



October 2014



2013 Chamber Spirit Award Winner

My Side of the Conversation

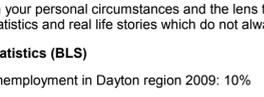
We have received complaints about Business mail service in our area. The Chamber Office is also experiencing a dramatic change in mail delivery and pick up as well.

Days of service are now sporadic in both pickup and delivery, with late hours or not at all.

With this said, I am curious if any of our readers have concerns and issues as well.

Because this becomes a serious receivables issue, let me know our thoughts about this serious problem.

Julia Maxton, President SMRCOC



Congratulations! to Day Air Credit Union, the South Metro Chamber 2013 Business of the year

GUEST COLUMN

Submitted by George Plotner, President MRINetwork

In April of 2012 I penned an article for the SMRCOC entitled **How to Interpret Unemployment Data? It Depends!** The major point of the article was that the central statistic that we call the unemployment rate might be an okay general macroeconomic barometer of overall economic performance, but by itself is somewhat meaningless when considered at an individual level. As the 2012 title intimated: **how you interpret** and understand unemployment statistics **depends** on your personal circumstances and the lens through which you view things, a point which is supported by both statistics and real life stories which do not always align with the numbers.

Statistics (BLS)

- Unemployment in Dayton region 2009: 10%
- Unemployment in Dayton region 2014: 5.5%
- Unemployment in Ohio 2009: 10.2%
- Unemployment in Ohio 2014: 5.7%
- Unemployment in the US 2009: 10%
- Unemployment in the US 2014: 6.1%

Are these stats accurate? Yes on the surface, but they do not tell the whole story! The aforementioned figures are broad gauges of economic activity as relates to employment. Speaking metaphorically, these numbers tell you that your body temperature averaged 99 degrees for one week, but they do not reveal that you nearly died twice during the same week when your temp spiked to 105 degrees for a few hours. The unemployment stats we see on the nightly news are just like that 99 degree average temp; they are mathematically correct, but do not tell the whole story.

What does a deeper dive into the statistics tell us?

First of all, the US Bureau of Labor Statistics has six (6) different measures of labor utilization called U1, U2, U3, U4, U5 and U6. The figures listed above are the U3 which is most commonly used by the government and media. So when the August 2014 unemployment report (the U3) came out on the first Friday in September announcing a drop in the unemployment rate from 6.2% in July to 6.1% what did it really tell us? The U3 told us that the number of persons not working (or getting smaller which is out of the total civilian workforce) was 6.1%. What it did not tell us is the civilian workforce size is less than 15 years ago due to the total civilian labor force was 6.1%. What it did not tell us is the civilian workforce size is getting smaller which is in no small part due to people exiting the workforce because of their inability to find suitable work. It did not tell us how many people are working part time (counted as employed) who previously worked full time and who prefer full time. It also did not tell us anything about median income performance (how much money people make) which has dropped dramatically since 2008 from about \$58,000 to \$54,000 presently (figure rounded to nearest 1,000).

There is a broader unemployment measure (the U6) that accounts for those folks who have stopped looking for work, and who are working part time but desire to work full time. This U6 measure for August 2014 was 12% which many economists strongly contend is a more accurate measure of labor utilization.

So with all that said is the unemployment rate for the US really 6.1% or 12%? What is the real number?

Answer: both figures are mathematically accurate. Both are real, but based on different assumptions and calculations.

Is there good news in this "statistical soup"? Yes, for sure? Both figures are headed the right direction. The U3 and U6 were 10% and 17.1%, respectively, at the height of the Great Recession, so things are getting better.

If you would like to personally "deep dive" and learn more about how the six labor utilization measures work, then here is a good link to visit: http://portalseven.com/employment/unemployment_rate.jsp. This link provides definitions of all six (6) labor utilization measures and provides historic performance data 2000-2014. I really like and highly recommend it on the basis of user friendliness as well as quantity and quality of information provided.

The tale of three (3) workers.

Worker one is Carla. She has a BS degree in mechanical engineering from a prominent school. She has 5 years of mechanical design experience and is geographically mobile. There is high demand for professionals in Carla's demographical category. Carla receives several calls per week from recruiters regarding jobs that would provide marked income improvement for her. There is an acute shortage of professional workers in Carla's category and employers are pulling their hair to figure out how to hire and retain workers like Carla. Carla's future is bright. The unemployment rate for people who fit Carla's demographic is essentially zero (0%).

Worker two is Jim. He was laid off in June 2008 from his semi skilled job of 12 years where he was paid \$22 per hour and worked 60 hours per week. Jim has a wife and 3 kids. Jim's wife did not work prior to his lay off. Things were financially tight, but with overtime Jim and his wife were able to make it and save a little for the kids' college fund. After his unemployment ran out Jim was able to find another position that pays \$14 per hour for 29 hours per week. Jim's wife also works now to help make ends meet especially since his new job provides minimal employer paid benefits.

Worker three is Mary Pat. Mary Pat is 6 years from retirement. Her company where she had worked for 34 years just closed and moved its operations out of state. She was offered to stay in her position at the new location, but Pat passed due to family issues. Pat recently found a local job that pays 1/2 her former salary and has reduced her expenses as much as possible. She is regularly taking money out of her 401k to help make ends meet.

Worker two and three above, Jim and Mary Pat, are counted as fully employed per the U3 measure. Their success in landing new jobs (after losing their former ones) is a part of the U3 reduction from 10% to 6.1%. For Carla things are really good. Jim is hunting a second job with no prospect of being able to help fund college for his kids. Mary Pat is fearful that she will use up her 401k before she retires. Unemployment, U3, U6 and loss of benefits are mere abstractions to Carla whose biggest professional stressor is expediting the completion of her company funded masters degree so that she can be promoted. These stories are meant to illustrate and support my earlier comments that statistics and real life stories do not always align. To be sure, how you view statistics depends on your personal circumstances and lens through which you view the world.

About the author: George A. Plotner is President and Owner of MRC Staffing Solutions, an affiliate of MRINetwork located in Centerville, OH. Mr. Plotner has over 35 years experience recruiting and hiring professional talent. For more information about George and his company, visit his company's website at www.mrcsv.com or <http://>

South Metro Insurance News

The Affordable Care Act Rollout Continues

There are two important dates coming up for both individuals and large employers to keep in mind:

Open Enrollment for Individuals begins November 15th and runs through January 15th. During this period, individuals who do not have a qualified group option (employer sponsored plan, Medicare, Medicaid, etc.) can enroll into a federally subsidized plan or through a private plan. Coverage is guarantee issue and there are no pre-existing condition limitations.

A federally subsidized plan (where the government helps pay for part of your premium) is for those earning less than 400% of the Federal Poverty Level, which is approximately \$11,600 for individuals and as much as \$94,200 for a family of four. If you do not qualify for a subsidy, then you can enroll with a private plan. Most carriers participate in both the federal and private markets, including: Anthem, Medical Mutual, UnitedHealthCare, HealthSpan, InHealth (Ohio's only Co-op/non-profit plan), CareSource, and several others.

If you miss the Open Enrollment period and you do not become eligible for a qualified plan at some point during 2015, you will be subject to a penalty of up to 2% of your income. More importantly, you cannot secure a qualified health plan for the balance of 2015, which could be financially catastrophic in the event of needing major care.

Large Employer Measurement and Reporting Periods began January 1st for employers with 100+ Full Time Equivalent (FTE) employees and in 2016 for employers with 50+ FTE's. This means a 100+ employer should start their measurement method before January 1st, so as to be compliant the first day of the year.

Why is this important? Because if you are out of compliance for one employee on January 1st, you will pay a penalty of \$166.67 per employee (all FTE's) for that month (and subsequent months that you are not compliant)! 50+ employee groups should decide on a measurement period and begin that process in 2015 so they are ready and compliant in 2016.

So what are the measurement methods? There are two: 1) the Look-Back Method and 2) the Monthly Measurement Method. Here's a quick comparison:

Look-Back Method

Typically used for hourly employees
Full-Time – Minimum measurement period is 3 months with a minimum 6 month stability period (how long an employee must be covered)
Part-Time – measurement period matches the stability period
Seasonal employees are measured as variable hour employees
You have to look at the impact of replacing full-time employees, hiring part-time at comparable positions as full-time, how you advertise the job, changes in employment status, etc.

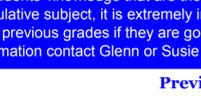
In 2015 there is a Transition Rule in place that allows employers to use a 6 month measurement period beginning in July and a 12 month stability period in 2016.

Monthly Measurement Method

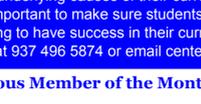
Employer counts employee's hours during a particular month to see if employee is full-time (30+ hours a week) for that month.
Weekly rule can be used to accommodate payroll periods that do not co-inside with the end of the month.
The period measured for the month must include either the week that contains the first day of the month or the week that contains the last, but not both.
For calendar months using 4-week periods, 120 hours of service is full-time.
For calendar months with 5-week periods, 150 hours of service is full-time.
Employer may treat 130 service hours per month as equivalent to 30 hours per week.

Confused yet? The measurement methods can be overwhelming if it is not automated. Fortunately, we have examined most of the software packages available in the market and can assist employers in selecting the right program for measuring your workforce. Some programs even guarantee compliance and have IRS approved processed to make employers (and HR departments) lives much easier to comply with the law.

For more information or a compliance audit about your method of measurement, contact Doug Helsler, CBC, ACA Compliance Specialist at 614-635-8687.



Chamber Spirit Award winner www.self-funded.com



Visit Thompson Hine

MEMBER OF THE MONTH Mathnasium Centerville

Mathnasium of Centerville, owned by Glenn and Susie Mikaloff, is located in the Centerville Place II plaza and opened September 2013. It is one of 507 Mathnasium Math Learning Centers in North America, utilizing the Mathnasium Method developed by Larry Martinek, Los Angeles' celebrated "Math Guy".

The Mathnasium Method teaches math through a combination of mental, oral, visual, tactile, and written approaches; helping students master number facts, build computational skills and improve Number Sense. Beyond helping children earn good grades and top scores on standardized tests, Mathnasium cultivates an intuitive understanding of math, teaching kids to become strong problem solvers and preparing them for bright futures. Whatever a child's current math skill level is, Mathnasium offers the tools to make sure his or her skills improve.

The Mathnasium Learning Center employs qualified instructors, individualized instruction and customized learning plans built on comprehensive diagnostics. While a tutor helps students get through "tonight's homework", Mathnasium's primary role as a learning center is to uncover and directly address gaps in students' knowledge that are the underlying causes of their current difficulties in school. Since math is a cumulative subject, it is extremely important to make sure students have mastery of prerequisite knowledge from previous grades if they are going to have success in their current grade and beyond. For more information contact Glenn or Susie at 937 496 5874 or email centerville@mathnasium.com

Previous Member of the Month Companies

- September 2013 Storage Inns of America
- October 2013 G W Land Title
- November 2013 Think Patented
- December 2013 Five Seasons Sports Club
- January 2014 Clear My Head
- February 2014 Minuteman Press Centerville
- March 2014 Thompson Hine
- April 2014 Dayton Dragons
- May 2014 Buckeye O'Heil
- June 2014 Archers Tavern
- July 2014 Canopy Creek Farm
- August 2014 The Station House Restaurant
- September 2014 Amar India Restaurant

Would you like to see your company name listed above? Enter your business by emailing contact information to memberservices@smrcoc.org

SOUTH METRO REGIONAL SAFETY COUNCIL STEERING COMMITTEE

CHAIRMAN'S "SAFETY TIDBIT"

As a safety consultant, my goal is assist clients with being proactive in the area of occupational safety and health. Once you get into the "reactive" mode, we then have to sit back and really think about what happened; what we could have done better, and what are we going to do make sure whatever happened is not repeated, and we must set a timeline for implementation of appropriate change!

Last Friday around 2:15 PM I received a call from a client, an industrial refrigeration unit had "come loose" from a crane gantry and fell on an employee, pushing him to the ground. Quick work by fellow employees minimized the "medical emergency," but still, off the injured employee went, to the local hospital. An accident investigation ensued, it was a through one, and as a result operational changes corporate wide are being implemented – which is a good thing. However, the question arose: "What are our OSHA Reporting obligations?"

Currently OSHA Accident Reporting policy (Rule) can be found at 29 CFR 1904 and basically states that if your company had ten (10) or more employees at all times during the last calendar year, you need to keep OSHA injury and illness records and that you must report to OSHA any workplace incident that results in a fatality or the hospitalization of three or more employees within 8 hours of the event. So that is fairly simple right? Well standby because come January 1, 2015 that particular rule is changing.

The revised rule (FR Vol. 79 No. 181, Thursday September 18, 2014) retains the current requirement to report all work-related fatalities within 8 hours but adds the requirement to report all work-related in-patient hospitalizations, amputations and loss of an eye within 24 hours to OSHA. This revision to the rule will allow OSHA to focus its efforts more effectively to prevent fatalities and serious work-related injuries and illnesses. The final rule will also improve access by employers, employees, researchers and the public to information about workplace safety and health and increase their ability to identify and abate serious hazards.

"OSHA will now receive crucial reports of fatalities and severe work-related injuries and illnesses that will significantly enhance the agency's ability to target our resources to save lives and prevent further injury and illness. This new data will enable the agency to identify the workplaces where workers are at the greatest risk and target our compliance assistance and enforcement resources accordingly."

— Assistant Secretary of Labor for Occupational Safety and Health, Dr. David Michaels

Accidents, while down, across the broad U.S. occupational environment are still a reality, and cause huge impact in so many ways (remember the old vision of that iceberg? The "seen" impacts are what we see floating above the water, but the "true total cost of the incident" are depicted by the huge mass that is under the water). Start thinking about updating company policy with respect to reporting of injuries – The Rule Has Changed.

Its jacket time again, where did the summer go? Michael Kerr

MEMBER SERVICE MOMENT



The September Metro Breakfast was well attended and Bob Ryan from the FBI was a great speaker. Don't miss out on the October breakfast make your reservation today.

Reservations are coming in for the Annual Meeting and Business Awards breakfast. We will have a conversation with the Superintendents from Centerville, Miamisburg and West Carrollton School Systems.

Tables are starting to go fast for the Business Showcase and Networking Event. Reserve your table now.

SOUTH METRO REGIONAL CHAMBER OF COMMERCE

2014 CALENDAR OF EVENTS SPONSORED BY



SAVE THESE DATES!

EVENT RESERVATION POLICY

All reservations for Chamber events have a cancellation date, usually one week prior to the event (check our website at www.smrcoc.org or event invitation). This date represents a guarantee from the Chamber to the event facility concerning payment and commitment, no exceptions. Please be responsible and honor that date to assist this office in managing our budget. All event registrations will only be accepted IN ADVANCE by check or credit card. We will not offer payment at the door.

No refunds after cancellation date or 30 days prior including lack of attendance. Adults only! **Reservations required. (937) 433-2032 x 200**

Date	Event	Location
Sept 17, Oct 15, Nov 19	Metro Breakfast "New Location!" 7:30 a.m. to 9:00 a.m.	The Station House Restaurant 8200 Provincial Way Centerville OH
Please RSVP 433 2032 X 200 Members \$16 Non-members \$17 Walk-ins \$25		
Women Who Work series		
First Wednesday of each month	"NEW LOCATION"	
Feb 5, March 4, April 2,	Thompson Hine LLP Attorneys at Law Office	Thompson Hine LLP
May 7, June 4, Aug 6, Sept 3,	4:30-6:30 p.m.	Austin Landing
Oct 1, Nov 5,	Please RSVP	10050 Innovation Dr, Ste. 400
Sponsored By: Weber Jewelers & Thompson Hine LLP		
NO CHARGE EVENT		
Tuesday	An Education Celebration Business Open House	
February 25	5:00 - 7:00 p.m. Complimentary hors d'oeuvres* Cash Bar* Presented by: West Carrollton Education Supporters and SMRCOC Please RSVP 433 2032 x 200 NO CHARGE EVENT	El Mason Restaurant 903 E Dixie Drive Dayton, OH 45449
Wednesday	"Annual" Networking Party	Five Seasons Sports Club
June, 18	5:00 - 7:00 p.m. Sponsored By: Hunter Consulting Co., Weber Jewelers, Key•Ads, Five Seasons Sports Club, Freund Freeze & Arnold, The Ohlmann Group, Oberer Realty, Southview Medical Center, Grandview Hospital and Sycamore Medical Center	4242 Cloy Rd Dayton, OH 45440
Graceworks Lutheran Services, Polaris Benefit Administrators and Appro-Rx, LLC Please RSVP		
Wednesday	Annual Breakfast & Business Awards	NCR Country Club
October 29	7:30 a.m. - 9:15 a.m. No payment at the door coat \$35.00 Sponsored By: Hunter Consulting Co., Weber Jewelers, Key•Ads, The Ohlmann Group, Freund, Freeze & Arnold, Southview Medical Center, Grandview Hospital and Sycamore Medical Center Wright Patent Credit Union, Polaris Benefit Administrators and Appro-Rx LLC Please RSVP 433 2032 X 200	4435 Dogwood Trail Kettering
Wednesday	Holiday Business Showcase	Miami Valley Hospital South
November, 12	5:00-7:00 p.m. Admission: No Charge Members - \$100.00 per 6' display table - Non Members \$150.00 per 6' display table Call for more information - (937) 433-2032 x 100 Sponsored By: Miami Valley Hospital South Please RSVP	2400 Miami Valley Dr. Centerville

South Metro Chamber 2014 Open Houses!

Wednesday	Pinots Palette	2860 Miamisburg - Centerville Rd.
April 9	5:00 - 7:00 p.m.	Miamisburg
Tuesday	Sycamore Medical Center (New Hyperbaric Chamber tour)	4000 Miamisburg—Centerville Rd
April 15	7:30 - 9:00 a.m.	Miamisburg
Tuesday	Dragons 5/3 Field Breakfast	Fifth Third Field
April 22	7:30-9:00 a.m. RSVP REQUIRED No Charge Event RSVP by April 17 info@smrcoc.org or 973 433 2032 ext. 200	Dayton
Wednesday	Dayton Dragons unique outing	Fifth Third Field
May 21	5:30 - End of Game - Dragons vs Great Lakes Loons Contact Evan Elkings 937-228 2287 x 218 \$25.00 per person	Dayton
Thursday	Zig Zag Gallery (Holiday Kick Off)	101 E. Alex Bell Rd. Ste 172
November 6	5:00-7:00 p.m.	Centerville