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Chairman's Connections

By Jim Zahora, Chairman of the Board

Sweet Caroline

Human behavior has always intrigued me. Why do songs energize people and seem to rally them for a cause?



I was at a baseball game several years ago and was completely baffled in the middle of the seventh inning. Can you tell me what makes complete strangers stand and suddenly become rock stars as they and sing:

“Oh, sweet Caroline
Good times never seem so good”

And then, as they point to each other, they add:

“So good, So good, So good” ... which isn't even part of the song!

It's as if the words and the music served as the piped piper to unify these total strangers. I often wonder how we can capture this phenomena and harness the tremendous energy it creates to help brainstorm solutions to some of our issues and problems.

Perhaps some of our most pressing issues and problems could be solved more quickly if we had a rallying theme song for each challenge. The Government Relations Committee publishes a Top Issues List every year – a list of things that keep us manufacturers up at night. Maybe if we had a rallying theme song for each issue we could unleash some of this mythical power to find solutions. Allow me to suggest the following songs for each issue:

Shortage of Skilled Workers

“I Still Haven't Found What I'm Looking For” by U2

Cost of Healthcare

“Double Vision” by Foreigner

Burden of regulation on business

“Free Bird” by Lynyrd Skynyrd

Corporate tax rate and complicated tax code

“Rolling in the Deep” by Adele



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Business sustainability

“Taking Care of Business” by Bachman-Turner Overdrive

Aging infrastructure

“Bridge Over Troubled Waters” by Simon and Garfunkel

Just an idea. I may not win the “Award for Distinguished Scientific Applications of Psychology”, but if we could just harness some of that energy....



I've Been Thinking . . .

By Angelia Erbaugh, President

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

An example of our advocacy effort with legislators is coming up on August 16 . . . we are hosting a **Meet and Greet with Congressman Warren Davidson** for members of DRMA and the Associated Builders and Contractors. Stop by the Dayton Beer Company from 4 to 6 p.m. to meet Warren and hear his positions on issues important to small businesses. Cost for the event is \$10 (this includes 1 drink ticket). Click [here](#) to register.



Members love our **MFG Mixes**! We have one coming up on July 31, hosted by member Day Air Credit Union in Kettering. Held from 5 to 7 p.m., you can drop in and drop out. Have a FREE beverage, light snacks, and connect with your DRMA peers. And, oh by the way, we'll introduce you around if you don't know anyone. [Register here](#).

A few seats left! We have a NEW program that can help you **retain your younger employees**! DRMA's Young Professional Committee has worked with the University of Dayton's Center for Leadership to offer one of their most popular programs for DRMA members. *Leadership Essentials: Understanding Leadership and Team Development*, a day-long workshop will be presented on Wednesday, August 22, at UD's River Campus. The program is only \$375 (that's \$20 off the street price) and includes breakfast, lunch, snacks, and course materials. Space is limited to 35 participants, so [email Shay](#) today to reserve your space. Preference is given to those 40 and younger.

NEW! We're teaming up with the Project Management Institute Dayton Chapter to do a Meet Up for **project managers in manufacturing**. It will be held on August 29, 7:30 to 8:30 a.m., at the Montgomery County Business Solutions Center. FREE and exclusively for members of DRMA and PMI Dayton Chapter, but you need to [register here](#) to attend.

Got clever, creative, competitive employees? Want to give them a cool team building project that will also do good for the community and your brand? Participate in “**Canstruction**” **Design and Build competition**! See the article in this newsletter.

Do you have a radio voice? Not afraid of the microphone? I'm looking for a few **volunteers** to make announcements over the PA system at **AMTS**. I'm thinking this could be 2 hour shifts . . . [let me](#) know if you are interested in helping out.

Paying people fairly is good for business, you know that. But how do you find out the prevailing rate for your positions here in the Dayton Region? You use the DRMA/Manpower **Wage and Benefits Survey** results. And if you participate, you get those results for FREE. Why? It's an incentive for you to participate . . . it takes a bit of your time to complete it, and we need a bunch of members to participate to make the results statistically reliable. You'll get an email in August with the link to the survey.

We had a great day for **golf** at our **outing** on Monday at the Walnut Grove Country Club. Almost 200 people from member companies golfed and/or attended dinner in the evening. Thanks so much to every sponsor and participant for being involved in this fundraiser to support our initiatives to grow the manufacturing workforce pipeline!

Members cite networking/connecting with members as the #1 benefit of membership. So, be sure to take advantage of **connecting and engaging** with the vibrant and thriving DRMA community. You have great ideas to share and we hope you'll consider spending some time connecting with your industry peers and sharing your expertise with your industry. Build a network of people who face the same challenges and opportunities as you do every day. [Click here to learn more](#)

Make it easier on yourself to find skilled workers in a couple of years. If a 13-year old would walk into your facility and say "This is cool!", you should consider hosting an open house on **MFG Day 2018** on October 5 to show students, educators, and parents the great occupations and careers your company offers. Interested? [Contact Kayla](#) and she'll give you the scoop.

Do you know that by selecting DRMA's **Workers' Compensation Group Program**, you will save money while supporting DRMA and strengthening manufacturing throughout the region? Your company is required to provide workers' compensation coverage AND pay dues to the organization that sponsors the workers' comp group in which you are enrolled. So, why not do both by selecting DRMA's group? Save money and meet requirements while strengthening your company and the DRMA. It's win-win. Contact [Julia Hall](#) with CareWorksComp at (937) 226-8280 to enroll today.

Can't believe it's already time to start recruiting volunteers for AMTS! We need lobby workers and student guides in two-hour shifts on either October 17 or 18. Let [me](#) know if you are interested.

Save money with your DRMA membership: Our **Legal Services Plan** offers members one FREE legal consultation per month with employment law attorney Bob Dunlevey at Taft/Law. Simply identify yourself as a DRMA member when you call (937-641-1743).

Thanks for choosing to be a member!



Follow DRMA!
Stay in the know!

Become A Sponsor!

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

Member Events

THANK YOU for a Fun and Successful Summer Golf Outing!

Despite the intense heat, blaring sun, and having only one mulligan in their pockets, 188 golfers participated in our golf outing on July 9. 181 diners packed the Walnut Grove Country Club dining room for steak entrees and the event awards ceremony. Thank you so much to everyone who came out to for this annual tradition. We're always grateful and happy to see the smiling faces and camaraderie that this event brings.

Your generous donations benefit the DRMA Foundation whose primary goal is to attract and build the next generation of manufacturers in the Dayton Region through career awareness initiatives. We thank you. The entire Dayton Region thanks you.

And a very special thank you goes out to Jarret Spoltman and the team at BasTech Inc. for creating the amazing beverage cart donation jars! It was an innovative touch, and numerous golfers commented on how cool they were.



Congressman Warren Davidson joined in on the golf fun with DRMA members.



Jarret Spoltman of BasTech Inc. helped create cool donation jars for the beverage carts.



Left to right: Rick Chapman of Dayton Progress, Denny Gorman and Mike Gorman of John M. Gorman Company, Inc., and Brian Marsch of Dayton Progress stop for a quick pic out on the links.

Additional Association gratitude goes to the Golf Outing Committee: Larry Gray, Chair, American Heat Treating; Mike Gorman, John M. Gorman Company; Bruce Hackett, AFC Tool; Jim Kaiser, Brady Ware; Marcus Wendling, Industrial Grinding Inc.; J. D. Claffey, Non-Ferrous Casting Co., Dave Neer, our seasoned DRMA member, Brian Ault, Bruns General Contracting; Ben Staub, Bastech, Inc.; David Reger, Winston Heat Treating; Dean Steele, Constellation and Steve Parker, RUSH Transportation and Logistics.

Thanks to the Par 3 games and sponsors companies: Flagel Huber Flagel, FASTLANE, and Sunbelt Business Advisors. Thanks also to the sponsors who provided food, drinks, and koozies: Anchor Danly, Back to Business IT, Gosiger, Inc., John M. Gorman Company, and Kentner Sellers LLP.



Flagel Huber Flagel



FASTLANE



Sunbelt Business Advisors

51 members sponsored 54 tee/green signs this year! Many thanks to:

Advanced Industrial Measurement Systems
AFC Tool
American Heat Treating
Anchor Danly
Auman, Mahan & Furry
Bank of America Merrill Lynch
BarryStaff, Inc.
Bastech, Inc.
Benjamin Steel Co., Inc.
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Dayton Progress
Dayton Supply & Tool
Enterprise Roofing & Sheet Metal Co.
F & G Tool & Die
First Financial Bank
G & F Tool Co.
GEMCITY Engineering & Mfg.
Goldshot, Lamb & Hobbs
Haas Factory Outlet
Industrial Grinding
JBK Mfg. and Development
Knowlton Manufacturing
Machine Tools Supply
Marsh & McLennan Agency, LLC
Michelle Mischlet ThomasNet

Miller Valentine Group
Monaghan Tooling Group
Non-Ferrous Casting Co.
Norwood Medical
Plex Systems, Inc.
Precision Certified Welding
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Rack Processing
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Select Industries
Silver Tool
Smith-Feike-Minton Insurance Agency
Taft Law
Technical Equipment Sales
Technique Roofing
The Dupps Company
Tru-Edge Grinding
US Chrome Corp
Winston Heat Treating

Keep working on your short games. We'll see you for more golf in 2019!

Meet Your Peers at the Next MFG Mix – July 31

Do you enjoy the cocktail hour at DRMA evening events? Then you'll love the MFG Mix, a casual, open house style gathering of DRMA members, designed with manufacturers in mind. 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.



DAY AIRSM
CREDIT UNION
Service That Soars!

Join us at the next Mix hosted by Day Air Credit Union on Tuesday, July 31, from 5 to 7 p.m. Day Air's sole reason of existence is to improve your financial well being; isn't that what you want from your financial partner?

Date/time: Tuesday, July 31, 5 – 7 p.m.
Place: Day Air Credit Union, 3501 Wilmington Pike, Kettering 45429
Cost: \$10 for members, \$20 for non-members

[Click here](#) to register.

Meet & Greet with Congressman Warren Davidson – August 16

Members of DRMA and the Associated Builders and Contractors are invited to a casual event at one of the area's best craft breweries! Meet Congressman Warren Davidson, grab a beer, chat with friends and colleagues, and hear an update from Warren on issues affecting small businesses. A great way to end your Thursday and get ready for the weekend.

Date/time: Thursday, August 16, 4 – 6 p.m.
Place: Dayton Beer Company, 41 Madison Street, Dayton
Cost: \$10 (includes 1 drink ticket)

[Click here to register.](#)



Presenting Sponsor



Ohio Valley Chapter

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September Evening Event – September 12

Register today to attend the September Evening Member Event sponsored by FASTLANE. Dennis Eng, special agent with the FBI for over 20 who will speak on potential threats that may be out there concerning the manufacturing industry about people from other countries. Member events are a great way to grow professionally, stay informed, and connect with your DRMA peers. And don't forget about the pre-meeting seminars to learn more valuable information. Remember your DRMA membership is corporate-wide, so bring your employees to the event to get the most of your membership!

Date: Wednesday, September 12

Time: 5:00 p.m. - Cash bar (cash only*) & networking:
6:00 p.m. - Dinner/Program

Parking: Lot C (under building 12) - accessible from Fourth Street, just west of Perry Street. Park at the north end of the parking garage. During registration, you will be provided with a parking pass.

Menu: Chicken or Beef

Attire: Business

Cost: \$45 for members, \$60 for nonmembers

*No ATM on premises and SCC bar does not accept credit cards.

[Click here](#) to register.

DRMA Calendar of Events

July 31	MFG Mix - Day Air Credit Union, Kettering, register here .
August 7	Additive Manufacturing Meet Up - Dayton, register here
August 8	Safety Meet Up - Dayton, register here
August 14	Young Professionals Meet Up – Springfield, register here
August 16	Meet & Greet with Congressman Warren Davidson, register here
August 21	Operations Meet Up, register here
August 22	YP Professional Development: Leadership Essentials
August 24	Workforce/HR Meet Up – Dayton, register here
August 29	Project Management Meet Up – Dayton, register here
September 12	September Evening Event – Dayton, register here
October 17	AMTS Happy Hour – Dayton, register here



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

News You Need

Top 3 Reasons to Exhibit at AMTS

AMTS Returns to the Dayton Convention Center October 17-18

- #1: Your customers are here.
- #2: Your competitors are here.
- #3: Your business leads are here!

The [Advanced Manufacturing Technology Show](#) (AMTS) returns to the Dayton Convention Center, October 17–18. It 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 gained four customers from the show that we would not have met otherwise. These customers are now loyal, repeat business for us." ~ Katie York, Electric Motor Technologies

"We've definitely had relationships rekindle through the show. An old customer remembered doing business with us years ago and happened to walk by our booth. We hadn't called on him for years, but because we were at the show we got back in touch and we're doing business together again." ~ Brent Mackintosh, Mackintosh Tool Inc.

"We've had companies that we've called on for years that have come to the show, see our products in person, and realize we offer a higher quality product than they've seen from our competitors. Because they saw us here at the show and not just a brochure or received a phone call from somebody, they were more comfortable ordering with us." ~ Steve Staub, Staub Manufacturing Solutions

This year, AMTS is elevating its own game to bring you the most rewarding, engaging show experience yet. In addition to the thousands of qualified customers you could meet, you'll enjoy live technology demonstrations, revamped workshops, and an opt-in Happy Hour with good food, craft beer, and fun entertainment. Learn more at www.daytonamts.com and be sure to watch for show updates on [LinkedIn](#) and [Facebook](#).

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

Exhibitor sign-ups are in full swing! For more information on these or any other exhibit spaces, [click here](#) to email Shelley Baker, or call (937) 949-4004.



Retain Your Emerging Talent through Professional Development

You know it's tough to find qualified employees. And you know that it's critically important to keep the good ones you find. We have a NEW program that can help you retain your emerging talent! DRMA's Young Professionals Committee has worked with the University of Dayton's Center for Leadership to offer one of their most popular programs exclusively for DRMA members. **Leadership Essentials: Understanding Leadership and Team Development**, a day-long workshop, will be presented on Wednesday, August 22, at UD's River Campus.

In this high-energy and interactive program, participants will be taking part in a DiSC self-assessment, group discussions, and activities that will help them identify their strengths and opportunities. As organizations tend to do more with less, the power and performance of the team plays a larger role than ever before in the overall success of the

organization. Leading, managing, and being part of a team takes knowledge and skill. Participants will identify the stages of team development and will learn how to accelerate their team's performance in the future.

This program will help participants:

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

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

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 11, 2019. 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 Shelley](#) 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.

This can't-miss DRMA event, held at Sinclair Community College, will begin at 5 p.m. with a reception following the program, at about 6:30. Ticket and registration information will be coming

New! Project Management Meet Up

DRMA and the Project Management Institute Dayton Chapter are teaming up to offer a Meet Up for those in manufacturing who are responsible for any aspect of coordinating and managing projects or programs with engineering or manufacturing content. Topics of discussion will include project lessons learned, best practices, streamlining engineering-to-manufacturing release processes, tools, techniques, methods and other areas of interest about managing projects within your company. The first meet up will be held on August 29 from 7:30 to 8:30 a.m., at the Montgomery County Business Solutions Center, exclusively for members of either DRMA or PMI Dayton Chapter. Attendance is FREE, but [registration](#) is required.

About the Project Management Institute

PMI is the leading not-for-profit professional membership association for the project management profession. Its professional resources and research deliver value for more than 2.9 million professionals working in nearly every country in the world to enhance their careers, improve organizational success and further mature the profession. Its worldwide advocacy for project management is reinforced by their globally recognized standards, certification program, extensive academic and market research programs, chapters, and our volunteer and professional development opportunities. For more information about PMI Dayton Chapter, visit <http://daytonpmi.org>.

Wage and Benefits Survey: It's Free, When You Participate!

Don't miss out on getting the DRMA/Manpower's 2018 Wage and Benefits Survey results for free – all you have to do is participate! Watch your email for the invitation in the beginning of August. The final report results will be published in October.

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. That's why companies use market data to research the value of

their jobs. To determine the prevailing rate for a job, companies can "benchmark" jobs against compensation surveys that are detailed and specific to the companies' industries and regions. And that's exactly what the DRMA/Manpower Wage and Benefits Survey provides.

Your confidentiality is assured. All information is kept strictly confidential and reported in aggregate form only. There will be no publication that will contain your data along with the name of your company.

Topics presented in the survey include:

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

Manpower is a strong partner and member of DRMA, and they do an outstanding job providing this benefit of membership.

Membership ROI... DRMA 101

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

Manufacturer Sessions

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

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

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

Affiliate/Associate Sessions:

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

Meet Ups Are Back! – First Up, Additive Manufacturing

Are you interested in the burgeoning field of additive manufacturing? At DRMA's Additive Manufacturing Meet Ups, you can join other members as they investigate additive technologies and how they can be incorporated into business operations. Interact and network with others who are also looking into this revolutionary technological development.

DRMA Meet Ups are organized around a topic area and are designed to connect members with other members who are interested in the same topic area to learn from each other in a casual atmosphere.

Our next Additive Manufacturing Meet Up takes place Tuesday, August 7, 4:30-5:30 p.m. at Proto Build Bar. We are working on having a manufacturer at the table who can explain how they are using additive technology in their operation.

DRMA's member network coupled with Proto Build Bar's atmosphere of ingenuity provides the perfect setting to ask questions, get advice, and share your additive manufacturing knowledge and experience with fellow members. And the best thing is that the Meet Up is FREE and for members only.

[Click here](#) to register. We hope to see you there!

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!

Help make AMTS 2018 awesome – be a volunteer!

Be a part of the excitement of AMTS! We are seeking volunteers to help out at the event, October 17 and 18.

There are two ways to get involved:

1. Work in the lobby, greeting visitors, handing out lanyards, and answering questions about DRMA and the show. 2 hour shifts on October 17 and 18, from about 9 am to 5 pm.
2. Be a student guide, walking groups of students through the show while talking to them about manufacturing. We’ll give you instructions. 3 hours on October 17 from 9 am to noon.

This is your opportunity to network with professionals in the manufacturing field and to help generate excitement about manufacturing careers, specifically in the Dayton region.

Join us! [Email Derek](#) now to be an AMTS volunteer.

Cool Team Building and Employee Attraction Opportunity for DRMA Members!

We have a fantastic opportunity for you to show potential employees that your company is a great place to work, and to provide a fun team building experience for current employees. And you will support efforts to help feed hungry families in the Dayton region! This is a particularly good opportunity for manufacturers who have design and build capabilities.

DRMA is supporting the Associated Builders and Contractors for the 2018 “Canstruction” Design and Build Competition, benefiting the Food Bank of Greater Dayton. The challenge is to design and build unique structures entirely from canned food. More details about the competition can be found on the ABC website [here](#). The deadline to enter is **July 18**. The build day will be on September 27, and the judging will be on October 4.



There is no cost for entry, but you will need to purchase the cans. All food used during the competition will be donated to the Food Bank of Greater Dayton.

Do you have a team that would be interested in participating in this competition? It would be great if we could have a few DRMA members participate – and even better if we beat the ABC teams! Contact [Kayla](#) for more information.

DRMA extends deepest sympathies to

Mike Casella, Lynn Vaughn and the FC Industries family on the passing of Mike and Lynn's mother

Jim Bowman, Rack Processing, on the passing of his father

The family of Bill Wheeler on his passing. Bill was the executive director of the Tool Valley Network initiative back in the late 1990's

Legally Speaking

The Last Nail?

Submitted by Bob Dunlevey of Taft Law

Is the recent Supreme Court decision in *Janus* the “last nail” in the unions’ coffin? By now, you have heard that the Supreme Court in *Janus v. AFSCME* overruled over 40 years of precedent and held that forcing non-consenting public sector employees to subsidize a union by paying an agency fair share fee (like union dues) violates the First Amendment. Agency fees cover the cost of collective bargaining activities – since unions must represent everyone in the unit regardless of membership – but don’t include expenses related to lobbying and other political activities. You may not have paid much attention to this decision, but it may be one of the most significant cases decided in recent years. It may very well spell the demise or lessen the influence of public sector unions and change the balance of power in political campaigns by diminishing political action funds used to shape local, state and national elections.



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Unions are big business. They collect millions of dollars annually, not only to represent employees in bargaining units, but also to lobby and campaign for issues and candidates aligned with organized labor. When unions collect less money, they will become less effective. By becoming less effective, the settlements they extract through collective bargaining will be less favorable to the government workers and, of course, less burdensome to the taxpayers who defray the cost. In the past, public sector unions have extracted highly attractive wage and benefit settlements for their members – in excess of what is customarily seen in the private sector. It seems difficult for elected officials to say “no” to public sector union demands at the bargaining table. This trend may now change.

The *Janus* decision represents a continuation of a trend set by the right-to-work movement sponsored by the National Right to Work Committee and others. Approximately 28 states now have right-to-work laws that make it illegal to require workers to join a union or pay related dues as a condition of employment – the number is growing quickly. Some of these right-to-work laws only affect private sector employees. So where the right-to-work movement has left off, the *Janus* decision has continued the initiative of free choice for workers.

Approximately 34% of public employees are covered by collective bargaining agreements and are union members. But in the private sector, the number is only 6.5% and declining. The increases in membership the public sector unions have enjoyed in the last few decades may have come to an end. Obviously, because unions are in the business of representing people, they will have to sell themselves to their constituents in hopes of convincing them that there is value in union membership.

Not since President Ronald Reagan fired more than 11,000 federal air traffic controllers who engaged in a strike in 1981 has the union movement suffered such a setback. When President Reagan gave the air traffic controllers the ultimatum to return to work or be fired, the eventual outcome was that he transformed his presidency and shaped the

world of the modern workplace by undermining the bargaining power of American workers and their labor unions forever. The *Janus* decision has all the signs of being even more significant, both directly and indirectly, to the continued viability of the union movement.

For additional information, contact Bob Dunlevey at Taft/Law (937) 641-1743.

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

Member Benefit Spotlight: Advocacy

The world of business is complex, and it is important to rely on industry partners like DRMA for success. DRMA's mission focuses on strengthening member companies and serving as the advocate for manufacturing in the Dayton region. DRMA is recognized as the trusted voice of the industry to represent members' needs and concerns so that they may stay focused on their business. Members expect advocacy from their trade association and it's part of DRMA's brand promise. DRMA advocates with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders to advance the interests of our members and the industry.

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

DRMA . . .

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

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

Growing the Workforce Pipeline

Manufacturing Summer Camp a Big Success!

DRMA is planting seeds to inspire your future workforce! The City of Dayton offers an "Urban Adventures" summer camp for kids ages 3 - 12. Each week has a different theme, and the City enlisted DRMA to build the programming for manufacturing week. Kids participating in the summer camp learned about manufacturing by making mini cheesecakes, building gliders, and watching 3D printers/scanners in action. The week concluded with a field trip to member company Heroux Devtek where the kids were able to see high-tech manufacturing in action.



DRMA sends a huge thank you to the volunteers who made this week possible:

- Kim Hall, CH Packaging
- Chuck Dryer, Industrial Tube & Steel
- Cheryl Stansifer, Rack Global Enterprises
- Garry Jankowski, Sandvik Coromant
- Melissa Taylor, Norwood Medical
- Dave Wiedmeyer, Merrill Lynch
- Ben Staub, BasTech
- Alex Seder, McGregor Metalworking
- Fred Gagne, Heroux Devtek

If you're interested in learning more about how you can help with GWP efforts, contact [Kayla](#).

Recruiting Source - OhioMeansJobs Fall Job Fair

Montgomery County Development Services and OhioMeansJobs Greene County are hosting the **2018 Fall Job Fair** on September 19 at the Nutter Center. Participation in the job fair is open to all employers who are currently hiring. If you want a booth, act fast! The deadline for registration is **August 3**. Click [here](#) for more information.

Help Grow Your Future Workforce – Participate in MFG Day 2018

Does your shop show well? Would a 13-year old walk in your facility and say “Wow, this is cool!”? If so, then consider participating in MFG Day 2018! It's never too early to send a Save the Date to your local schools so they can get them on their calendars for this fall! Post your open house on [MFGDay.com](#) NOW (you can edit it later), as schools are planning for fall field trips and need to see which companies they can visit!

MFG Day (October 5) is designed to expand knowledge about and improve general public perception of manufacturing careers and manufacturing's value to the U.S. economy. This is a nationwide event and a unique opportunity for students, parents, and educators to see manufacturing in action and to ignite their interest in manufacturing careers. Over the last six years, we've had great success with this event (in 2017, over 3,600 students from 60 schools and 10 home school groups visited 43 member open houses!), and we want to continue that momentum! Watch [this video](#) to see what students think of MFG Day!

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

To schedule an open house

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

Make your open house successful

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

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

- Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- DRMA has created a flier that you may customize for your company; [email us](#) if you would like to have it.

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

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

Kudos to Members Growing the Workforce Pipeline

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

- For volunteering for the City of Dayton Summer Camp
 - Kim Hall, CH Packaging
 - Chuck Dryer, Industrial Tube & Steel
 - Cheryl Stansifer, Rack Global Enterprises
 - Garry Jankowski, Sandvik Coromant
 - Melissa Taylor, Norwood Medical
- For sponsoring Summer Camp activities
 - Dave Wiedmeyer, Merrill Lynch
 - Ben Staub, BasTech
 - Alex Seder, McGregor Metalworking
- For hosting the Summer Camp Field Trip
 - Fred Gagne, Heroux Devtek

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](#).

Safety

Three Reasons You Should Choose DRMA's Workers' Compensation Group Program

Do you know that companies enrolled in our Workers' Compensation Program save an average of \$4392 on their yearly premiums? That's a nice chunk of change. And not only do our members save large amounts of cash, they have peace of mind that DRMA – the voice for the region's manufacturing industry – is on their side, helping them meet their Workers' Compensation requirements.

DRMA promotes business success for members through peer-to-peer connectivity, career awareness, advocacy, education, economic development, and sharing best practices. By selecting DRMA's Workers' Compensation Group Program, you will save money while supporting DRMA and strengthening manufacturing throughout the region.

In review: Save money. Meet requirements. Strengthen your company and your region.

Why wait? Contact [Julia Hall](#) with CareWorksComp at (937) 226-8280 to complete your enrollment today.

Update from DRMA's Workers Comp Group Administrator

Submitted by Julia Hall of CareWorksComp

It might help businesses to think of the workers' compensation year in three parts: *Education, Evaluation, and Enrollment*. Spring is generally the time for "Education", with our seminars and the Ohio Safety Congress taking place. As we've now moved on to the middle of the year, we've reached the "Evaluation" phase. Here at CareWorksComp, we're working hard and making sure that we form the strongest and most stable programs, as well as, incorporating any BWC changes so that we can offer your business the best possible options for the 2019 policy

year. If you're not currently a CareworksComp client, we will be reaching out to you soon so that we can provide you with potential savings in our program. CareWorksComp will soon be sending out our invitations to these various alternative rating programs, which will begin the "Enrollment" phase. In the coming months, CareWorksComp will be contacting you about enrolling in the Program that is the best fit for your business. We look forward to discussing the various Programs with you in the near future.

Important dates and upcoming deadlines:

July 31, 2018

- Final day to join a safety council for the 2018 policy year.
- Deadline to complete DFSP accident analysis training for 7/1 program start date (initial year only!). Please note that new supervisors have 60 days from the date of hire to complete.
- Deadline to complete the online safety management self-assessment (SH-26) for a 7/1 start date for both the DFSP program and the ISSP program.

August 15, 2018

- Due date for BWC to receive your 2017 payroll True-Up report, as well as any True-Up payment for the July 1, 2017 through June 30, 2018 rate year.

2017 Rate Year True-up: True-Up reconciliation **must be completed by 8/15/18** for the July 1, 2017 through June 30, 2018 rate year. It is very important that your true-up is done timely or BWC may lapse your coverage and/or remove your company from any alternative rating programs. The BWC considers the True-Up complete when payroll is reported and any related premium payments are made.

August 30, 2018 is the

- DFSP action plan deadline for 7/1 start date – *advanced level only*.

Policy Activity Rebate (PAR): Employers may have heard about a new program developed by BWC, which, according to the BWC, is intended to help employers expand their knowledge of key facets in workers' comp, such as claims management and safety. Participation in this plan enables some penalty rated companies to earn a premium rebate, for completion of specific activities. Please contact your CareWorksComp representative if you have questions about this, or any other, BWC program.

Get a 20% Discount on OSHA Training Classes!

DRMA is here to help our members lower their incident rate, reduce their EMR and provide a safer workplace for their employees. By partnering with Mid-America OSHA Education Center in Springboro, DRMA members receive a 20% discount on OSHA authorized safety & health training and education through professional instruction. To get your discount code, [contact Shay](#) or call the DRMA office at (937) 949-4000.

Upcoming Classes

- 7/30/18-8/2 2018- OSHA 2045 Machinery and Machine Guarding Standards, 8am-5pm, Springboro, Ohio
- 8/13/2018- OSHA 7225 Transitioning to Safer Chemicals, 8am-5pm, Springboro, Ohio
- 8/27- 8/30 2018 – OSHA 3095 Electrical Standards, 8am-5pm, Springboro, Ohio
- 8/27/18- OSHA 7115 Lockout Tagout, 8am-5pm, Springboro, Ohio
- 8/28-2/31 2018- OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry, 8am-5pm, Columbus, Ohio

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

Better Business Starts with Safety – Safety Starts at the BWC

BWC's Division of Safety & Hygiene provides a variety of PRE-PAID programs, services, and resources 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 services, education programs, and resources offered by the Division of Safety & Hygiene. Why not take advantage of what they have to offer?

To learn more, [visit their website](#).

Dayton Area Safety Council

- Safety Breakfast with the Experts – Who You Gonna Call??? The Fire Department – Presented by Brian Shaw; Firefighter Safe. July 19, 7:30 - 9:00 a.m., [register here](#)

All About Members

Congrats!

- Congrats to CDO Technologies on the nice article in the July 8 edition of the *Dayton Daily News*!

[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

Mideast Machinery Movers – 8155 State Route 121 North, New Paris, OH 45347 (937) 437-0371

Mideast Machinery Movers offers a variety of relocation services. With our forklifts that range from 5,000 to 80,000 lbs capacity and the experience, capacity & know-how, we can handle any moving needs you have, from accross the street or across the nation. We assemble the best team possible to handle any project, from estimation to project completion. With an EMR of .58 and competitive rates, we strive to execute all projects safely and efficiently to build lasting business relationships. We also offer industrial maintenance services, custom fabrication and equipment rentals.

Associate Members

Mutual Federal – 2601 Michigan St., Sidney, OH 45365 (937) 498-1195

Doing great things together!

Community Seminars & Events

Sinclair Workforce Development

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