

Leadership Messages

Chairman's Connections
I've Been Thinking

Member Events

DRMA Happy Hour 10/17
Beaulieu sponsorship
DRMA Calendar of Events

News You Need

New Health Insurance Option
Wage and Benefit Survey
Report Available
DRMA Boot Drive
Top Issues Survey
A Message from the GRC
Government Relations
Meet Up 10/21
GR Meet Up with Rep. Powell
Membership Renewal Time
Membership ROI... DRMA 2019
OSHA Training Discount
Increase your Brand Exposure
Business Leads
TAAF Co-Funding
Protecting Your Trade Secrets

**Member Benefit
Spotlight**

Workforce Development

Workforce

Ohio TechCred
MFG Day 2019 a Huge Success!
Career Fairs
WSU Career
Advancement Certifications

Legally Speaking

Weapons in the Workplace

Safety News

DRMA's WC Group Program
Deadline Approaching
CareWorks Comp Update
Better Business Starts with
Safety
Dayton Area Safety Council

All About Members

Congrats
Welcome New Members

**Community Seminars &
Events**



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Chairman's Connections

By Don Clouser, Chairman of the Board

ROI of Our People

I have been challenged by many over the years for investing in people, especially production people. "What if you invest that money and they leave?". My current boss has the best reply with "What if we don't, and they stay?". The fear of course is a poor return on investment, but we are discussing two different issues, training and retention. They could leave for lots of reasons other than money. Also, if you had a more efficient workforce, would you not make more money and be able to properly value them? Either way, you cannot get a good return on your investment if you do not invest.



But what if you could invest in a guaranteed return on investment? No worries on a loss? Now you can just concentrate on retention. What is this guaranteed investment? I would like for you to consider TechCred. TechCred is a state initiative to provide funding for technical job training that is in high demand. Employers will work with local credential providers to get the training that they want for their employees. The employer will apply on the TechCred website for pre-approval. Once the program is approved, the employee can enroll in the program. Upon successful completion and submitted documentation, the employer will be reimbursed for some or all of the training, up to \$2,000 per employee and \$30,000 per employer.

Now I am sure I have made it sound easier than it really is and may have left out a few details. But I encourage you to contact DRMA members – Clark State, Edison State and Sinclair community colleges or the adult programs at Upper Valley and Miami Valley career centers to get the full details. Or, contact the DRMA office, and they'll hook you up with the right people to get you help. Obviously, there is some investment of time beyond the money, and there are no guaranteed returns, but what better way to develop your people? This shows your faith in them and encourage retention by investing in their future. The online application for this program is open only until October 31, so you need to get moving.

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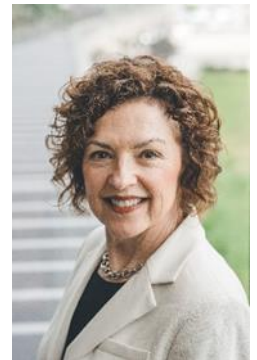
Along the lines of workforce development, I want to thank everyone who hosted a MFG Day event. This is a powerful awareness tool to bring more people to manufacturing. All of you who participated made a huge investment in time and money for manufacturing's future. Thank you! For those of you who would like to participate next year, please reach out to the DRMA office to learn best practices, meet local schools and be able to plan your own successful MFG Day on the first try.



I've Been Thinking . . .

By Angelia Erbaugh, President

DRMA drives and supports numerous initiatives to **increase the awareness of careers in manufacturing** in order to attract more workers to the pipeline. One of them is organizing national MFG Day here in the Dayton Region. MFG Day was held on October 4, and DRMA members, once again, stepped up to the plate to host over 45 open houses across the region! This makes the Dayton Region one of the best MFG Day sites in the country! And schools responded in droves . . . the numbers are still coming in, but so far we know that 2,978 students from 61 schools and 7 home school groups visited one or more open houses! If you participated in MFG Day, hooray! If you did not, you can still help . . . talk up the event with educators, students, and parents.



Our new **health care coverage benefit** is getting closer to launch! Read the [article](#) in this newsletter.

Manufacturers, what's keeping you awake at night? Let us know through the [Top Issues Survey](#). It's a simple 2-question survey that we'll use to advocate on your behalf and to determine programs and services that will help you strengthen your company. You have until October 18 to participate.

Don't miss your opportunity to get your application in for **training reimbursement** from the State of Ohio through their newly-launched TechCred program. See [the article](#) in this newsletter.

Results of the 2019 **Wage and Benefit Survey** are in! Conducted in conjunction with Manpower, the survey helps you benchmark the value of your jobs and your benefits plan. Current trends for compensation are covered, as are topics including employee benefits, work schedules and retention strategies. Results are free to those who participated. For details on how to purchase the survey report and more, read the [full article](#) in this newsletter. AND, be sure to attend the November [Workforce/HR Meet Up](#) where Manpower will be on hand to do a deep-dive into the results.

Thinking about your 2020 budget? I hope you include your **membership in DRMA**, your local industry association. The volunteers and staff work hard to bring you value. Please let me know if there is something we can do to make it better for you.

Speaking of your 2020 budget, please consider the various **sponsorships DRMA offers its members**. Doing so gets you a double bang for your buck! You get your name in front of 400+ member companies AND you help support the organization that helps you strengthen your business. Read the [article](#) in this newsletter listing the opportunities for 2020.

You probably know that we hold small group dialogue sessions called **Meet Ups**. They are organized around a topic area and are designed to connect members with other members who are interested in the same topic area, so that you can learn from each other in a casual, comfortable atmosphere. What you may not have thought about is that Meet Ups are a perfect professional development opportunity for your staff . . . they will be able to talk with, and learn from,

a group of their peers about issues that impact their work responsibilities. I encourage you to encourage them to attend. [Click here](#) for more info.

Thanks for choosing to be a member!



Member Events

Meet Your Peers at the Next DRMA Happy Hour

Come mingle with your DRMA peers at the next DRMA Happy Hour at Carillon Brewing, hosted by Rieck Services. DRMA Happy Hours are casual, open house style gatherings of DRMA members, designed with manufacturers in mind. Drop in and say hi to old friends and meet some new business colleagues in an environment that is friendly and welcoming. Think you won't know anyone? Not to worry . . . we'll connect you with someone who will introduce you to people you want to meet. You'll enjoy hors d'oeuvres and a complimentary bar while you meet up with your DRMA peers to share best practices, solve problems, and find new avenues for business growth.



Rieck Services specializes in mechanical contracting solutions and maintenance services.

When: Thursday, October 17, from 5 to 7 p.m.

Where: 1000 Carillon Blvd, Dayton, OH 45409

Cost: \$10 for DRMA Members, \$20 for Non-Members

Click [here](#) to register.

Seeking Sponsors for DRMA's Annual Economic Update Featuring Brian Beaulieu

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, on Thursday, April 30, 2020. We are offering a variety of sponsorships for this very popular event. Don't miss the opportunity to get your name in front of DRMA members! Contact [Melisa](#) for more information.

Beaulieu, CEO of ITR Economics, 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. Brian will deliver a clear, comprehensive action plan and tools for capitalizing on business cycle fluctuations and outperforming competition.

Ticket and registration information will be coming soon.

DRMA Calendar of Events

- October 15** Operations Meet Up – Dayton, [register here](#)
- October 17** DRMA Happy Hour - Dayton, [register here](#)
- October 21** Government Relations Meet Up – West Carrollton, [register here](#)
- October 22** Workforce/ HR Meet Up, Dayton, [register here](#)
- November 5** Additive Meet Up - Dayton, [register here](#)
- November 5** Young Professionals Meet Up – Dayton, [register here](#)
- November 13** Safety Meet Up - Dayton, [register here](#)



November 13 Operations Meet Up – Huber Heights, [register here](#)
December 5 Annual Meeting – Dayton, [register here](#)

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

News You Need

Coming Soon: New Health Insurance Option for DRMA Manufacturer Members

Have you made your benefit selections for next year? If not, consider NAM Health Care — one of our most exciting member benefits!

Recent changes to federal health insurance regulations now allows small and medium-sized businesses to leverage the buying power of an Association Health Plan, or AHP. This is great news for DRMA Manufacturer members! You now have access to medical, dental, vision and life insurance plans that offer potentially lower premiums and reduced administrative costs.

More information will be available in the next couple of weeks about the program and how to obtain enrollment details for coverage effective as early as December 1. And, we are planning to present information on the program at the [Workforce/HR Meet Up](#) on October 22.

DRMA/Manpower 2019 Wage and Benefit Survey Report Now Available

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

Topics presented in the report include:

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

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

Here's what members are saying about the survey:

The DRMA 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, and then add to that the exciting teaming environment that Noble Tool has to offer in order to attract the best and brightest employees. We want Noble Tool to be one of the manufacturing employers of choice in the Dayton region, and the survey supports that goal. Jim Bowman, Noble Tool

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

Boot Drive Coming to a Close, Donate Now!

DRMA's Young Professionals Committee has stepped up to the challenge of raising 200 pairs of steel-toed boots (or any safety footwear) for Clothes that Work, a local non-profit who outfits job seekers for interviews and their first weeks on the job. They currently have a need for steel-toed work boots (or any steel-toed safety footwear) to provide to those seeking jobs in the manufacturing industry.

The first half of our two-week drive was a little slow, but the numbers began to run up the beginning of the second week. We've had several donations from member companies, and these boots will help jobs seekers get a foot in the door. Clothes that Work has people waiting to join our local workforce, so put your best foot forward and donate today! Learn more [here](#).

How to Donate:

- Drop off your footwear at any DRMA event or meet-up
- Drop them off at the DRMA office between 9:00 - 5:00 p.m. (in the Dayton Convention Center)

How to find us: The DRMA office is located inside the Dayton Convention Center (22 E. Fifth St., Dayton). Simply pull up in the loop in front of the building (make sure you pull to the side so that other cars can get past you); enter the single door (far right), and you'll see our office. Run in, say hi to the DRMA staff, and drop your boots in the bin

Participate in the 2020 Top Issues Survey

DRMA is conducting a two-question survey to better understand the "hot button" issues affecting Manufacturer members across the region. Your participation will help us accurately communicate your concerns to the media, elected officials, and other community leaders; and your response will give us direction on the types of programs and services that will help you strengthen your company. The deadline to complete survey is October 18. If your company has not received the survey or has questions, please contact [Kayla](#).

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A Message from the Government Relations Committee

Submitted by April Vanover, FASTLANE

At the last Government Relations Committee meeting, the team focused on finalizing the Top Issues Survey for 2020. The survey was sent to all manufacturer members on October 7 and will be open until October 18. Be sure to participate! The committee will review the results and publish the Top Issues List in January 2020.

The Ohio Manufacturers Association (OMA) is hosting their annual Workforce Summit on October 29 at the Greater Columbus Convention Center. If you are interested in attending, you can register [here](#).

Don't forget to register for our Meet Up with Ohio Supreme Court Justice Sharon Kennedy on October 21, 7:30-9:00 a.m. at Nuvasive. You can register [here](#).

Discuss Key Issues with Ohio Supreme Court Justice Sharon Kennedy

Attend our next Government Relations Meet Up on October 21. This meet up is for those interested in advancing the concerns of manufacturers with government officials and elected representatives. Topics include government policies, legislative issues, and the opportunity to speak with those who work for and represent us. Join us as we meet with Ohio Supreme Court Justice Sharon Kennedy to hear her office's priorities and to share with her the concerns and issues of our manufacturer members.

Nuvasive will be offering an optional tour from 8:30-9:00 a.m. Please wear closed toe shoes if you plan to participate in the tour.

When: Monday, October 21, from 7:30 a.m. to 8:30 a.m.
Where: 805 Liberty Lane, West Carrollton
Cost: FREE AND FOR MEMBERS ONLY

Click [here](#) to register.

Government Relations Meet Up with Representative Jena Powell

Submitted by Tayte Lutz, French Oil Mill Machinery

French Oil Mill Machinery Company hosted a Government Relations Meet Up with Ohio Representative Jena Powell on Friday, September 13. Our [DRMA](#) Government Relations Committee works to develop and foster relationships with elected officials in an effort to share information about the manufacturing industry and to advocate on behalf of DRMA's member manufacturers.

During the meet up with Representative Powell, the committee shared the Top Issues List that DRMA compiles annually with feedback from its members. In 2019, the list includes the following concerns:

- Shortage of skilled workers
- Business sustainability
- Corporate tax rate and complicated tax code
- Cost of healthcare
- Burden of regulation on business
- Legalization of marijuana
- Aging infrastructure

GRC Committee member Tayte French Lutz commented on the Meet Up, "We were honored to host Representative Powell and to have a productive conversation with her about the concerns facing manufacturers in our region." She continued, "It is clear that Representative Powell is passionate about helping businesses in her district succeed and we appreciate the legislative work she does toward that effort." Following the meeting, French led a tour of their machine shop and assembly department for Rep. Powell and Meet Up attendees.

State Representative Jena Powell is serving her first term in the Ohio House, representing the 80th District, which includes Miami County and a portion of Darke County. At 25 years of age, she is the youngest serving member of the Ohio General Assembly. Rep. Powell holds a business degree from Liberty University and co-owns an outdoor marketing company in the region.

Membership Renewal Time is Approaching

As you are putting together your 2020 budget, don't forget to include membership in your local industry association. You can look forward to DRMA upholding our mission to strengthen member companies and to serve 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 you may stay focused on your business.

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.
October 16, Fairborn; November 5, Austin Landing

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco’s Restaurant, Dayton
October 22, November 20

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

- 11/7 OSHA 7845 Recordkeeping Rule Seminar, Indianapolis
- 11/7-8 BCSP- Professional Certificate Workshop
- 11/8 OSHA 7100 Intro to Machinery and Machine Safeguarding, Springboro
- 11/13-15 OSHA 503 Update for General Industry Outreach Trainers, Springboro
- 11/14 OSHA 7500 Intro to Safety and Health Management, Springboro
- 11/18 OSHA 7510 Intro to OSHA for Small Businesses, Springboro

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

Increase your Brand Exposure through DRMA Sponsorships

As you are looking ahead to 2020, please consider supporting your association and its initiatives through advertising and sponsorships. We know that everyone asks you for money, and we ask you to not forget about DRMA. You have a vested interest in what we do, or you wouldn't be a member. Sponsorships appeal to some companies because of the name and brand exposure they bring. Sponsorships appeal to other companies because they want to support initiatives that ultimately benefit them. Every member of DRMA falls into one of these groups. Here are some of our advertising and sponsorship opportunities coming up in 2020:

- Golf Outing – A member favorite, sponsorships for this event range from \$175 to \$500.
- DRMA Economic Forecast featuring Brian Beaulieu – Brian is a renowned economist, and because his presentation to DRMA members last year was a roaring success, we're bringing him back. Sponsorships range from \$500 to \$2,500.
- Member events – Ranging from \$150 to \$600, this is an opportunity for you to get in front of and meet every person who attends DRMA events.
- Member communications – Ranging from \$100 to \$500, get your company's logo on the DRMA website, newsletter, or weekly update emails.
- Other random things like shirts, student lunches, etc. – these are typically in the \$250 range and help to defray the costs of specific items needed to fulfill the DRMA mission.
-

Please contact [DRMA](#) if you would like details on any of these opportunities.

Looking for Business? Looking for a Supplier? Tap into DRMA Business Lead Emails

From time to time the DRMA office is contacted by companies looking for a supplier of some sort. We work to connect them with DRMA members. If they are looking for a manufacturer supplier, we send a "business lead" email to all Manufacturer members which contains a brief description of what they are looking for. You'll want to pay particular attention to these emails . . . the subject line begins with "DRMA Business Lead" . . . and respond quickly if you want to be included on the list we send the inquirer.

If they are looking for an Affiliate or Associate member-type supplier, we send them a list directly of all members that fall into the category they are seeking.

Don't forget the reverse! If you are over capacity and need to out-source a job, remember to use the DRMA Business Lead service. Simply send an email to [Shay](#) and she'll explain what she needs from you. Members respond quickly to these emails. We'll generally get 10 or more responses within a few hours!

Local Manufacturer Starts Leveraging \$75K of TAAF Co-Funding

Submitted by Carey Schienig, GLTAAC

Rexarc International, located in West Alexandria, is the leading U.S. manufacturer of acetylene plants and related equipment. They recently qualified for the TAAF program, with help from GLTAAC, after losing sales to low-cost foreign producers from India and elsewhere. Rexarc has just started implementing business improvement projects through the program, which is paying for half their cost to help the company develop new markets.

"We are excited to be working with GLTAAC. The \$75,000 of project co-funding they provide is going to help us make improvements we've been wanting to make but were just outside our reach as a small business," said Rexarc CEO, Rob Moyer.

Working through the TAAF program, GLTAAC helps small manufacturers that have been hurt by imports to identify, develop, implement, and pay for business improvement projects designed to increase their global competitiveness – [visit the GLTAAC](#) website for more info. Or contact GLTAAC Project Manager, Scott Phillips at shphill@umich.edu or 734.787.7509. Scott can quickly review the TAAF program with you and help you determine if your firm would qualify.

Protecting Your Trade Secrets when Employees Leave

Submitted by Deborah Brenneman, Thompson Hine, LLC

One of your key employees has left – with your trade secrets in tow. A forensic investigation has confirmed that she downloaded a library of your most sensitive documents, and it appears that she is already putting your trade secrets to use with her new employer. But as you rush to court, have you stopped to consider that a poorly drafted complaint could put an end to your case before it starts?



A pair of recent cases underscore the importance of detailed and specific drafting when it comes to complaints alleging trade secret violations. In *Mareck Brothers Systems, Inc. v. Juan Enriquez and JP Acoustics and Drywall, LLC*, the 5th Circuit Court of Appeals affirmed the denial of injunctive relief against a former employee who had allegedly emailed himself his former employer's customer list and pricing information.

Mareck Brothers argued that its customer list contained a wealth of information, including confidential contact information and "proprietary notes" that the company had on those customers. Mareck's complaint, however, did not state with specificity the nature of the alleged proprietary notes nor did it attach the customer list to the complaint under seal.

The court discounted Mareck's unsupported conclusions that it had "spent years accumulating" the customer contact information and that it expended "years of goodwill" as insufficient to meet its burden. The court noted that this conclusory information "is insufficient for the court to conclude, based on the paucity of factual specificity, whether the information was acquired or maintained with considerable secrecy such that it might be entitled to trade secret protection."

The Northern District of California recently took a similar approach in *AlterG, Inc. v. Boost Treadmills LLC*. In that case, three former employees from medical device company AlterG, Inc. founded a competing business. The company filed a complaint against the ex-employees and their new company alleging, among other things, trade secret

misappropriation. It claimed the defendants conspired to create a competing treadmill using AlterG's trade secret information to save time and money in designing a duplicate device.

The court dismissed the original complaint as being insufficiently pled. Defendants then attacked AlterG's beefed up, amended complaint as also failing to identify two of eight alleged trade secrets with sufficient particularity. One of those claims was regarding AlterG's pricing and market strategy and the other was related to the notion of retrofitting a commercial treadmill with an air based unweighting system.

The court noted that a plaintiff must "describe the subject matter of the trade secret with sufficient particularity to separate it from matters of general knowledge in the trade or of special persons who are skilled in the trade, and permit the defendant to ascertain at least the boundaries within which the secret lies." The court found AlterG had provided sufficient specificity to survive the motion to dismiss with regard to its pricing and marketing strategy. However, it found that the trade secret regarding retrofitting was much more complex and technical, which it said demanded a higher level of specificity. The court held that the required level of specificity was still lacking with regard to this trade secret and granted the motion to dismiss with regard to that claim.

These decisions are a good reminder that the level of detail required to adequately plead trade secret misappropriation depends on how technical an alleged trade secret is and how readily its scope can be understood from the pleadings.

Member Benefit Spotlight: Workforce 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. The #1 concern facing DRMA Manufacturer members and the manufacturing industry is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline, so that members have less difficulty in finding enough qualified candidates. A few of them are:

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

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

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

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

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

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

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

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

Workforce

Ohio TechCred – Training Reimbursement Program

Ohio's new TechCred program was launched last week. The program gives DRMA members (and other Ohio employers) the opportunity to upskill employees and get reimbursed from the State. Employees will get trained by local providers and must earn industry-recognized, technology-focused credentials.

Applications for the program **MUST** be submitted by October 30.

We held an information session on October 9, at which representatives from Clark State, Edison State, and Sinclair community colleges and the adult program at Miami Valley Career Center provided information on their programs that qualify for this program. [Click here](#) to see their information. Each school is prepared to help you navigate the application process.

Additionally, Sinclair and Clark State are holding information sessions:

- Clark State: 10/24, 8 – 10 a.m.; call (937) 328-6037 for more information
- Sinclair: multiple sessions between 10/14 and 10/18; call (937) 512-2789 for more information

Here are some things you should know:

- Employers will identify the specific, technology-centric qualifications they need, as well as the employee(s) they want to upskill.
- To qualify for reimbursement of training costs, the employer must partner with a training provider and apply online. Individuals listed in an employer's application must be Ohio residents with a verifiable Ohio address.
- The state will reimburse up to \$2,000 of training costs per credential upon completion. There is a limit of one reimbursement available per employee in each funding round.
- Employers are eligible to receive up to \$30,000 per funding round
- The application period began on 10/1 and ends 10/31.

[Click here](#) for more information about the TechCred program.

MFG Day 2019 a Huge Success!

A big thanks to all of the manufacturers in the Dayton region who opened their doors to the public for MFG Day 2019. MFG Day is part of an effort to draw greater attention to the outstanding opportunities that a career in manufacturing can provide and promote the pursuit of skills that will lead to a long-term career that offers security and growth for qualified candidates.

Be sure to [send us](#) your photos and your number of students/schools!



Participating members:

AFC Tool Co., Inc.
All Service Plastic Molding, Inc.
American Testing Services
BasTech, Inc.
Benjamin Steel
Brainerd Industries, Inc.
Crown Equipment Corporation
Dayton Progress Corporation
Detailed Machining, Inc.
Dysinger Incorporated
Enginetics Corporation
Ernst Metal Technologies
French Oil Mill Machinery Co.
GE Aviation - TDI
GEMCITY Engineering and Mfg.
Greenpoint Metals
Hematite, Inc.
Henny Penny Corp.
idX Dayton

Lord Corporation
Magellan Aerospace
McGregor Metalworking Companies
Middletown Tube Works, Inc.
Minco Tool & Mold, Inc.
National Oilwell Varco (NOV)
Noble Tool Corp.
NuVasive
Precision Metal Fabrication, Inc.
Projects Unlimited, Inc.
Rack Global Enterprises, Inc.
Rhinestahl Corporation
Sample Machining DBA Bitec
Select International
Starwin Industries, Inc.
Staub Manufacturing Solutions
Stillwater Technologies, Inc.
TE-CO
United Grinding North America, Inc.

Did we miss you? Email [Kayla](#) to let her know you hosted an event.

Participate in Career Fairs

We are getting more and more career fair requests, which means we need more hands-on, interactive technology to introduce students to the manufacturing industry. Do you have portable technology that will engage middle school students? (For example, hospitals bring CPR dummies, which are educational and entertaining). If you have such technology and are willing to work with DRMA to attend career events, please contact [Kayla](#).

Seeking Manufacturing Instructor

Gem City Career Prep High School is in the process of building a manufacturing fundamentals program using the Certified Production Technician curriculum. The CPT program will benefit manufacturing companies by providing a pipeline of qualified applicants for manufacturing entry-level production jobs

The program will increase the number of individuals with CPT certification, as well as give students a career pathway.

Gem City Career Prep is looking for an instructor for the program. Do you know someone who is recently retired who would be interested in becoming a CPT Authorized Trainer? Have them contact Greg Stone (937) 248-3259.

Empower YOUR Workforce – Wright State Offering New Career Advancement Certificates

Submitted by Wayne Stark, Wright State University

Business executives and hiring managers agree—to succeed and advance in today’s workforce, employees need to communicate clearly in oral and written form, function well in a multicultural workplace, demonstrate ethical

judgment, and think critically. Wright State offers innovative certificates that hone those skills – improving employee advancement potential. Both certificates offer online course options, and transfer credit may be applied.

Career Advancement Skills I • Critical reading and writing • Research writing and argumentation • Public speaking • Multicultural competence • Complex thinking

Career Advancement Skills II • Students may select from a list of courses emphasizing problem solving, technical communication, and ethical awareness.

Employers can leverage these new certificates by:

- Sharing information regarding them with their HR and Training managers.
- Sponsoring classes for a group of employees who could benefit from sharpening these skills
- Identifying employees whose dedication and work ethic suggest that they are nearing readiness for promotion to leadership/supervisor roles, but may lack necessary applicable communication, writing, critical reasoning and multicultural sensitivity skills. Sparking interest in employees who may be considering earning a college degree.
- Sparking interest in employees who may be considering earning a college degree.

Current Wright State students are being encouraged to earn these new certificates, making them ideal recruiting prospects, and well prepared to succeed in any workplace.

For more information, call 937-775-2225 or email careercertificates@wright.edu.

Legally Speaking

Weapons in the Workplace

Submitted by Nadia A. Lampton of Taft Law

After the destruction left behind by the rampage of tornadoes through the Miami Valley, the Dayton community became the target of another tragedy. The Oregon District shooting devastated our community. In the wake of such heartache, it is natural to demand justice, to seek change, and to unite in a common goal to make sure nothing like this would ever happen again. The subject of guns and gun laws quickly rise to the forefront.

Ohio's gun laws were changed over two years ago, when Governor John Kasich signed Ohio Senate Bill 199 into law. It took effect on March 21, 2017. The law made a number of amendments to Ohio's gun laws, which included expanding places where Ohioans can lawfully carry, permitting active duty military members to carry a handgun without a concealed handgun license, and eliminating the ability of employers to prevent their employees from transporting guns to and from work. Despite these changes that took effect over two years ago, I still receive calls about employee complaints and employer compliance. With recent events in mind, now is a good time to refresh employers on what they can and cannot do with respect to guns in the workplace.

First and foremost, it is important to recognize that employers can lawfully restrict an employee's ability to carry a handgun inside any company-owned buildings, offices or workspaces. Employers can implement a weapons policy through its employment handbook. It can also prohibit carrying by utilizing signage on the exterior of its buildings.

While employers may regulate its employees' ability to carry inside its facilities, employers cannot establish rules or policies that prohibit employees (assuming they have concealed handgun licenses) from transporting their handguns and storing them in their motor vehicle when two conditions are met.

First, the firearm and ammunition must remain inside the employee's privately-owned vehicle while the employee is also physically present inside the vehicle, OR the firearm and all ammunition must be locked inside the vehicle's



trunk, glove box, or other enclosed compartment or container within the privately-owned vehicle. This means that if an employee drives a company-owned vehicle to work, then the employer can lawfully prohibit an employee from transporting or storing a firearm in the vehicle. If an employee drives a privately-owned vehicle, it also means that when they arrive to work, they must ensure that their firearm and ammunition are stored and locked in the trunk, glove box, or other enclosed container.

Second, an employee's privately-owned vehicle must be in a location it is otherwise permitted to be, such as a designated employee parking space or lot, or a public lot adjacent to the employer's property. If the employee is parked in a "no parking" designated location, then his or her vehicle is not in a location it is permitted to be and, therefore, the second condition is not met, which would permit an employer to prohibit an employee from transporting and storing his or her firearm on company property. This is not a requirement that employers should actively police or find creative ways to limit locations where employees are permitted to park. This kind of creativity would likely be considered a violation of the spirit of the law.

If an employer still maintains a policy or rule that prohibits employees with a valid concealed handgun license from transporting or storing a firearm or ammunition while at work, then the employer is not in compliance with state law. If an employer violates state law by establishing, maintaining, or enforcing such a policy or rule, then an employee may initiate a civil action against the employer and request that the court issue an injunction, which is a court order that would stop the employer from maintaining the unlawful policy. If an employer disciplines or discharges an employee for carrying to or from work and the employee has been in total compliance with the law as outlined above, then the employee may be able to sue the employer for wrongful discharge in violation of public policy, which is a recognized cause of action in the state of Ohio.

The takeaway for employers is this: if you currently have a weapons policy, review it to ensure that it is compliant with Ohio law. If the policy includes a blanket prohibition on carrying handguns in the workplace, including in the company parking lot, then the policy is unlawful and needs to change. If you do not have a policy currently, consult legal counsel before implementing any new policies.

For additional information, use your Legal Services Plan and contact Nadia A. Lampton at (937) 641-2055 or email nlampton@taftlaw.com.

Legal Services Plan

Members are eligible to receive one FREE legal consultation per month from employment law attorney Bob Dunlevey. If you need legal advice concerning labor, safety, real estate, or other business issues, give Bob a call at (937) 641-1743.

Be sure to identify yourself as a DRMA member.

Safety

Take Advantage of DRMA's Workers' Compensation Savings Now Before It's Too Late!

You need Workers' Compensation coverage, and DRMA is here to help. However, time is running out to enroll in our 2019 Workers' Compensation Group Rating Program. Our program members save an average of \$4,392 on their yearly premiums. That's a pretty hefty savings, so you definitely don't want to let this offer pass you by.

The enrollment deadline for our group program is **November 15**. DRMA's Workers' Compensation Group Rating Program offers you savings and peace of mind. Act now! Contact [Meridith Whitsel](#) with CareWorks Comp at (614) 763-7952 today!

Update from DRMA's Workers Comp Group Administrator

Submitted by Meridith Whitsel, CareWorks Comp

Happening Now: Group Rating & Group Retrospective Enrollment for upcoming 7/1/2020 Policy Year

It's that time of year again: 2020 Traditional Group Rating and Group Retrospective Rating offers are being sent out to employers. Some employers are eligible for both programs (we refer to this as "dual eligibility"). We're eager to discuss these options with you, as each year there

may be a different mix of cost-saving strategies that work best for your organization. *The enrollment deadline for the 7/1/2020 Rate Year is November 15, 2019 for Traditional Group Rating, and January 24, 2020 for Group Retrospective Rating.*

CareWorks

What's an EMR and Why is it Important?

The Experience Modifier Rate (EMR) plays a pivotal role in determining an employer's premium rates and, in some cases, obtaining work as a subcontractor. The BWC calculates the EMR based on a comparison of the employer's experience period claims compared to an industry average expected claim level. The EMR is used as a gauge for future claim costs and serves to adjust an employer's premium if claims are above or below expected levels. The EMR is applied to the base rate and is used as a base rate credit discount or a penalty rate surcharge. When an employer's EMR is above 1.00 they are "penalty rated". If an employer's EMR is below 1.00 they are "credit rated". Traditional Group Rating programs serve to lower an employer's EMR below the EMR levels they could achieve on their own. There are circumstances when employers must provide their EMR, as a requirement to bid on particular jobs and that is used to gauge the employer's workplace safety. Each June, BWC provides private employers with an on-line experience exhibit that provides their upcoming policy year experience period data including experience claims, base rates for their manual classifications and their Experience Modifier Rate (EMR). For public employers, this experience exhibit is provided in December each year. Please contact CareWorks Comp if you have any questions about your organization's EMR.

Important Deadlines:

- **October 21, 2019:** BWC Premium Installment due if you pay on a Monthly or Bi-Monthly basis.
- **October 23, 2019:** cut-off date for CareWorks Comp to receive AC3 (Temporary Authorization Form) to request Group Rating/Group Retrospective quote for 2020 Rating Year.
- **November 15, 2019:** Deadline to enroll into traditional Group Rating with CareWorks Comp for the 2020 Rating Year.

Ohio BWC Offering Free, Informative Monthly Webinars

Conducted twice per month, the BWC offers free Webinars that last approximately 20 minutes. The topics of these informational webinars change monthly. You can also view past recorded webinars. Register for upcoming BWC webinars here: [Employer Webinars](#)

Your Billion Back Rebate Check is Coming Soon!

In June, the Ohio Bureau of Workers Compensation Board of Directors approved a \$1.5 billion rebate to Ohio employers with an active BWC policy. According to the BWC it will distribute rebate checks to nearly 180,000 public and private employers. The BWC expects to begin mailing checks to public employers on September 26th, followed by private employers through October 24th. This will mark the fifth time since 2013 the BWC has returned at least \$1 billion to Ohio employers.

The \$1.5 billion will equate to 88 percent of the premiums Ohio employers paid for the 2017 policy year which ended June 30, 2018. The majority of rebate will go to private employers, while public entities are estimated to receive approximately \$164 million in rebates.

CareWorks Safety Library: Now Live!

Looking for an easy way to fulfill your 2-hour Safety Training Requirement for this current 2019 Policy Year? We've got the answer!

Simply go to: [CareWorks Safety Training Library web link](#) Here you will find previously recorded webinars that you can register for to fulfill your 2-hour Safety Training Requirement. Each webinar is 2 hours long and costs \$25.00.

Currently, there are 4 webinars to choose from:

- Employee Engagement
- OSHA Inspections; Prevention, Preparation, & Minimizing Fines
- OSHA Recordkeeping
- Preventing Slip, Trip, Fall, & Overexertion Injuries

Looking for a do-it-yourself Toolbox Talk to give to your employees? Go to: [CareWorks Safety Training Library web link](#), click on the orange "VIEW TOOLBOX TALKS" link and you will see 13 different Toolbox Talk programs that you can download and use to train your employees. The topics range from *Emergency Evacuation Plans* to *Diffusing Workplace Violence* and even *Parking Lot Safety*. Print out each of them and use one at your next employee meeting!

Personal Protective Equipment – PPE

Personal Protective Equipment, or PPE, is designed to protect workers from serious workplace injury or illness resulting from contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards. Besides face shields, safety glasses, hard hats and safety shoes, protective equipment includes a variety of devices and garments such as goggles, coveralls, gloves, vests, earplugs, and respirators.

OSHA deems that using PPE is essential – but also the last line of defense when it comes to protecting employees, after engineering, work practice and administrative controls. Engineering controls involve physically changing a machine or work environment. Administrative controls involve changing how or when workers do their jobs, such as scheduling work and rotating workers to reduce exposures. Work practices involve training workers how to perform tasks in a way that reduces their exposure to workplace hazards.

Employers are required to assess their workplace to determine if hazards are present that require the use of PPE. If such hazards are present, the employer must select PPE and require workers to use it.

The employer must also train those workers who are required to wear PPE on how to do the following:

- Use PPE properly
- Be aware of when PPE is necessary
- Know what kind of PPE is necessary

- Understand the limitations of the PPE in protecting workers from injury
- Put on, adjust, wear, and take off PPE
- Maintain PPE properly.

For more information, please contact Steve Brazil at 614.526.7195 or steve.brazil@yorkrisk.com.

Better Business Starts with Safety – Safety Starts at the BWC

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

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

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

Dayton Area Safety Council

67th Annual Safety Conference & Symposium. Wednesday, October 30, 7:30 a.m.- 4:30 p.m., [register here](#)

All About Members

Congrats!

- Congratulations to **Silfex** for the feature in the [Dayton Business Journal](#) on their expansion!
- Big congrats to Henny Penny Corp on their largest expansion to date! Read all about it in the [Dayton Daily News](#).
- Congratulations to Sinclair Community College for being awarded \$140k apprenticeship grant. Read all about it in the [Dayton Business Journal](#).
- Congrats to all of our members who were named in [Dayton Business Journal's 2019 Bizwomen Power 50](#):
 - Jo Alice Blondin, President, *Clark State Community College*
 - Shannon Bryant, Vice President of Workforce Development, *Sinclair Community College*
 - Barbara Duncombe, Partner, *Taft, Stettunyuys, & Hollister LLP*
 - Dr. Anne Eiting Klamar, Chair, *Midmark Corp.*
 - Madeline Iseli, Vice President for Advancement, *Sinclair Community College*
 - Doreen Larson, President, *Edison State Community College*
 - Elizabeth Mangan, CEO, *Miller-Valentine Group*
 - Julie Sullivan, Executive Vice President of Regional Development, *Dayton Development Coalition*
 - Suzanne Summer, Partner, *Taft, Stettunyuys, & Hollister LLP*

[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 Coating Technologies** – 1926 Siebenthaler Ave., Dayton, OH 45414 (937) 278-2060
- **IDC Spring** – 9200 Country Club Dr., Piqua, OH 45356 (800) 899-7945

Affiliate Members

- **Motch & Eichele Machine Tools** - 318 Remington Rd., Cuyahoga Falls, OH 44224 (330) 564-8820

Associate Members

- **Edison State Community College** – 1973 Edison Dr., Piqua, OH 45356 (937) 778-8600
-

Community Seminars & Events

D&M Welding – Open House, October 25, 10 a.m.- 2 p.m. [Click here](#) for more information.