.



CareWorks

Important Deadlines:

- **March 21, 2019:** if you are on a Monthly Installment Plan OR a Quarterly Installment Plan with the Ohio BWC to pay your Premiums, the next installment is due 3/21/19.
- **March 31, 2019:** due date for the annual Drug Free Safety Program (DFSP) report if you began the program on July 1, 2018.

Mergers, Acquisitions and Purchases and Workers' Comp - It is important for a new business owner who is taking over another business, either whole or in part, through a purchase, acquisition or merger, to understand how the BWC determines successorship. Generally, if the BWC determines the relationship between the predecessor (seller) and the successor (buyer) is a continuation of the business or operations, they will combine the predecessor's policy with the successors; resulting in the transfer of experience and liability. This is important information for the successor to know before the takeover since you could inherit outstanding liabilities and claims resulting in penalty rated premiums.

Even though there is a change in ownership, BWC has historically considered the experience of the predecessor business as predictive of the future experience of the successor business. Retention of employees, same type of business operations, same location and retention of the same customer base are some of the factors used in determining successorship. BWC can consider exceptions to this when there is a substantial or total change in business operations.

It is highly recommended that the successor employer obtain the experience information and outstanding financial obligations of the predecessor employer prior to acquiring the business. BWC makes this information available by completing the Request for Business Transfer Information (AC-4) which must be signed by both the buyer and the seller.

The predecessor and successor are both required to notify BWC of a transfer of business operations. If you are the successor of the business and already have workers' compensation coverage you are required to submit the Notification of Business Acquisition/Merger or Purchase/Sale (U-118). Otherwise, if you are without workers' compensation coverage you must complete an Application for Ohio Workers' Compensation Coverage (U-3). The predecessor must notify BWC of the transfer and request cancellation of coverage and has 45 days after cancellation to report final payroll.

Unemployment Cost Control - The highest experience rate for Ohio employers increased from 9.0% in 2018 to 9.2% in 2019. As this figure varies from year to year, so will the rate brackets within the annual rate schedule created by the Ohio Department of Job and Family Services (ODJFS). This variable factor and the cost of claims being charged to employers are the primary reasons organizations will pay more to ODJFS. Avoid paying more and get a good start on controlling your unemployment expenses in the New Year! Contact your CareWorks Comp Program Manager, [Julia Bowling](#) at (513) 218-4062 to discuss the multiple ways our unemployment program can benefit your organization.

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

- 04/12 OSHA 7105 Introduction to Evacuation and Emergency Planning, 8am-2pm, Springboro
- 04/15-18 OSHA 521 Guide to Industrial Hygiene, 8am-5pm, Springboro
- 04/16-19 OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Indianapolis
- 04/29 OSHA 7205 Health Hazard Awareness, 8am-5pm, Springboro

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

Dayton Area Safety Council

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

All About Members

Congrats!

- Congratulations to DRMA member companies nominated in the *Dayton Business Journal's* 2019 [Best Places to Work](#): **Acadia Lead Management**, **Day Air Credit Union**, and **Waibel Energy Systems**.
- Great articles in *Dayton Business Journal* highlighting member companies **Midmark Corp** and **Dayton Children's**.
- Nice Feature in the *Dayton Business Journal* surrounding manufacturing execs' biggest challenges with a spotlight on: Rick Little of **Starwin Industries**, Mike Gearhardt of **JBK Manufacturing and Development**, and Beth Graves of **Prime Controls**.

[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...

Affiliate Members

Transformation Network – 1310 Claremont Ave., Ashland, OH 44805 (419) 207-1188

We partner with companies to improve employee performance, reduce employee turnover and change culture. Our leadership training focuses on capturing the hearts of the people companies need to influence. Our mission is to inspire individuals to fulfill their purpose as God's masterpiece.

Associate Members

Coolidge Wall Co., L.P.A. 33 West 1st St., Suite 200, Dayton, OH 45402 (937) 608-9464

Coolidge Wall is a leading, full-service, Dayton-based law firm providing clients with legal representation in matters of corporate and business transactions, real estate and tax, bankruptcy, employee benefits, estate planning and probate, health care, labor and employment, litigation and dispute resolution.

Kelly Services 3055 Kettering Blvd., Suite 201, Dayton, OH 45439 (937) 299-2828

Kelly Services is a global leader in workforce management solutions offering staffing services to top companies across a variety of industries. We connect great people with great companies because what's next matters.

Community Seminars & Events

FASTLANE

Ohio Manufacturers Survey Results Roll Out – Dayton, March 26, [register here](#).

Introduction to Collaborative Robots Workshop – Dayton, April 30, [register here](#).