



February 2009
Volume 5, Issue 2

Member of Ohio Chamber of
Commerce & U.S. Chamber of
Commerce

Chamber Events

- 2/18** Preble County
Safety Council
12:00 Noon
Preble County YMCA
Eaton, Ohio
- 2/19** Toast of the Town
Fifth Third Bank
1604 N. Barron St.
Eaton, Ohio
5:30 – 7:00 p.m.

Eaton-Preble County
Chamber of Commerce
122 W. Decatur Street
P.O. Box 303
Eaton, Ohio 45320
Phone: (937) 456-4949
<http://www.preblecountyohio.com/>

Chamber News

To promote free enterprise within & advance the business community of the Eaton-Preble County area.

TOAST OF THE ... Town



February 19, 2009
5:30 – 7:00 p.m.

Fifth Third Bank
1604 N. Barron St.
Eaton, Ohio

Come join in the fellowship & refreshments!

President's Message

Dear Member Investors,

After an extensive interviewing process, Matt Appenzeller has been retained as our Executive Director after serving fourteen months as the Membership Services Director. He has been tasked with continuing steady growth, providing organizational structure, and marketing the county.

Recently, Matt worked with Eddie Mowen and Leslie Collins at the Register-Herald on an article promoting Preble County that will appear in Discover the Dayton Region magazine.

We want to emphasize the importance of using your Chamber benefits in this difficult economy. They are designed to lower your business costs and save your employees money in a variety of ways.

In addition- I look forward to seeing everyone at our next Toast of the Town- which will be held at Fifth Third Bank.

Shanna Renner, Chairperson
Eaton-Preble County Chamber Board of Directors

Board of Directors

Shanna M. Renner
Chairperson
Fifth Third Bank
456-7306

Michelle Buckley
The Classic Touch Fine
Photography
472-0001

Larry Englert, Treasurer
Englert & Pollock
456-4393

Charles Pennington
787-4535

Bradley Neavin
Eaton Community Schools
456-1107

Josh Maggard
Wal-Mart Super Center
456-1777

Ron Gard
Girton-Schmidt-Boucher
Funeral Home
456-3333

Ray Potter
SCORE
456-1241

Howard Carter
Carter Cleaning Enterprises, LLC
533-1732

Kathy Schulz
Rohm and Haas Chemicals, LLC
839-1307

Leslie Collins
The Register Herald
456-5553 Ext. 110

Jeremy Hamilton
CPH Service, LLC/dba
McDonalds
456-3830

Matt Appenzeller
Executive Director
456-4949

Legislative Alert: Update on the Employee Free Choice Act

Matt Appenzeller,
Executive Director

In a recent meeting regarding legislative issues with other Chambers of Commerce representatives, the discussion was centered on the Employee Free Choice Act. The EFCA was originally passed by the U.S. House of Representatives in 2007. The bill died in the Senate as the vote to invoke cloture did not pass.

We expect the EFCA will be raised by Congress again, perhaps as soon as April. However, the Obama Administration has removed references to the EFCA from its economic agenda located at <http://www.whitehouse.gov/agenda/economy/>.

The EFCA contains several controversial provisions which would have a profound effect on business owners and employees. Consequently, it has been criticized by the left and right of the political spectrum.

The U.S. Chamber of Commerce, the Heritage Foundation, liberal activist Al Sharpton, former Democratic presidential nominee George McGovern, and University of Chicago law professor Richard Epstein have expressed public opposition regarding the “card check” provision and the federal mandate that allows the NLRB to select an arbitrator who may impose a labor agreement if one is not reached within the 120-day negotiating period. All agree the EFCA would negatively impact businesses and their employees if enacted.

I recommend reading “Employee Free Choice Act is anything but free” in the Atlanta Journal Constitution from two Atlanta-based labor attorneys, Matthew Simpson and James Walters. The link can be found at

http://www.ajc.com/opinion/content/opinion/stories/2008/08/13/employee_free_choice.html .

In the coming weeks, the Eaton-Preble County Chamber of Commerce will provide member-investors with more information about the EFCA. We are currently working with twenty-two area Chambers of Commerce to form an action plan among members.

In the meantime, please visit <http://www.uschamber.com/issues/index/labor/cardchecksecrbal.htm> to learn more about this important issue. Below is a synopsis of the EFCA compared to current law given to us by Chris Kershner, Vice-President of Public Policy and Economic Development for the Dayton Area Chamber of Commerce.

Current Union Law

- Any group of private sector employees has the right to unionize.
- Usually, a national union like AFSCME or SEIU will come in and try to organize a union, however a group of employees could unionize without national union representation.
- 30% employees must sign an “interest card” stating that they’re interested in learning more about joining a union. There is no notice to employers that employees are signing interest cards.
- After 30% of employees sign interest card, a petition is filed with National Labor Relations Board (NLRB).
- The NLRB then coordinates the schedules of management, employee union reps and the NLRB to schedule a secret ballot election within the next 4-5 weeks.

- The campaign begins – management is trained on how to talk and advocate to employees and the union makes their case to the employees.
- Employers have to be careful during campaign period, they are restricted as to what they can disclose to employees and they have to be careful if they fire anyone, because they are now being closely watched by the NLRB.
- If an employer is found in violation of union campaign laws, the employer can be forced to pay employees for damages, which usually includes back wages if they're fired.
- At the end of this campaign period, there is a secret ballot election and 51% of the votes for or against a unionization wins.

campaign against unionization, since they never know when an election could be occurring.

- There are no time restrictions on when union interest cards can be collected and no expiration on union interest cards. For example, union reps can be continually collecting cards for years and continually gathering signatures until they get to 51%.
- Following 51% of union interest cards being signed, there is a 120 day union contract negotiation period between management and union.
- If a contract agreement is not reached within 120 days, an arbitrator is assigned to mediate an agreement.
- If an arbitrated agreement is not reached, the arbitrator then has the right to set the union contract for the next 2 years. Basically, the arbitrator is given full power to determine control of this employer for 2 years.

New Office Depot Representative

The Eaton-Preble County Chamber of Commerce has a new Office Depot representative. Kenya Taylor has taken over for Natasha Bryant due to territory restructuring.

Kenya has extensive experience working with Dayton Area Chamber of Commerce members to show businesses how they can achieve maximum savings through the Office Depot plan. She has already met with several members. If you need to contact her, she can be reached on her cell phone at (937) 238-8594.

Safety Council Update

By Kathy Schulz

For the January training topic, Craig Smith, from the Bureau of Workers' Compensation, provided an overview of OSHA's recording keeping requirements. This was a timely topic as OSHA requires the log of events from the previous year be posted by early February.

Eligible members of the Preble County Safety Council received a total of \$72,932.32 in rebates from the Bureau of Worker's Compensation. This included a 2% worker's compensation premium rebate for those members who met the participation requirements and another 2% for those who met the performance requirements. This is a great return on investment as membership in the Preble County Safety Council is only \$100!

For more information on the Safety Council program, please see the Safety Council tab on the Chamber's newly designed website.

Law if the Employee Free Choice Act Passes (Card Check)

- The interest card sign up period is considered the official union election. If 51% of employees sign union interest cards, then they are allowed to proceed with unionization.
- This eliminates the 4-5 week campaign period for each side to present their case and it eliminates the secret ballot election.
- There is no notice that must be given to employers that union interest cards are being signed. This means that employers will have to be constantly running a

- If an employer is found to be in violation of union laws, there is a new \$20,000 per violation penalty, plus the employer must pay triple damages. For example, if an employee is illegally fired, the employer could be forced to pay their back wages times three.



Health Spot....

Sponsored by The Greenbriar

Are the gray days of winter getting you down? Many doctors and psychiatrists believe that medication is the best treatment for depression. While this is true, sometimes your blues can be cured with something as simple as a diet change.

A newsletter dedicated to help you take a more active role in your healthcare –

“Foods That Affect Your Mood”

This method is also effective when combined with medications, therapy, or whatever method you are currently using to curb your depression. Here are a few tips on which key nutrients to include in your diet, and which foods to avoid. (Remember to always consult with your doctor before beginning any new regimen.)

Feel-Good Foods

- **Tuna** – It contains omega – 3 fatty acids, which keep your cell membranes pliable and flexible to allow neurotransmitters to work better.
- **Oatmeal, soymilk and two scrambled eggs** – provides 500mg of tryptophan, an amino acid that helps release serotonin, the brain’s feel-good hormone.
- **Spinach** – Has low levels of the B vitamin folate, which may play a role in preventing depression.
- **Vitamin D Supplement** – Vitamin D helps with seasonal affective disorder (the depression many people often feel during winter months or the holiday season). It also has

an anti-inflammatory effect on cells and membranes.

- **Broccoli and blueberries** – When combined with protein, help to stabilize blood sugar levels, and are high in antioxidants that can help fight cancer-causing agents in the body.
- **Quinoa** – this is a seed that is classified as a grain and is considered one of the best sources of protein. It’s an excellent source of B vitamins which help stabilize blood sugar levels.

“Foods That May Bring You Down”

- **Red Meat** – Contains omega-6 which is associated with promoting inflammation.
- **Fried Foods** – Contain high levels of trans fat and saturated fat which cause cell membranes to become rigid and not function properly.
- **Gas Station Foods** – Give you high doses of sugar but lack critical nutrients.
- **Alcohol and Caffeine** – Alcohol depletes serotonin, which can cause you to feel depressed. Caffeine tends to raise blood glucose, and the drop is a route into depression.

The bottom line? Make wise choices with the foods you eat. It could mean the mental – and physical – difference between a sunny and a cloudy day!

Source: Dayton Daily News

By getting involved, you’ll be showing your support of local organizations demonstrating high standards of integrity and ethics.

Your BBB encourages you to nominate an organization you’re associated with whether it’s a member business, vendor or other organization. It’s easy for you to nominate an organization for an award. Nomination forms may be requested through the Chamber office or completed online to the Better Business Bureau by visiting www.bbb.org.

Don’t miss this opportunity to tell one of your members or someone you do business with they’re doing a great job. It’s not often you get the chance to recognize an organization for going the extra mile. Not to mention nominating an organization can be very rewarding because the winners covet the honor of winning one of the Eclipse Integrity Awards and you will strengthen your relationship with that organization.

In addition, we’d appreciate it if you would encourage your members to nominate organizations for one of these prestigious awards. Simply, make additional copies of the nomination document. We also encourage you to help us honor the award winners by joining us at the Eclipse Integrity Awards dinner on May 12 at the Schuster Performing Arts Center, Dayton .

Thank you for your participation in honoring organizations that promote doing business the right way in today’s challenging marketplace. Your dedication and support of your Better Business Bureau and the Eclipse Integrity Awards will help make this year’s event even more successful than in years past. If you need additional information, contact Sheri Sword at (937) 222-1534, ext. 2277.

Eclipse Integrity Awards

Your Better Business Bureau invites you to help us honor organizations that do business the right way by helping us promote the Eclipse Integrity Awards.

Estate Planning

By Ray Potter, Senior Professional in Human Resources

Oftentimes we become so involved in running our businesses and earning a living that we forget the precautions of

protecting our assets. The following cautionary information is offered as a reminder of the importance of early Estate Planning.

You have worked all your life to acquire saving and other possessions to enjoy during your lifetime and to pass them on for the benefit of others. Unless you plan carefully, three culprits may erode a significant part of your estate upon your death. They are:

(1) Taxes at various levels of government; (2) Probate costs; (3) escalating costs of Long Term Care.

You can reduce and, in some cases, avoid the impact of these estate shrinkers through careful Estate Planning. If you have not planned for your estate preservation and distribution, you need to NOW, to maximize what you have acquired and to maximize the legacy you wish to pass on.

Estate planning is for everyone, regardless of wealth. Most people are unaware that simple and inexpensive planning techniques can save large amounts of money for themselves, their families, and benefit recipients. People who do not plan will usually suffer the ill effects of paying unnecessary costs, may experience needless delays in the probate administration process, and risk that assets may not pass to intended recipients.

Because of the complicated laws governing this specialized planning, you shouldn't try to do it yourself. Estate planning requires expert, professional, legal counsel, preferably by an attorney certified as an Elder Law Specialist. Call the Eaton-Preble County Chamber of Commerce (937-456-4949) for a listing of Preble County attorneys, who advertise as practicing Estate Planning.

Remember, it's your estate that is everything you own. Most of all: **PROPER PLANNING PREVENTS PROBLEMS!**

Managing Change

By Ray Potter, Senior Professional
In Human Resources

Our newly elected President ran a successful campaign largely based on the concept of change. He promoted the idea that Congress, businesses and the American people must change the way they have been operating. It can no longer be "business as usual."

American businesses are in a period of change that dwarfs anything we have known in history. Failure to change with the times can only result in decreased profits and possible extinction. Case in point; the American auto industry has insisted on building high priced, gas-guzzling, poor quality, "Yank tanks" and lost its #1 sales position to the Japanese economical, high mpg, high quality, compact car producers.

Businesses must first scan the environment and recognize the reasons for change. There is much more domestic competition as many more companies vie for the same business. The Globe is getting smaller and so there is more world-wide trading. Companies must remember that they are competing on price, quality and service.

Businesses must be aware of the many agents of change. The technologies of computerization, automation and equipment design must be adopted. More efficient methods and procedures must be implemented. There is a shift in emphasis from production to distribution because of increased shipping costs. We have changed from an agricultural to an industrial and are now a communications/information society. People are more safety conscious and workers are more sophisticated. Businesses must adapt to those changes.

It's a fact that people resist change. It's not easy. It requires effort. It's also a fact that people and businesses can change. To resist change results in standing still while others pass you. Half the battle in initiating change is developing the proper attitude. Instead

of saying "it won't work", ask "How can I make it work?"

There are many ways to overcome the resistance to change. After adopting the proper attitude, understand the reasons for change, get the facts and answers to the questions of why-what-where-when-who-how are involved in the change. Identify the sources of help, such as management experts. Get your workers involved – they're a great source of information and suggestions. Don't try to do it all by yourself. Plan your methods of implementing change. Anticipate the objections to change and be prepared to sell the benefits. Check the results of your changes to be sure you have accomplished your objectives.

Death and taxes are inevitable – so is change. Successful businesses are constantly changing and adapting to circumstances. Join the winners!!!

"Welcome" New Chamber Member!

Hometown Urgent Care & Work Care Center

This is Urgent Care & Occupational Health Services with Scott Sales, as Director.

Located at 210 Smith Drive,
Clayton, Ohio 45315

Phone: 937-836-4000

Fax: 937-540-1090

Email: scotts@daytondoc.com

Website:

www.hometownurgentcare.com

Rosa's Office Plus

Mark Scoettinger, Sale Rep., they are located at 20 S. 11th Street, Richmond, Indiana 47374

Phone: 765-962-5542

Fax: 765-962-3178

Email: mschoettinger@rosasop.com

Website: www.rosasop.com

Their products are office supplies, office furniture and office machines.

See you
Thursday
February 19th
5:30 – 7:00 p.m.

TOAST OF THE...
Town

***FIFTH THIRD BANK
1604 N. BARRON ST.
EATON, OHIO***



**Eaton-Preble County
Chamber of Commerce**
122 W. Decatur Street
PO Box 303
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Permit No. 318
Eaton OH 45320

Mission Statement:

To promote free enterprise within and advance
the business community of the Eaton Preble
County area.