Chairman’s Connections
By Don Clouser, Chairman of the Board

The Voice of Manufacturing
DRMA has always wanted to be and has become the Voice of Manufacturing here in the Dayton Region. But what exactly does that mean? What responsibilities come with that? How do you measure success with that goal?

There are several organizations and efforts that want to have an impact on manufacturing. The list of such organizations has grown over the past couple of years as workforce development has gained more attention and with more access to dollars through foundations, government entities and companies wanting to invest. While these organizations’ intentions are good, they do not always have the knowledge or experience of manufacturers to provide what manufacturers need. So, they often have focus groups and/or board of advisors to help guide them.

While DRMA has wanted to provide as many services as it can, our association realizes that more can be done and is being done beyond our own resources. Therefore, we have set out to be that resource for the outside organizations to use as the manufacturing advisor for their programs. While many of you would love to serve on those advisory boards, maybe you cannot or maybe you don’t know about them. In some cases, DRMA makes a match. In other cases, DRMA fills the seat of advisor. Either way, we can all be more confident that efforts toward manufacturing are being guided by manufacturers.

DRMA realizes it has succeeded as the Voice of Manufacturing in our area because these organizations now are reaching out to us for guidance rather than figuring it out themselves. The media is reaching out to DRMA for commentary on manufacturing issues. Collaborations are being formed with DRMA to strengthen everyone’s position and to combine resources so that a better effort is made for manufacturing. This is how DRMA advocates for you. While it may not be able to create and run all the programs from which manufacturing could benefit, it does get involved to guide those programs so that they will be effective for manufacturers.
Keep in mind that DRMA is a volunteer organization. We are always needing resources to be able to best advocate for our industry. If you or people in your organization have passion, please let us know so that we can connect you with these efforts. Maybe this is a DRMA committee effort. Maybe it is to fill a seat on a career technology center’s advisory board. Maybe this is to help fill a middle school’s career day. Or maybe it is an ad hoc to help stand up a collaborative effort between employers, a government entity and DRMA. No matter what, all these take time. The more volunteers, the more influence manufacturing yields. The more volunteers, the less time per person for that influence.

DRMA is advocating for you. It is finding opportunity to influence in the interest of manufacturing. Will you lend effort to help? Will you add your voice to the Voice of Manufacturing in the Dayton Region?

I’ve Been Thinking . . .

By Angelia Erbaugh, President

Members expect advocacy from a trade association and it’s part of DRMA’s brand promise. DRMA advocates for members’ issues on many fronts, with public officials, legislators, educators, parents, the business community, the media, and many other regional stakeholders. One way we do this is by holding a Meet and Greet with Congressman Warren Davidson so that members have the opportunity to meet the Congressman, share their opinions, and learn more about his agenda. Join fellow DRMA members and members of the Associated Builders and Contractors on August 15 at the Dayton Beer Company. Click here to register.

A couple of Breakfast with DRMA events that you don’t want to miss:
• Breakfast with DRMA: Accessing the Workforce Supply Chain, August 27. Attend this event to learn all the stages of the manufacturing workforce supply chain in the Dayton Region and to learn how to leverage the supply chain for your company. Register here.
• Breakfast with DRMA, presented by The Entrepreneur’s Center, August 9. Attend this event to be first in line to become a preferred service provider for clients that have been accepted into TEC’s Entrepreneurial Services Program! Manufacturers only. Register here. Stay posted for the next session for supplier members.

25 Manufacturer and Affiliate members submitted ballots approving new board member Lou Vilardo, president and owner of PDI Communications. We thank those members who voted and encourage those who did not to participate in future elections.

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 Benefit 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.

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 Bowling with CareWorks Comp at (513) 218-4062 to enroll today.
Make it easier on yourself to find skilled workers in a couple of years. If your facility shows well, host an open house on MFG Day 2019 on October 4 to show students, educators, and parents the great occupations and careers your company offers. Interested? Let me know.

You know it’s tough to find qualified employees. And you know that it’s critically important to keep the good ones you find. We have a program that can help you retain your younger employees! DRMA’s Young Professional Committee has worked with the University of Dayton’s Center for Leadership to offer Professional Development Workshops. The next two courses in this series are Wednesday, August 28, and Tuesday, September 10. Your registration cost includes breakfast, lunch, snacks, and course materials. Space is limited, so register here ASAP to reserve your space.

DRMA, in partnership with the Workforce Division of Sinclair and FASTLANE, has put together a Lean Manufacturing Workshop Series to help you reduce waste and streamline manufacturing processes. The third of four sessions, Visual Workplace, will be presented on Wednesday, August 7, at the Sinclair Conference Center. The cost of the workshops is $250 per person. Manufacturer members earn a $100 per person discount (compliments of FASTLANE), making your cost just $150 per person per session. The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). Click here to register.

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.

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

Looking forward to seeing you at the summer golf outing on Monday. Thanks for participating and sponsoring . . . all proceeds go to the DRMA Foundation, which funds all our activities to grow the manufacturing workforce.

Thanks for choosing to be a member!

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**Member Events**

**Summer Golf Outing – July 15**

The 2019 DRMA Annual Golf Outing is next Monday, July 15, at Walnut Grove Country Club. The format is a scramble with two shotgun starts at 7:30 a.m. and 12:30 p.m. Dinner registration is still open. Contact Kristen for the registration form.
Meet and Greet with Congressman Warren Davidson – August 15

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!

When: Thursday, August 15, 4 – 6 p.m.
Where: Dayton Beer Company, Dayton
Cost: $10 (includes 1 drink ticket)

Click here to register.

Presenting Sponsor

Supporting Sponsors

Breakfast with DRMA: Connect with Local Startups, presented by TEC – August 9

Attention manufacturers! Join us for a Breakfast with DRMA: Connect with Local Startups, presented by The Entrepreneurs Center. This is a great opportunity to learn about how you can become a preferred vendor for clients of TEC’s Entrepreneurial Services Program (ESP). Additionally, you’ll learn about the rapidly growing entrepreneurial ecosystem in the Dayton region and how the State of Ohio is helping fund start-up companies, how the ESP works, and meet several of the current ESP clients to hear about their companies and their manufacturing needs. This event is for manufacturer members only, but stay tuned as we’ll have another breakfast event for supplier members coming up soon.

Attending Breakfast with DRMA events benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you’ll grow your network of peers by meeting up with your DRMA colleagues.

Space is limited. Register here by August 6 to get early-bird pricing.

When: Friday, August 9, 7:30 – 9 a.m.
Where: The Entrepreneurs Center, Dayton
Cost: $20 members, $35 non-members
Breakfast with DRMA: Accessing the Workforce Supply Chain – August 27

Join us for a Breakfast with DRMA: Accessing the Workforce Supply Chain, sponsored by FASTLANE. Attend this event to learn all the stages of the manufacturing workforce supply chain in the Dayton Region and to learn how to leverage the supply chain for your company. Sit down with our partners and learn how you can help grow your future workforce!

Attending Breakfast with DRMA events benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you’ll grow your network of peers by meeting up with your DRMA colleagues.

Register here by August 22 to get early-bird pricing.

Date: Tuesday, August 27, 7:30 – 9 a.m.
Where: Sinclair Conference Center. Charity Early Room 172
Cost: $35 members, $50 non-members

DRMA Calendar of Events

- **July 15**: Summer Golf Outing – Dayton, register here
- **August 6**: Additive Manufacturing Meet Up – Dayton, register here
- **August 7**: Visual Workplace – Lean Series – Dayton, info here
- **August 9**: Breakfast with DRMA – Dayton, register here
- **August 13**: Young Professionals Meet Up – Dayton, register here
- **August 14**: Safety Meet Up – Dayton, register here
- **August 15**: Meet and Greet with Congressman Warren Davidson – Dayton, register here
- **August 20**: Operations Meet Up – Miamisburg, register here
- **August 27**: Breakfast with DRMA – Dayton, info here
- **August 28**: Communication Skills for Leaders – Professional Development – Dayton, info here

For a full listing of all events throughout the year, please visit our events page.
News You Need

Presenting Your New Board Trustee
The Association is led by a strong group of individuals who care about manufacturing and who care about DRMA. Please join us in welcoming Lou Vilardo to the Board of Trustees.

Lou Vilardo, CEO and president of PDi Communication Systems, has 30 years of business management experience within the healthcare industry. He started his career in engineering and holds both a bachelor’s and master’s degree in Mechanical Engineering from University of Detroit Mercy.

In the early 1980s he spent time as a director for North American sales and marketing for Holset Engineering. In the late 90s, Lou entered the healthcare world as a general manager for PDi, later working his way to the role of president and CEO. He played a key role in managing the company with creative business and operating solutions through some of their most difficult business challenges. Lou’s leadership and business savvy expanded revenue that catapulted PDi into one of its best growth periods in the history of the company.

Lou has attended the Course for Presidents Executive Program at Aileron, expanding his knowledge in the areas of best-in-class leadership and entrepreneurship.

Lou is a native of Michigan, has lived in New York, and currently resides in West Chester. He is grooming his daughter, Marisa Vilardo, to be his successor at PDi, and he has two other daughters who have chosen different paths outside the family business.

DRMA’s Lean Manufacturing Series
The first two sessions for the Lean Manufacturing Workshop Series were a hit! We have two remaining sessions that you can take advantage of. Remember, this is a DRMA member benefit only. Learn how to foster an environment built on the idea that good is never good enough. As an added bonus, each Manufacturer member attending will get a discount on the tuition cost AND a free on-site lean assessment, both provided by FASTLANE.

- **Visual Workplace** – Understanding and implementing visual management techniques to enable communications and to provide immediate feedback. Wednesday, August 7
- **Standardized Work/Set-Up Reduction** – Learn how to produce a product with the minimum material, labor, space and equipment required to add value and how to eliminate non-added value activity. Wednesday, September 4

All sessions run from 7:30 to 11:30 a.m. and are held at the Sinclair Conference Center.

The cost of the workshops is $250 per person. Manufacturer members earn a $100 per person discount (compliments of FASTLANE), making your cost just $150 per person per session. The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). To register, contact Shay.

DRMA’s Professional Development Series
You know it’s tough to find qualified employees. And you know that it’s critically important to keep the good ones you find. We have a professional development series that can help you retain your emerging talent! DRMA’s Young Professionals Committee has worked with the University of Dayton’s Center for Leadership to offer a series of workshops at the UD River Campus for 2019:
News

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July 2019

- **Communication Skills for Leaders** – Wednesday, August 28.
- **Embracing Accountability** – Tuesday, September 10.

These courses will help participants:
- Learn how to organize content of written messages and presentations strategically for optimal audience engagement.
- Learn a clearer, constructive approach to accountability and how it contributes to individual responsibility, empowerment and better results.
- And more!

All sessions run from 8:30 a.m. to 4:30 p.m. and are held at the UD Center for Leadership.

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

**The next course is on Wednesday, August 28!** Spots are filling up quickly, so get your registration in now! Remember that these courses are exclusively for DRMA members, so your staff will have the opportunity to connect with others who support manufacturing in the Dayton Region!

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**Wage and Benefit Survey: It’s Free, When You Participate!**

Don’t miss out on getting the DRMA/Manpower’s 2019 Wage and Benefit Survey report for free – all you have to do is participate! Watch your email for the invitation in early August. The results report 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 their company’s industry and region. And that’s exactly what the DRMA/Manpower Wage and Benefit 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 and retention strategies

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

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**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

- 8/5-7  OSHA 503 Update for General Industry Outreach Trainers, Springboro
- 8/6-9  OSHA 511 Occupational Safety and Health Standards for the General Industry, Indianapolis
- 8/19-22 OSHA 2045 Machinery and Machine Guarding Standards, Springboro
- 8/26  OSHA 7505 Introduction to Incident (Accident) Investigation, Springboro

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

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.
August 8, Springfield; September 11, Panera Bread – Miller Lane

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco’s Restaurant, Dayton
August 20, September 18

A Message from the Government Relations Committee

Submitted by April Vanover, FASTLANE

While budgetary bills are being voted on, the GRC is focusing on building the alliance with our collaborative partners. The GRC learned that the Ohio Manufacturers Association (OMA) has concern with the House Bill 6 regarding nuclear bailout. They believe there are could be consequences to manufacturers. If interested in learning more, please visit the OMA website.

The National Association of Manufacturers (NAM) and Coalition for a Prosperous America (CPA) are both focused on tariffs and trade with China. Jay Timmons, president of NAM, recently had a meeting with both President Trump and Chinese President Xi Jinping about the China trade tariffs. In a statement from the assembly, Timmons said, “A trade deal, not a trade war, is exactly what manufacturers have advocated over the last year and a half, and today’s meeting brings us closer to that goal. We will continue to seek a new structure for the U.S. – China commercial relationship that eliminates unfair practices and opens China’s market through strong enforceable new trade rules. Manufacturers are encouraged that the two countries will refrain from escalating tariffs further to allow for new rounds of negotiation.” The GRC will continue to communicate any updates regarding the China trade deal. To read the full article from NAM, please click here.

Don’t forget to register for the Meet & Greet with Congressman Warren Davidson! We’ll be at Dayton Beer Company on August 15 from 4:00 – 6:00 p.m. Cost is $10 (includes 1 drink ticket). Please click here to register.

$75,000 for Trade-Impacted Ohio Manufacturers

Submitted by Carey Schoenig, GLTAAC

Manufacturers that are adversely affected by import competition may qualify for Trade Adjustment Assistance for Firms (TAAF) -- a federal program specifically designed to help smaller firms recover and grow. For Ohio manufacturers, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).
The TAAF program can help manufacturers invest in themselves by working with them to develop a recovery plan, and then co-funding critical projects. For example: A GLTAAC client in the Dayton region is using TAAF money for Six Sigma training. The project will result in both Yellow and Green Belts for key employees as part of the firm’s quality and cost-containment efforts. TAAF funding will pick up 50% of the $15K cost.

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

To learn more about the GLTAAC process, visit the GLTAAC website.

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**Member Benefit Spotlight: Advocacy**

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

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

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

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

DRMA . . .

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

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

To learn more about how DRMA can help grow your business, visit our website.
Help Grow Your Future Workforce – Participate in MFG Day 2019!

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

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

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

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

Make your open house successful
DRMA volunteers are working to spread the word to area schools with the hope that your open house will be attended by young people, their parents, and school teachers and administrators. But your help is needed:
- Pick one or two schools (middle schools are prime picks) that you will invite. Educators have told us that they are much more likely to participate if they get a phone call from a company personally inviting them to attend their open house. We’re trying to make sure that every school has received at least one invitation, so please email us with the names of the schools that you want.
- Click the Resources link to find easy-to-follow instructions for conducting an effective open house.
- Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- 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.
Manufacturing Industry Credentials – DRMA Awarded DOL Apprenticeship Grant

Note: This article is part of a series of communications about the value of industry credentials.

DRMA members consistently report that their Number 1 concern is that they cannot find workers with the skills required for today’s advanced workplaces. The skills gap is widening as companies scramble to find qualified employees, and new hires who are not the right fit can mean companies losing out after spending hundreds of hours recruiting, onboarding, and training.

The use of manufacturing industry-recognized credentials is one way to help address the skills gap challenge and ensure your workforce is made up of the most qualified employees. Industry credentials ensure that the credential holder has met the industry benchmark for their specific occupational competency. For new hires, industry credentials can be used as screening tools for knowledge, skills, and abilities to do the job well; and for current workers, industry credentials can help bolster their skills and keep them at the top of their trade.

There are a number of manufacturing related industry credentials out there. The most common ones, and the ones that DRMA and local high schools and community colleges are working on, are produced by the Manufacturing Skills Standards Council (MSSC) and the National Institute for Metalworking Skills (NIMS). More information about these credentials can be found here.

This month we are happy to announce that DRMA, as the leader of this regions’ sector partnership, was awarded an apprenticeship grant by the Department of Labor. DRMA, in partnership with Sinclair Community College and Clark State Community College, will receive $500,000 over the course of four years to implement and expand industry-recognized apprenticeship programs in the Dayton Region. This great news was announced at a press conference on Wednesday, held at Goodwill Easter Seals Miami Valley. Many elected officials and media were in attendance, along with NTMA chairman, Mark Lashinske.

The Ohio Manufacturing Workforce Partnership has been awarded an apprenticeship grant of $12 million from the U.S. Department of Labor. The purpose of the grant is to implement and expand industry-recognized apprenticeship programs statewide and nationally. The OMWP is led by the Ohio Manufacturers’ Association and Ohio TechNet, a consortium of community colleges across the state, and includes 12 regional sector partnerships that represent manufacturing businesses throughout the state, 26 institutions of higher education, and 7 state agencies.

The Dayton Region Manufacturers Association (DRMA) is the leader of this regions’ sector partnership, called the Dayton Region Manufacturing Workforce Partnership (DRMWP). As so, DRMA is also the leader on the Dayton Region’s portion of the grant along with partners Clark State and Sinclair community colleges. The Dayton Region’s portion of the grant is $500,000 over the four years of the grant.

The grant will allow Clark State and Sinclair to produce 365 credentialed workers over the four-year grant period. Credentials offered will include CPT and NIMS. This additional funding will allow DRMA to continue its work in educating manufacturer members on the value of industry recognized credentials and drawing people into the manufacturing workforce pipeline. To learn more about the grant or DRMA’s efforts around industry recognized credentials, contact Kayla.
Grow Your Workforce Pipeline through High School and College Interns

The Southwestern Ohio Council for Higher Education (SOCHE) is the trusted and recognized regional leader for collaboration with colleges and universities to transform their communities and economies through the education, employment and engagement of students in the region. SOCHE has recently began leveraging their relationship with educational institutions using their new platform SOCHEEngage, which promotes career awareness to high school students. The students in the Dayton region deserve opportunities to have meaningful work in the community and understand the local career options and needs.

Learn how SOCHEEngage can help you grow your business and gain eager interns. To learn more visit www.soche.org, or if you have any questions contact Kayla and she would be happy to help!

Clark State Selected as Corporate Partner with Bane-Welker

Submitted by Laurie Means, Clark State

June 27, 2019 (Springfield, OH) - The Clark State Diesel Technology program has been selected as a corporate partner for Case IH via Bane-Welker. This partnership will allow the Diesel program to receive three new pieces of equipment for students and teachers to utilize in the classroom for instructional purposes.

“Clark State is thrilled to partner with Bane-Welker,” said Aimee Belanger-Haas, dean of business and applied technologies for Clark State. “This relationship will allow our students to gain practical hands-on experience on the latest state-of-the-art machinery which is beneficial on so many fronts.”

Tyler Wilson, employee development specialist for Bane-Welker, said Clark State was selected as a partner because of the College’s willingness to develop an agriculture program and their geographic location. “Also, Clark State has a strong diesel program that is the foundation for building a successful ag tech program,” he said.

Clark State will receive three tractors throughout the year, with one rotating in every three months. “These tractors have been specifically selected for the content that the students will be learning that semester,” said Wilson, “Clark State will have access to the Case IH diagnostic tool software, parts schematics/lookups and factory training courses.”

The equipment and tools will educate instructors and students on the operation and application of the Case IH agricultural machinery. Areas of focus will be electrical diagnostics, hydraulic diagnostics and after treatment fuel systems. Wilson said the first tractor is expected to be delivered this summer so the faculty can begin preparing the curriculum for the fall semester. Online training, parts lookups and the diagnostic tool are already at Clark State. Bane-Welker has partnered with college programs in the past, specifically Ivy Tech in Indiana, however, this is their first partnership in Ohio.

“Bane-Welker is excited about this opportunity to educate and prepare individuals for the ag equipment technology workforce,” said Wilson. “Labor is in high demand with a low supply, this program will be critical in identifying and training the next generation workforce.”

Bane-Welker Equipment was established in January of 2013 when two successful Case IH dealers (Bane Equipment & North Central Agri-Power) consolidated and became one company. Bane-Welker strives to provide innovative equipment, services and technological solutions resulting in sustainable business partnerships with agricultural, turf and industrial equipment customers as well as fulfilling careers for our employee owners.
Seeking Instructor to help Grow the Manufacturing Workforce Pipeline
Submitted by Jerry Farley, Ed. D., Oakmont Education

In response to the Ohio Manufacturing Industry’s critical need for a highly qualified and capable workforce, Oakmont Education (Ohio’s leader in Drop-out Recovery and Career Technical Education) is partnering with local corporations and Ohio Means Jobs across the state to provide high school seniors with the training and experience to meet the needs of manufacturers.

Students right here in the Dayton region will have the opportunity to complete the Certified Production Technician certification at school while finishing up the requirements to earn a high school diploma. With opportunities to do paid/unpaid internships with local manufacturers, our students graduate workforce ready.

Oakmont Education is seeking to hire recently retired individuals who worked in the manufacturing sector to be an instructor in our high school manufacturing program. This instructor will guide students through an already established curriculum while helping them learn the skills that are essential to getting and keeping a job in manufacturing.

Required Qualifications
• Minimum of 5 years of experience in manufacturing.
• No restrictions in securing an Ohio Department of Education vocational teacher license or permit.
• Understanding and appreciation for non-traditional learners and learning environment.

Should you know someone who might be interested in joining the State’s leader in Drop-Out Recovery and Career Technical Education as a manufacturing instructor, please contact Dr. Jerry Farley at (937) 269-4043.

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 hosting the Dayton Metro Library Career Adventures Camp – June 10
  o BasTech
  o Miami Valley Career Technical Center
• For speaking to WiSTEM students at Sinclair Community College – June 20
  o Beth Graves, Prime Controls
  o Kristie West, GE Aviation - Unison
• For helping with the City of Dayton Summer Camp – June 24-26
  o Kim Hall, CH Packaging
  o Chuck Dryer, Industrial Tube & Steel
  o Matt Hoyng, FASTLANE
  o Priscila McCarty, FASTLANE
  o Garry Jankowski, Sandvik
  o Christy Fielding, Waibel Energy Solutions
  o Nathan Buell, FlexPAC
  o Laura Fenlon, Back to Business IT
  o Derek Bush, 5 Axis Grinding
• For hosting a tour for the City of Dayton Summer Camp – June 27
  o Select Industries

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

Social Security “No-Match” Letters are back – What Employers Need to know to Avoid Legal Trouble and Fines

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

In March, the Social Security Administration (“SSA”) resurrected a past practice of issuing “Employer Correction Request” letters, commonly referred to as “no-match letters,” to employers that have at least one employee whose name and social security number do not match on W-2 records or other tax-related filings. While the stated purpose of these notifications is seemingly innocuous – to maintain the accuracy of earnings records used to determine benefit amounts so that employees obtain the benefits earned – make no mistake about it that receipt of a no-match letter has serious legal ramifications for an employer.

Although employee fraud is certainly a possible reason to receive a no-match letter, there are a number of other reasons for mismatches to occur, including typographical errors, unreported name changes, and incomplete or inaccurate employer records. Because the cause is unknown at the time the employer receives a no-match letter, it is very important that employers do not automatically assume that the no-match letter relates to an employee’s immigration status or employment eligibility. To that end, the letter should not be used as the sole basis for termination or other adverse action against the employee at issue. However, because the no-match could certainly be the result of employee fraud and could be related to the employment of unauthorized workers, employers must take immediate action upon receipt of a no-match letter.

First, the employer should review the no-match information from the SSA and compare against its personnel records to confirm they accurately entered the information provided to SSA. If the no-match is the result of a typographical error, the employer can provide SSA necessary corrections on Form W2-C, which can be done by utilizing the W-2C online and through the Employer Report Status within the Business Services Online portal. Necessary corrections must be provided to SSA within 60 days of receiving the no-match letter.

If the discrepancy cannot be resolved by the employer, then the employer must alert the employee to the no-match letter and ask the employee to confirm his or her legal name and social security number. If the information is the same, and therefore the discrepancy with SSA still exists, advise the employee to consult the SSA to correct the information, and provide the employee with a reasonable period of time to do so. Because corrections to SSA are required within 60 days of receiving the no-match letter, a reasonable period of time to provide the employee to consult the SSA to correct the information is approximately 30 days.

Be advised that an employer’s failure to investigate and/or respond to a no-match letter issued by the SSA may lead to serious consequences for the employer. Immigration and Customs Enforcement (“ICE”) may consider receipt of a no-match letter as evidence of the employer’s constructive knowledge that it was employing individuals not authorized to work in the United States, which can lead to a host of legal compliance issues and fines. Although the current position of the SSA is that it will not share information related to no-match findings with the Department of Homeland Security (“DHS”) or ICE, it is important to note that the information is available to both DHS and ICE upon request or during an investigation. Interestingly, and probably not coincidentally, I-9 audits have substantially increased over the last two years. In fact, fiscal year 2018 resulted in a nearly 440% increase in Form I-9 audits than the previous year, so employers cannot expect to fly under the radar when it comes to I-9 compliance, particularly if they have received a no-match letter. During an investigation or audit of an employer’s Forms I-9, ICE will issue a Notice of Inspection that requests information related to the employer’s receipt of any no-match letters from the SSA. ICE will also request evidence from the employer concerning how the employer responded to the no-match letter, including any internal investigation conducted and any formal response to the SSA.
Thus, prudent employers should immediately take action upon receiving a no-match letter from the SSA. Additionally, prudent employers who receive such no-match notifications should consider conducting their own I-9 self-audit to ensure compliance and to take any corrective action necessary to maintain compliance. If an employer takes these steps and complies with the SSA’s process in responding to no-match letters, the employer will likely enjoy a rebuttable presumption that it has followed the law and is properly employing its workforce.

For additional information on no-match letters or maintaining Form I-9 compliance, use your Legal Services Plan and contact Nadia A. Klarr at (937) 641-2055 or email nklarr@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.

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Update from DRMA’s Workers’ Comp Group Administrator

Submitted by Julia Bowling of CareWorks Comp

New Policy Year Started July 1
By now you should have received your Ohio BWC Premium Estimation Notice explaining what your estimated payroll and premium will be for the Policy Year 7/1/2019 to 6/30/2020. CareWorks Comp highly suggests that you review this notice in detail and confirm if the estimated payroll numbers the BWC is projecting match what you are projecting for your company. If you are expecting your payroll to change significantly for the 2019 Policy Year (either up or down) we suggest you contact the Ohio BWC to adjust those numbers accordingly. This will ensure a more manageable True Up in the summer of 2020.
Employee Termination – Concerns Beyond an Unemployment Claim

In sticky situations, one of an employer’s biggest fears when letting an employee go is whether the employee will file (and win) a lawsuit against them. Our unemployment experts are very sensitive to this fear and we do our best to protect our clients’ interests. Many times, a former employee will “test the waters” by filing an unemployment insurance claim. Successfully fighting and winning such a claim can put your company or organization in a better position to negotiate or to squash a lawsuit. Take advantage of our knowledge and experience in handling a wide range of unemployment issues. To learn more about ways CareWorks Comp can assist you please contact our Unemployment Manager, Kammy Staton.

Do you have an IC Hearing coming up? Navigate the Industrial Commission Process

The Workers’ Compensation system can feel frustrating at times, especially when a claim is contested and going through the Industrial Commission adjudication process. Many employers wonder how they fit into the hearing role and what they can do to facilitate a successful hearing outcome. As your third party administrator, we can help! Did you know that CareWorks Comp has sixteen Hearing Reps on staff who attend hearings at the twelve Industrial Commission offices located throughout the State? On average, our team assists Ohio employers with over 12,000 hearings annually.

When a hearing is scheduled by the Industrial Commission, it is important to understand the issue that is being addressed. Most hearings are no more than fifteen (15) minutes in length and Hearing Officers are scheduled for four hearings each hour of their docket. The docket is set approximately 21 days prior to the hearing date. This gives all parties time to submit their information to the claim file so that the Hearing Officer can review the documents prior to the hearing date.

One of the most common questions we receive from our clients is “do I need to attend this hearing?” The answer is, unfortunately, not a simple yes or no decision. It really comes down to the issue being heard on that particular date and what information and/or testimony you feel you can offer. The most common hearing, where we find employer attendance beneficial, is an initial allowance hearing. The reason for this is because the information considered for an initial allowance hearing can and should include any red flags that an employer discovered during the injury investigation, the employer’s knowledge of the job duties performed by the injured worker and any other pertinent details.

Once claim allowance has been determined, the majority of hearings that take place are related to medical facts and therefore do not require employer attendance. We always welcome an employer to any hearing they wish to attend and if you do plan on attending a scheduled hearing, please be sure to let your Claims Examiner know so that the assigned Hearing Rep can meet with you before the hearing starts. The CareWorks Comp Hearing Services team looks forward to assisting you with all of your hearing and Industrial Commission needs.

Also, note that Sedgwick, the parent company of CompManagement and CompManagement Health Systems, has acquired York, the parent company of CareWorks Comp and CompManagement. The companies will remain separate. CareWorks Comp will continue to deliver best-in-class claims management, proven cost containment strategies, competitive refund programs, safety best practices and more.

Contact your CareWorks Comp program manager, Julia Bowling, at (513) 218-4062 for more information about our group rating programs.

Dayton Area Safety Council

Safety Breakfast with the Experts – Security and Anti-Terrorism at Food Plants – Presented by Eric Weisenburger, Conagra Foods. Thursday, July 18, 7:30 - 9 a.m. Register here.
All About Members

Congrats!

- DRMA, Sinclair Community College, and Clark State Community College have landed $500,000 as part of a $12 million federal grant given to the Ohio Manufacturing Workforce Partnership. Congrats!
- Congratulations to Crown Equipment Corp. on growing their workforce by 50% in just 5 years!
- Great executive spotlight on Rob Connelly of Henny Penny Corp. in the Dayton Business Journal. Congrats!

[Editor’s Note: DRMA members are always doing amazing things! If you know of a member company or an employee of a member company who deserves a shout-out, email it to info@daytonrma.org.]

Welcome New Members

Your Association is growing! Check out our new members…

Manufacturer Member
Avery Dennison 170 Monarch Ln., Miamisburg, OH 45342 (937) 865-2123
Avery Dennison Printer Solutions is committed to providing customers with innovative and sustainable printer and labeler products and supplies that accelerate supply chain performance, increase productivity, and elevate the consumer experience

Community Seminars & Events

FlexPAC
Arc Flash Training Course – Dayton, July 17, register here.