

BX Dayton Free Food Friday Car Wash A Success! With the help of our generous Members, we were able to raise over \$400 for the United Way of Greater Dayton!



LIVE UNITED

United Way



United Way of the Greater Dayton Area

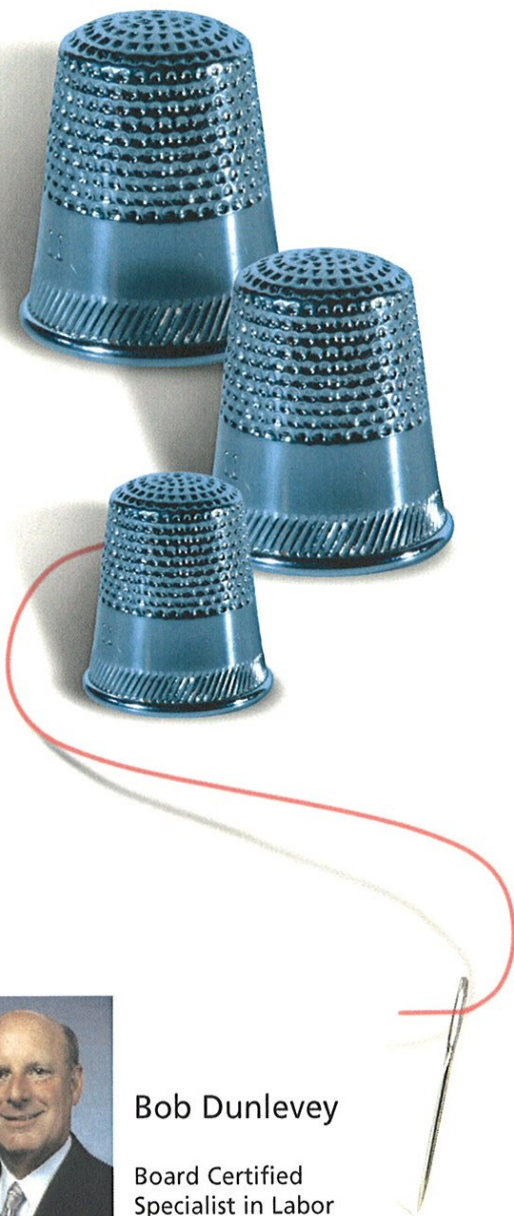


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THE CONSTRUCTION JOURNAL

Editor
RACHEL A. PINKUS



Published by:
The Dayton Builders Exchange
dbx@assnsoffice.com

The Construction Journal is a review of construction activity in the Miami Valley.

The Journal contains Plans on File, Mechanic's Liens, Statistics, Industry News, Notices and Builders Exchange Activities.

All information contained herein is considered reliable to the best of our knowledge, and we accept no responsibility for incorrect material secured from outside sources.

The Construction Journal is published monthly in 12 issues. \$50.00 of the annual membership dues to a subscribing association is paid as a year's subscription to the Construction Journal.


POSTMASTER: Please send address changes to address listed above



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Stephanie Place, Private Planroom Specialist
Kristin Border, Planroom Coordinator



THE PLAN ROOM POST

From Plan Room Manager, John Grandetti



**John Grandetti,
Plan Room Manager**

Thank You: A big thank you to all the members who participated in our last Free Food Friday on Friday, August 1st. Participants helped us raise over \$400 thanks in part to the effort of our staff members' car washing ability. All proceeds will benefit the United Way of Greater Dayton.

Looking Ahead: Labor Day is the unofficial demarcation line between summer and fall. Even though this sadly means we are approaching cooler weather once again, it also means that there will be a number of educational and networking opportunities to take advantage of as members of the Builders Exchange.

Wednesday, September 10th: Financial Planners Meeting, 2-4 PM

October 8th through the 10th: Succession Planning Seminar, Toledo

Friday, October 10th: Drug/Alcohol Free Workplace Training, 2-4 PM

Thursday, October 23rd: OCILB 10 Hours of Education

Friday, October 31st: Free Food Friday

Tuesday, November 4th: SAWO / BX Dayton Annual Shooting Event.

For more details and to see an updated calendar of events, please visit www.bxdayton.com. Looking ahead all the way to 2015, it is never too early to consider thinking about projects, individuals and companies to nominate for Teambuilding Night. If you have completed or participated in a memorable project that finished construction in 2014, please consider filling out a nomination form in the next few months. The nomination forms are typically made available in November.

Planroom Closed: The Planroom will be closed on Monday, September 1st in observance of Labor Day. Normal office hours will resume on Tuesday, September 2nd.

**The Builders Exchange of Dayton
Announces "Unlimited Notary Service" to
and BX Dayton Member!**

Contact Megan Miller for details 937-278-5723





October 8, 2014

**Hilton Garden Inn
6165 Levis Commons Blvd.
Perrysburg, OH 43551**

Hotel Reservations can be made for the nights of October 7th and 8th at the Special Rate of **\$129.00** per night.

Just call 1-800-445-8667 and ask for the Group Rate with the Group Code "ORCA".

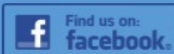
Room Block Cut-Off Date: September 12, 2014

SCHEDULE:

9:00 a.m. - 11:00 a.m. Seminar
 11:00 - 11:30 a.m. Q&A
 11:30 a.m. - 1:00 p.m. Lunch
 1:00 p.m. 30 Minute Private Sessions between individuals and the Speakers. If additional time slots are necessary, time will be allotted on the morning of October 9th.



www.bxdayton.com



Dad Ain't Gettin' Any Younger!

A Succession Planning Survival Guide

Transitioning any privately owned business can be tricky. Family businesses are even trickier. This Program will focus on all of the vital areas of concern for business owners assuring that you, your family and company are protected. Some of the important topics that will be addressed include:

- ⇒ Assuring that your business and years of hard work are preserved from confiscatory taxes and other predators
- ⇒ An update on the most current changes to the federal estate tax law and how a lack of understanding could result in substantial, unnecessary taxes
- ⇒ The importance of specialized Succession Planning
- ⇒ How the wrong Buy/Sell Agreement could result in the loss of your business
- ⇒ Learn how to significantly discount your out of pocket costs on estate taxes and still satisfy the IRS
- ⇒ Why it is critical to perform proper due diligence when acquiring life insurance for estate and business succession planning
- ⇒ The multiple benefits of a proper business valuation
- ⇒ How business owners can fairly treat children who are not active in the business
- ⇒ How to avoid poor liquidity positioning

About the Speakers: **Leon B. Resnick** and **Terrance K. Resnick**, identical twins, are partners in Resnick Associates, a nationally recognized estate and business succession planning firm with offices in PA and KS. As highly sought after Speakers, they have provided their educational seminars throughout the U.S. for nearly 20 years.

Attendee: _____

Additional Attendees: _____

_____ Yes, We would like a 30 Minute Private Session.

Company: _____

Address: _____

PH: _____ Email: _____

\$175 BX Dayton Member (\$125 for each additional person from that firm)

\$275 Non-Member

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FX: 937-278-0317 or Email: rpinkus@assnsoffice.com

CURRENTLY AVAILABLE IN PLANSROOM

Project	Addn	Bin	Date	Time	Project Name	County
2014-2444	2	1	8/7/2014	1:30 PM	Coldwater / Mercer Health West Campus Physician Suites Renovations & Alterations	Mercer

CURRENTLY AVAILABLE ONLINE

The following projects are available only through our Online Reporting Service at www.bxohio.com. Please contact [Ashley](#) if you would like to learn more regarding this state-of-the-art service, including plans, specs and addenda on-line.

Project	Addn	Bin	Date	Time	Project Name	County
2014-2399	2	Web	8/5/2014	10:00 AM	Carlisle / Lower Carlisle Road Resurfacing	Warren
2014-257F		Web	8/5/2014	SEE NOTES	Liberty Twp. / Charles Schwab Expansion and Renovation	Butler
2014-25A8		Web	8/5/2014	SEE NOTES	Springdale / Guitar Center No. 613	Hamilton
2014-2274	2	Web	8/7/2014	10:00 am	ODOT / IR 275 Interchange, Project 140441	Hamilton
2014-2312	1	Web	8/7/2014	10:00 am	ODOT / SR 368 Guardrail Upgrade, Project 140448	Logan
2014-2550		Web	8/7/2014	2:00 PM	Blue Ash / Downtown Streetscape, Phase 1	Hamilton
2014-2394	3	Web	8/7/2014	2:00 PM	Dayton / Sinclair Community College / Smith Auditorium Projector and Screen Replaceme...	Montgomery
2014-015A	1	Web	8/7/2014	3:00 PM	Dayton / Greater Dayton Premier Management UFAS Conversions at Various Sites	Montgomery
2014-21EB		Web	8/8/2014	1:00 PM	Dayton / Department of Veterans Affairs / Building 330 Chiller Replacement, 552-15-20...	Montgomery
2014-2467		Web	8/8/2014	1:00 PM	Lockland / Salt Bin & Storage Building	Hamilton
2014-22B8	2	Web	8/8/2014	2:00 PM	Bethel / ODNR / Beach House Facility East Fork State Park	Clermont
2014-245C		Web	8/11/2014	1:00 PM	Hillsboro / Woodland Water System Improvements	Highland
2014-23FA	2	Web	8/11/2014	10:00 AM	Cincinnati / City West Retail Space White Box Build-Out (5 Bays) for Dance Studio	Hamilton
2014-26E8		Web	8/11/2014	SEE NOTES	Beavercreek / Walgreens No. 11510	Greene
2014-2377	2	Web	8/12/2014	2:00 PM	Cincinnati / Indian Hill Exempted Schools / High School Auditorium Addition	Hamilton
2014-2635		Web	8/13/2014	1:30 PM	Franklin / Second St. Roadway Improvements	Warren
2014-1B0B-A		Web	8/13/2014	10:00 AM	Hillsboro / Rocky Fork Lake Wastewater Treatment Plant Systems Improvements and North...	Highland
2014-260B	1	Web	8/13/2014	10:00 AM	Moraine / Stroop Rd. Improvements	Montgomery
2013-3478-A		Web	8/14/2014	1:30 PM	Cincinnati / Metropolitan Sewer District of Greater Cincinnati (MSDGC) / CSO 470 & CS...	Hamilton
2014-25A7		Web	8/18/2014	11:00 AM	Washington Court House / County Administrative Parking Lot	Fayette
2014-26F5		Web	8/19/2014	10:00 AM	Mason / Donna Jean Blvd. Culvert Replacement	Warren
2014-2670		Web	8/20/2014	1:30 PM	Dayton / Montgomery Co. Reibold Building Facade	Montgomery
2014-2614		Web	8/20/2014	10:00 AM	Fairborn / Community Park Tennis Courts Capital Improvements	Greene

2014-24D0		Web	8/20/2014	2:00 PM	Newport, KY / Newport Independent Schools / High School Addition & Renovation	Out of State
2014-23D2		Web	8/21/2014	10:00 am	ODOT / District 8 Sign-FY2014 Signing, Project 140451	Butler
2014-24A4	1	Web	8/21/2014	10:00 am	ODOT / SR 741 Four Lane Resurfacing, Project 140456	Montgomery
2014-2573		Web	8/22/2014	10:00 AM	Yellow Springs / Gaunt Park Field Improvements	Greene
2014-2574		Web	8/22/2014	10:30 AM	Yellow Springs / Mills Lawn Sidewalk Rehabilitation	Greene
2014-2576		Web	8/22/2014	11:00 AM	Yellow Springs / Sidewalk Repair & Replacement	Greene
2014-2597		Web	8/27/2014	1:00 PM	Dayton / Department of Veterans Affairs Medical Center / Automatic Transfer Switches ...	Montgomery
2014-26A0		Web	8/27/2014	2:00 PM	Dayton / Wright State University / Research Park Renovation	Greene



CAREER OPPORTUNITIES

Estimator/Project Manager - Superintendent

Responsibilities:

The object of this position is to be responsible for estimating and overseeing the costing, pricing, cost analysis and bidding of all Commercial and Industrial projects.

Duties:

- Communicate with trade partners to ensure best pricing and cost reduction.
- Prepare detailed estimates and proposals for all projects and ensure bids are submitted in a timely manner while ensuring accuracy
- Update and maintain bids and pricing as needed or requested.
- Establish and maintain good working relationships with electricians, customers, vendors and subcontractors to enhance communication
- Other duties as assigned.

Knowledge and Skills:

- The successful candidate must have a working knowledge of commercial and industrial electrical environment.
- Have the ability to read bidsets and estimate a project from architectural drawings or just by doing a walkthrough of the facility.
- Be analytical, detail minded, have good communication skills and team oriented.
- Must have extremely strong organizational skills
- Be self-motivated and able to multi task in a fast paced environment to meet or exceed deadlines.
- Take ownership of projects
- Be familiar with electrical machine and equipment moves and installs
- Be familiar with the plant work (automotive industry and others) and automation systems.

Payroll / Office Coordinator

Responsibilities:

This person will be responsible for processing payroll and the related union reports/taxes, billing, A/R, preparing and submitting quotes, filing and other office duties.

Duties:

- Communicate with employees.
- Process payroll on a weekly basis
- Post customer payments
- Prepare and submit union and tax reports/payments in a timely manner while ensuring accuracy
- Update and maintain employee and tax files as needed or requested.
- Help establish and maintain good working relationships with employees, customers, vendors and subcontractors to enhance communication
- Other duties as assigned.

Knowledge and Skills:

- The successful candidate should have a working knowledge of payroll and WIP billing.
- Must be proficient in the use of Microsoft Office (Excel and Word mainly).
- Knowledge of Sage 300 Construction Software and the construction industry is a plus
- Be analytical, detail minded, have good communication skills and team oriented.
- Must have extremely strong organizational skills
- Be self-motivated and able to multi task in a fast paced environment to meet or exceed deadlines.

Please submit your resume to:

Fax: (937)890-9644 Email: support@studebakerelectric.com

PUBLIC RECORDS BULLETIN
 NACM Great Lakes Region - 41 White Allen Ave - Dayton OH 45405 -
 973.228.6124

The accuracy of this report is not guaranteed. Its contents are gathered in
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 negligence in procuring, collecting, communicating the information so gathered.

NAME	COUNTY	LIENTYPE	LIENOR	AMOUNT
56 + MANAGEMENT LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 188,000.00
AN PLATANIOTIS CO INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 966.00
BARON CORP	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 20,109.00
COFFELT CANDY CO	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,172.00
COMMUNITY RECREATION COMMISSION INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 189.00
DC INTERIORS	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 614.00
DEFENSEAMMO.COM	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 752.00
DQ CONSTRUCTION	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 6,551.00
FAMILY PACKAGING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 14,661.00
INDUSTRIAL CONTROL ENGINEERING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 826.00
INTERCONNECTIVITY LTD	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,872.00
INTERCONNECTIVITY LTD	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,920.00
ITAN BASS CEMENT CONTRACTOR	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 300.00
JET CORR INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 10,377.00
JM TRUCK ONE LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 256.00
JM TRUCK ONE LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 2,462.00
JW MARION CONSTRUCTION & MAINTENANCE	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 243.00
JW MARION CONSTRUCTION & MAINTENANCE	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 213.00
LAWN MASTERS LAWN & LANDSCAPING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 6,464.00
LEES LANDSCAPING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 3,904.00
MAC BUILDERS ASSOC LTD	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 30,615.00
OASIS AT CENTER CITY LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,484.00
PENNINGTON ASPHALT LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 14,868.00
PENNINGTON ASPHALT LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 973.00
PENNINGTON BLACKTOP & SEAL COATING	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 43,281.00
PRESS TECHNOLOGY & MANUFACTURING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 123.00
PRESS TECHNOLOGY & MANUFACTURING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 5,252.00
QUALITY HOME INSPECTION CO	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 517.00
QUALITY HOME INSPECTION CO	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 634.00
RAINBOW LAWN & IRRIGATION SERVICE LLC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 11,694.00
RUG SUCKERS INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 302.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 4,003.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 515.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 625.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 602.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 481.00
SHROPSHIRE DISTRIBUTING INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 469.00
SPRINGFIELD AUTO REPRODUCTIVE	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 836.00
SPRINGFIELD CHIROPRACTIC CENTER INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 222.00
TAGGART BUILDING SUPPLY CO	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,446.00
TAGGART BUILDING SUPPLY CO	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 329.00
TELNET SPECIALIZED SERVICES	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 2,186.00
TILTONS TRUCKING	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 9,307.00
TRUCK ONE COLLISION REPAIR & TRAILER	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 3,972.00
TRUCK ONE COLLISION REPAIR & TRAILER	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 5,414.00
TRUCK ONE COLLISION REPAIR & TRAILER	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 5,286.00

WALTS TREE SERVICE	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 584,232.00
WES SPECIALTIES INC	Clark County	STATE TAX LIEN	STATE OF OHIO	\$ 1,068.00
AIRLINE SUPPORT & PROJECT ENGINEERING LLC	Clinton County	FEDERAL TAX LIEN	INTERNAL REVENUE SERVICE	\$ 35,783.00
EARLEY ENGINEERING & ASSOC LLC	Clinton County	FEDERAL TAX LIEN	INTERNAL REVENUE SERVICE	\$ 19,495.00
AUSTHERMAN CONSTRUCTION CO INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 2,977.00
DORIS TRUCKING INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 703.00
EARLEY ENGINEERING & ASSOC LLC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 2,635.00
KCWAY DEVELOPMENTS LLC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 541.00
LUMBERTON 68 FAMILY RESTAURANT INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 191.00
MAGNETIC NORTH ELECTRICAL CONTRACTOR INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 513.00
MODERN SALES & CONSTRUCTION CO INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 3,899.00
SHAFFER SALES & SERVICE LLC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 1,247.00
SOUTHERN STREAMLINE EXPRESS INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 2,135.00
WEAVERS JANITORIAL SERVICE INC	Clinton County	STATE TAX LIEN	STATE OF OHIO	\$ 256.00
HLE COATINGS LLC	Greene County	FEDERAL TAX LIEN	INTERNAL REVENUE SERVICE	\$ 13,405.00
TRANSIT MARKET LLC	Greene County	FEDERAL TAX LIEN	INTERNAL REVENUE SERVICE	\$ 1,425.00
ZYBRON OPTICAL ELECTRONICS INC	Greene County	FEDERAL TAX LIEN	INTERNAL REVENUE SERVICE	\$ 279,270.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 378.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 336.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 357.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 308.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 318.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 329.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 332.00
API AUTOMOTIVE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 340.00
BLACKS FURNITURE INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 589.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 1,812.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 131.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,148.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 1,667.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 1,731.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 3,716.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,063.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 4,594.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 1,526.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 1,116.00
CAZ, RITA JEWELRY STUDIO & GALLERY INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,485.00
MOE ENTERTAINMENT INC	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 692.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,025.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,382.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,137.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,016.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,162.00
PRECISION TUNE AUTO CARE	Greene County	JUDGMENT	OHIO DEPT TAX	\$ 2,132.00
GREENE HOTEL CO LLC	Greene County	MECHANICS LIEN	SHOOTER CONSTRUCTION CO	\$ 61,788.00
GREENE TOWNE CENTER LLC	Greene County	MECHANICS LIEN	SHOOTER CONSTRUCTION CO	\$ 5,805.00
A&R TRADING INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 170.00

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AMELIAS BISTRO OF OHIO	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 1,717.00
ANDERSON BROS PLUMBING & EXCAVATING	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 1,544.00
AUTHORITY HOST LLC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 771.00
BURBANKS BEAVERCREEK INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 12,810.00
DAYTON SPORTS ENTERPRISES	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 29,091.00
DOUBLE J ENTERPRISE INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 1,480.00
DSE MECHANICAL SERVICES LLC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 358.00
EASE OF MIND INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 154.00
FAIRLANDS INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 335.00
FAIRLANDS INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 357.00
FURNACE MAN HEATING & COOLING	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 410.00
GOLDEN TOUCH PROPERTY	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 1,010.00
HEERAL INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 2,559.00
HOMERS AUTOMOTIVE SERV	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 3,657.00
JD COPYKATS	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 1,275.00
MCILVAINE REALTORS	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 203.00
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NEWPORTS LAWN & LANDSCAPING	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 2,594.00
R&J ENTERPRISES LLP	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 102.00
STEVE ROGERS INSURANCE AGENCY	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 223.00
TRIANGLE MECHANICAL OHIO	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 5,635.00
XENIA REGENCY INN INC	Greene County	STATE TAX LIEN	STATE OF OHIO	\$ 2,935.00

DBX MEETING ROOMS AVAILABLE TO MEMBERS

DBX Members can use either the Education Rooms or the Board Room for meetings (coffee included). The only charges would be any additional food/drink requirements for your meeting as well as any AV equipment needs.

BOARD ROOM: Seats up to 12 people comfortably. Room includes a 70 inch monitor and computer/wifi access.

EDUCATION ROOM: Seats up to 20 Classroom style and 35 Theater style. Room includes a projector screen/whiteboard, podium, and power source. Also includes an adjoining food preparation room.

Audio Visual Equipment Available: Laptop \$35.00 per use charge
 LCD Projector \$50.00 per use charge
 Telephone with Speakers For Conference call – no charge

Contact Kate at the Association Office to make reservations khendrickson@assnsoffice.com.

Welcome to our new Online Members:



Hilltop Custom Fabricators
 United Construction Services
 Seven J's and Associates

Ohio Bureau of Workers' Compensation (BWC) Changes Its Premium Collection Process

Historically, BWC has billed Ohio employers in arrears or 'retrospectively'. Employers currently report their actual payroll and pay their premium on a semi-annual basis for the previous six months of coverage. Prospective billing is a national industry standard and builds upon ongoing efforts by BWC to modernize its operation. Under prospective billing, BWC will, like most insurance companies, collect employer premiums at the beginning of and throughout the policy period.

According to BWC the benefits of changing to the prospective payment process for Ohio employers will include:

- More flexible payment options (e.g., monthly, quarterly, semi-annually and annually) with possible discounts for those who pay in advance.
- Better ability to anticipate budgetary impacts of workers' compensation program cost changes.
- Better opportunities for BWC to provide quotes online or via phone.
- Lower mutualized costs from employers who don't pay premiums timely or have workers injured without coverage for employers in good standing.
- Increases BWC's ability to detect employer non-compliance and fraud.



Transition:

The transition is expected to become effective July 1, 2015 for private employers and January 1, 2016 for public employers.

Private Employers: As they switch to the new prospective billing process, BWC will offer two transition credits that will cover the employer's actual premium expenses for an eight month period of time. These credits will prevent employers from paying two premiums at once, one for the period in arrears and one for the prospective period. The first transition credit will be a full one-time premium credit for the period January 1, 2015 through June 30, 2015. The second credit will be for the next two months (July and August of 2015) out of the first annual prospective premium payment. Employers will be billed premium payments in August for the remaining 10 months of the rate year, paid in installments throughout the period.

In subsequent years, employers will receive their invoice in June and begin paying premiums before July. This premium will be based on estimated payroll. At the end of the rate year, employers will need to 'true-up' their actual payroll with the estimation.

Public Employers: Public employers will receive two 50% transition credits. The first for the policy period beginning January 1, 2015 through December 31, 2015 and then again for the period January 1, 2016 through December 31, 2016.

True-up Process: With these changes, BWC will be extending coverage to employers based on estimated payroll figures. In order to adjust to actual, they will also require employers to report their actual payroll for the prior coverage periods and pay any shortage or receive a refund of any overage in actual premium.

Earlier BWC filing deadlines for rating programs: As BWC transitions to the Prospective Payment process, they are also changing the employer deadlines for applying for the various BWC group rating and other incentive programs as follows:

Private Employer Deadlines for the policy period beginning July 1, 2015:

- Group Rating – November 24, 2014 (was last business day of February).
- Group Retrospective Rating and other rating programs – January 30, 2015 (was last business day of April).
- Destination: Excellence Programs – May 29, 2015 (was last day of April).

Public Employer Deadlines for the policy period beginning January 1, 2016:

- Group Rating – May 29, 2015 (was last business day of August).
- Group Retrospective Rating and other rating programs – July 31, 2015 (was last business day of October).
- Destination: Excellence Programs – November 30, 2015 (was last day of October).

More information to come: Additional information about the changes to come can be found on CareWorks Consultants website at www.careworksconsultants.com. We welcome you to contact us with any questions you may have on these topics or any other Ohio workers' compensation program concerns.

Consumer Prices Increased in May By Most Since Early 2013, DOL Reports

June 17 — Consumer prices rose in May by the most in more than a year, according to Labor Department data released June 17.

The cost of living increased 0.4 percent, the biggest advance since February 2013, showing that businesses are gaining some pricing power as the economy strengthens.

“Inflation in the U.S. is in a sweet spot—it's not too hot, it's not too cold,” said Millan Mulraine, deputy head of U.S. research and strategy at TD Securities USA LLC, who projected a 0.3 percent increase in consumer prices. “The disinflationary stress that we've had over the past two or three years has effectively ended. That's the big story here.”

The May increase in prices meant that hourly earnings adjusted for inflation dropped 0.2 percent for a second month, according to another Labor Department report released June 17.



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The advertisement features a photograph of a modern, multi-story brick building with large windows and a glass entrance. The text is overlaid on the right side of the image. The MCAD logo is a circular emblem with a blue border, containing a stylized cityscape and the text 'MASON CONTRACTORS ASSOCIATION OF DAYTON'. The slogan 'Accept Nothing Less than EXCELLENCE!' is written in a bold, black font. The bottom of the ad contains a call to action in bold black text.

Too Few Women Work in Construction Primarily Because of Bias, Report Says

June 13 — The rate of U.S. construction industry workers who are women—2.6 percent—has barely changed in three decades and needs to grow, according to a National Women's Law Center report released June 11.

Gender stereotypes and a lack of mentors have blocked many women from entering the industry, the report, "Women in Construction: Still Breaking Ground," said. Workplace sexual harassment has forced many others out of construction jobs.

Fatima Goss Graves, the NWLC's vice president for education and employment and one of the report's primary authors, said in a June 11 statement that it's "not surprising that the construction trades are sometimes called 'the industry that time forgot.'"

"It's time for this industry to enter the modern era—to expand apprenticeships and training opportunities for women, hire qualified female workers and enforce a zero tolerance policy against sexual harassment," she said. "This would be a win-win strategy for the industry—and for women."

Hurdles in Training, Employment

The number of women in the construction industry should be higher considering that the percentage of women in many other "dirty and dangerous" and traditionally male jobs like firefighters and correctional officers has increased substantially during the past few decades, the report said. It said affording women equal access to construction jobs is "critical" because such jobs can give women better pay and career opportunities.

Discrimination at the construction industry's entry level—particularly in career and technical education (CTE), pre-apprenticeship and apprenticeship programs—is resulting in the industry's low percentage of women, the report said.

"While apprenticeship is the traditional path to jobs in the skilled trades, entry into apprenticeship programs is highly dependent on access to

information about when, where, and how to apply, as well as the training and skills necessary for particular occupations," the report said. "Access to such information has historically been tightly controlled by construction workers, who are overwhelmingly male."

Women are less likely than men to complete apprenticeships due to such obstacles as "hazing and outright hostility by some men who see women as intruders," the report said. In addition, the small number of women in the industry limits the access to potential mentors of women wanting to enter the industry.

Discrimination also cuts down on women's long-term employment in the industry, the report said. For instance, there is a "checkerboarding" practice in which employers hire women solely to show the companies are meeting gender-based goals and then quickly fire them. Proving outright hiring discrimination based on gender is difficult, considering that unsuccessful female job applicants often don't know why they were rejected or who was hired instead, the report said.

Women in construction jobs face gender stereotypes such as assumptions that they have physical incapacities in the field, the report said. It also said women construction workers experience "extreme sexual harassment and denigration," citing a Labor Department study finding that 88 percent of them experience such harassment in the workplace.

The report added that women of color are "severely underrepresented" in the industry. The report said 74.1 percent of women construction workers are white, 14.6 percent are Hispanic, 6.7 percent are black and 2.8 percent are Asian/Pacific Islander.

"Women of all racial and ethnic backgrounds are most likely to be concentrated in office positions in the construction industry, and least likely to be found in more labor intensive positions (skilled and unskilled labor)," the report said. "This concentration only serves to reinforce the notion that women belong in clerical, traditionally female positions, as opposed to physical, traditionally male construction positions. And office clerks in the construction industry make less on average than construction laborers."

CONTINUED ON PAGE 22



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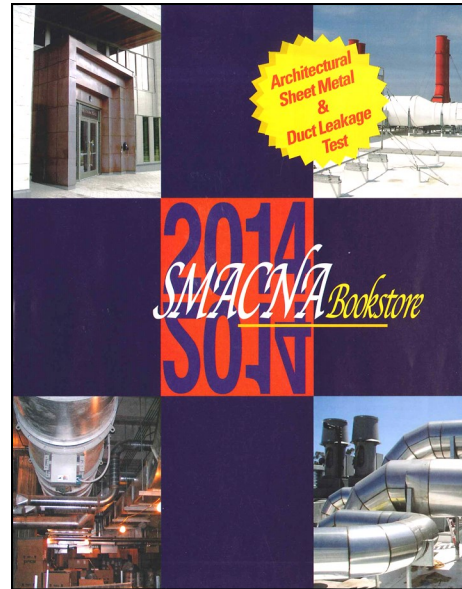
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The Ohio Bureau of Workers Compensation (BWC) Drug Free Safety Program requires that your Employees receive 1 hour of Employee Refresher Training and that your Supervisors receive an additional 1 hour of Supervisor Refresher Training each year the program is in effect.

The session will be based around the Ohio BWC Drug Free Safety Program standard policy. We recommend that your employees come to this session with a copy of your specific Company or Local Union policy in hand, so that they have the opportunities to ask question on items that might be unique to your policy.

One of the primary goals of BX Dayton is to strive to bring the construction industry quality educational programming.

These courses have been scheduled as follows:

Friday, October 10, 2014
Supervisors 2:00 PM - 4:00 PM
Employees 3:00 PM - 4:00 PM (SNACKS INCLUDED)

Buckeye Harley Davidson
7220 N. Dixie Drive
Dayton, OH 45414



Company Name: _____

Attendee Names:

_____	Supervisor Member \$75	Supervisor Non-Member \$115	Employee Member \$35	Employee Non-Member \$75
_____	Supervisor Member \$75	Supervisor Non-Member \$115	Employee Member \$35	Employee Non-Member \$75
_____	Supervisor Member \$75	Supervisor Non-Member \$115	Employee Member \$35	Employee Non-Member \$75

Total Due: _____ *Registration cancellations must be made 5 business days in advance for refund*

Please make check payable to: BX Dayton or pay by Visa, MasterCard, Discover or American Express info below:

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career what they put into it.” “Each apprentice has earned a gift, a ticket to your future. You are highly trained and highly skilled. I urge the graduates to get involved and not leave decisions about your futures up to others. After all, it takes commitment to make things happen,” says Nick. This graduating class was involved in their own education by creating the first Apprentice Council and establishing a Mentoring Program with Journeymen.

2014 Graduation

On June 4, the Dayton Ohio Area Electrical Joint Apprenticeship Training Committee (JATC) held the Class of 2014 graduation banquet. Twenty five apprentices moved up the ranks to Journeymen , twenty one Inside Wiremen and four Teledata Technicians.

Nick Comstock, Business Manager for Local 82 stressed that the graduates will, “get out of their

CONTINUED ON PAGE 17

First Annual Young Leaders Cruise-In Helps Children’s Hospital

On June 28th the Sheet Metal Local No. 24 Young Leaders Group held their First Annual Tin Knockers Car and Motorcycle Show at the Quaker Steak & Lube in Fairborn.

There were a lot of great cars and motorcycles on display. In addition, there were some very unique/one-of-a-kind auction items. One of these auction items included beautiful copper flowers that were mounted in glass vases that were hand-fabricated by Local No. 24 retirees.

Car and Motorcycle Class Winners received trophies that were handcrafted from sheet metal. A great piece for anyone’s trophy case.

All proceeds went to Children’s Hospital. The Young Leaders Group worked hard on organizing this event and did an outstanding job, so next year’s event will be even bigger and better.





(From left to Right) Business Manager IBEW Local 82 Nick Comstock, Top Inside Wireman Zachary Craig, and IBEW Local 82 Membership Development Coordinator Benjamin DeHart

There are many career paths for these graduates, 59 to be exact, from Foreman, Inspector, Contractor, Instructor, to Training Director.

The top graduate for the Inside Wireman program is Zachary Craig who carried a 98.1% grade average for all five years. David Holler came in second with a 97.4% grade average and also won an award for perfect attendance. The top graduate for Teledata is Kyle Armitage with a 92.8% grade average and Steven Wentzel came in second at 88.4%.

Background

The JATC offers the best electrical worker training in the area. For the last seven years, their graduation grade point average of 89%, has been well above the national average. Training is sponsored by the Western Ohio Chapter, National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 82. The state-of-the-art training facility is located in the IBEW Local 82 building on Poe Ave.



It's an arduous journey, but well worth it. The fifth year curriculum for an Inside Wireman includes

216 hours of classroom training, 4 Saturday classes, 30-hour OSHA training, State of Ohio Fire Alarm certification, and Electrical Project Supervisor I Training. Instructors for the electrical Training Center include Journeymen, Contractors, and Electrical Inspectors.

The Training Center offers two programs. The Inside Wireman is a five-year training program and requires a minimum of 8000 hours of on-the-job training in the electrical construction industry with the supervision of a journeyman wireman. In addition, 900 hours of classroom instruction are required. Upon completion of the 5-year program, the apprentice graduate has earned 45 free credit hours towards an Associate Degree.

The Teledata Installer Technician program is a three year training program. It requires a minimum of 4800 hours of on-the-job training and 480 hours of classroom related instruction. Teledata installers work on various systems including LANs, fire alarms, nurse call, HVAC control, and security systems. For more information about the apprenticeship programs please visit : www.daytonohiojatc.org.

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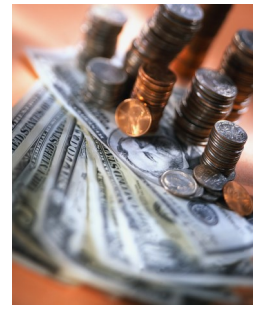




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2:00 pm – 4:00 pm Eastern Standard Time
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Name Of Firm: _____

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The cost for each person is \$45.00 for members; \$80.00 per person for Non-Members for live attendance. The cost for the Webinar is \$50.00 per e-mail address for members, \$80.00 per e-mail for non-members. **Cancellations must be made five business days prior to meeting for refund.**

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Don't Bring a Knife to a Gunfight: Dispute Resolution Skills from the Jobsite to the Courtroom

Thursday, October 23rd
Engineer's Club of Dayton
110 E. Monument St., Dayton, Ohio

All Courses are Pending Approval for OCILB Credit!

Session Schedule:

7:00 a.m. Registration & Breakfast

SESSION 1:

7:30 - 9:00 a.m. Business Ethics: Preventative
Dispute Resolution

SESSION 2:

9:00 - 10:30 a.m. Basic Principles of Dispute
Resolution and Day to Day
Negotiation Strategies

SESSION 3:

10:30 - Noon Negotiating with OSHA

Noon - 12:30 p.m. LUNCH

SESSION 4:

12:30 - 1:30 p.m. How to Make a Job Run
Smoothly: A Panel Discussion

SESSION 5:

1:30 - 3:00 p.m. Dispute Resolution Contract
Clauses

SESSION 6:

3:00 - 4:00 p.m. Court vs. Arbitration

SESSION 7:

4:00 - 5:00 p.m. Mediation

SESSION 8:

5:00 - 6:00 p.m. AAA Mock Arbitration

BX Dayton Registration

Name: _____

OCILB License Number (If applicable): _____

Company Name: _____

Company Address: _____

PH: _____ Email: _____

I would like to attend the following Sessions:

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 Session 3 (1.5 credit hrs.) **Session 4** (1.0 credit hrs.)
 Session 5 (1.5 credit hrs.) **Session 6** (1.0 credit hrs.)
 Session 7 (1.0 credit hrs.) **Session 8** (1.0 credit hrs.)

The cost is \$50 per person per credit hour for members and
\$90 per person per credit hour for non-members.

Example: 3 Credit Hrs. = \$150 for Members and \$270 for Non-Members

Member Total: _____ credit hours x \$50 = _____

Non-member Total: _____ credit hours x \$90 = _____

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Response Mechanical Services, Inc.

Response Piping Systems

Rieck Mechanical Services

RPC Mechanical - Dayton

S&D Osterfeld Mechanical

South Dayton Refrigeration

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Superior Mechanical Services

Willis Refrigeration Co.

David Spaulding

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Mike Budd

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Doug Mayse

Mike Toebee

Jeff Arthur

Harry Kohlbacher

Howard Krisher

Mark Rath

Steve Willis

OFCCP, Ohio Federal Contractor Settle For \$1 Million Race Bias in Hiring Claims

June 12 — An Ohio federal contractor will pay \$1 million in back wages to settle allegations of systematic race discrimination in hiring, the Labor Department announced June 12.

Under a conciliation agreement with the DOL's Office of Federal Contract Compliance Programs, Cleveland-based Lincoln Electric Co. also will offer entry-level positions to 48 black class members denied jobs and revise its selection practices, the department said.

An investigation by the OFCCP revealed Lincoln Electric violated the agency's regulations under Executive Order 11,246—which prohibits federal contractors and subcontractors from discriminating in employment on the basis of race, color or national origin—by using a skewed hiring process that resulted in 5,557 qualified black applicants being rejected for entry-level factory and production positions.

Lincoln Electric's back-wages payout is roughly half of the more than \$2 million in contracts that it has had with the federal government since 2005 for the manufacture of welding, cutting and joining products, according to the department.

Lincoln Electric said in a June 12 statement the OFCCP findings are based on a “statistical analysis of the Company's selection of applicants for entry-level, factory positions at our Cleveland, Ohio-area facilities from 2005-2007,” but do not reflect an individual complaint or hiring decision.

Committed to Diversity

Lincoln Electric said it continues to meet the equal opportunity standards and is “committed to diversity and nondiscrimination, as outlined in our Corporate Code of Conduct and Ethics.”

No admission of violation on Lincoln Electric's part is to be construed by the agreement, according to the document, which said the

company will provide “make-whole relief” to each of the 5,557 black applicants.

The OFCCP determined that the company's paper and online application systems created multiple barriers for blacks to advance in the selection process, the DOL said. In addition, Lincoln Electric's applications and post-application tests were not properly supported by a validation study that satisfies the requirements of the Uniform Guidelines on Employee Selection Procedures.

Under the terms of the agreement, Lincoln Electric will revise its selection policies and procedures, including making changes to its online application test, to ensure equal employment opportunity, the DOL said.

Specifically, it will discontinue use of its current “Turnover Risk Index,” according to the settlement, which includes questions about illegal drug use, criminal convictions and willingness to work rotating shifts.

DOL Finds Contractor Owes Workers \$55,000 In Prevailing Wages; Minimum, Overtime Pay

May 23 — A Virginia-based contractor performing work on a federal courthouse in Ohio violated federal minimum wage and overtime law and failed to pay 11 workers the required prevailing wage rate, the Department of Labor Wage and Hour Division announced May 22.

According to the DOL, CFP Group Inc. owes 11 employees a total of \$55,186 in prevailing wages, fringe benefits, minimum wage payments and overtime payments for work performed between October 2012 and September 2013. The workers were installing and modifying fire alarm and sprinkler systems at the Joseph P. Kinneary U.S. Courthouse in Columbus, Ohio.

The Davis-Bacon Act requires contractors to pay the prevailing wage and fringe benefits to construction workers on federal projects. Contractors must also adhere to minimum wage rules under the Fair Labor Standards Act and the overtime provisions of the Contract Work Hours and Safety Standards Act.

DOL investigators determined that three workers on the courthouse project are owed \$19,190 in unpaid minimum and overtime wages, and nine workers on the project are owed \$35,996 in unpaid prevailing wages and benefits.

Investigators also found that the CFP Group failed to maintain and submit certified payroll records, a requirement under the Davis-Bacon Act.

Report Recommends Actions by Federal Agencies

A number of government agencies can do more to enforce antidiscrimination laws and take other measures to address obstacles women face in construction jobs, the report said.

The Labor Department's Office of Federal Contract Compliance Programs and the Office of Apprenticeship should revise their affirmative action regulations to help boost the numbers of women and minorities in construction contractor workforces and apprentice programs, respectively.

The two DOL agencies should coordinate with each other to address discrimination against women "at all points along the employment chain in non-traditional fields," the report added. It also recommended that the OFCCP increase the percentage of work hours for which construction contractors are required to utilize women from the 6.9 percent target set by the agency in 1978.

Meanwhile, the Equal Employment Opportunity Commission should increase its enforcement of laws against workplace sexual harassment and work with construction employers to help curb such harassment, the report said.

The report also called for the Department of Education's Office for Civil Rights and the Office of Vocational and Adult Education to work towards boosting the numbers of women in CTE programs and science, technology, engineering and mathematics fields.

In addition, the report requested increased funding for the Women in Apprenticeship and Nontraditional Occupations grant program, as well as passage of a law that would expand upon the program.



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Nebraska Construction Contractors Indicted For Embezzling from Health Benefits Program

June 23 — Two Nebraska construction contractors were indicted June 18 on charges of embezzling \$709,000 from health care benefits programs, the office of the U.S. Attorney for the District of Nebraska announced the next day (United States v. Negus, D. Neb., No. 8:14-cr-00209, indicted 6/18/14).

The contractors, Jeffrey Negus and Gregory Negus, were indicted on one count of conspiracy to commit mail fraud and to embezzle from a health-care benefits program, five counts of mail fraud, and one count of theft from an employee health-care benefits program.

They face a possible sentence of five years in prison and a fine of up to \$250,000 on the conspiracy count, of 20 years in prison and a fine of up to \$250,000 on each of the mail-fraud counts, and of 10 years in prison and a fine of up to \$250,000 on the theft count.

According to the indictment, Jeffrey and Gregory Negus were owner-operators of Negus-Sons Inc. and Netal Inc., two companies involved in highway construction, grading and earth moving. The companies shared the same owners, officers and employees. They employed both workers who were represented by unions under collective bargaining agreements and workers who were not.

During the period from 2007 to 2011, the companies entered into numerous construction contracts in Nebraska in which they were hired as sub-contractors to perform highway construction, grading and earth moving, the indictment said. A number of the contracts were with the federal government, and included prevailing wage provisions requiring them to make fringe-benefit contributions, including contributions to health-care benefit programs.

Between 2007 and 2011, the companies accepted payment of around \$4.9 million related to federally funded prevailing-wage contracts for which fringe-benefit contributions were required, the indictment said.

The fringe-benefit contributions should have been made to an in-house qualified retirement plan set up for non-union employees, and to a health benefit fund and a pension fund operated in part for the benefit of workers represented by the International Union of Operating Engineers Local 571, with whom the companies had entered into a collective bargaining agreement, the indictment said.

But the Neguses and their companies did not make the required payments, it said. Jeffrey and Gregory Negus falsified payroll reports certifying that prevailing-wage benefit contributions had been made, and falsified monthly prevailing-wage fringe-benefit reports that were submitted to the union funds, the indictment said.

The Neguses also falsely claimed on their federal corporate tax returns a tax deduction for employee benefits contributions that they had not in fact made, it said.



OSHA HOT OVER HEAT STRESS

OSHA is now focusing on heat related illnesses in the workplace even though it has no Standard which specifically addresses working in a hot environment.

It is aggressively pursuing employers and, in a Washington memo to OSHA's Regional Administrators, it stated that "this memo directs the Field to expedite heat-related inspections and to issue Citations ... as soon as possible." Therefore, employers need to take action now to ensure a workplace free of heat hazards or face costly citations and litigation.

As most employers know, but seldom address adequately, working in a hot environment puts stress on an employee's body cooling system. Too much heat can result in dehydration, cramps, heat exhaustion and even a fatal heat stroke. The risk of heat stress depends upon many factors related to the individual employee and this makes the challenge of making a safe workplace for all even more challenging. Those risk factors include the employee's physical condition, the temperature and humidity, clothing worn, the pace of work and how strenuous it may be, exposure to sun and environmental conditions such as air movement.

In utilizing OSHA's General Duty Clause, Section 5(a)(1), the agency is **attempting to make "new law"** further regulating employers' activities. A violation of the General Duty Clause may exist when workers have been working in a hot environment, the employer is aware of the heat-related dangers, and has not taken adequate protective action for the workers – such as water, rest and shade. But, **OSHA expects even more** than water, rest and shade and that is why employers must take additional steps to address heat in the workplace. OSHA also insists upon implementing an acclimatization program for new employees and those returning from extended time away, such as vacations or leaves of absence. It also urges implementing a work/rest schedule and providing a climate controlled area for cool down. For those employers utilizing temporary employees, there is a greater risk of heat-related illnesses and OSHA would urge greater care in adopting an acclimatization program for them. Simply telling your employees that it is a hot day and they should take breaks when they

need to and drink as much water as necessary, will not meet OSHA's expectations and could very easily result in a citation. OSHA believes that employers should actively encourage at least 5 to 7 oz. of fluids be consumed every 15 to 20 minutes.

OSHA is urging that each employer establish a **heat stress program**, but when the employer does so it may very well be recognizing that there is a hazard in the workplace which needs to be addressed meaningfully. Then, the Compliance Officer may find your program inadequate. This is a dilemma for employers yet unresolved by the courts.

A **heat stress program** can have many **components**, including:

TRAINING

- Hazards of stress
- Responsibility to avoid heat stress
- Recognition of danger signs/symptoms because employees may not recognize their own
- First aid procedure
- Effects of certain medications in hot environment

PERSONAL PROTECTIVE CLOTHING/EQUIPMENT

- Light summer clothing allowing free movement and sweat evaporation
- Loosely worn reflective clothing to deflect heat
- Cooling vest and wetted clothing for special circumstances

ADMINISTRATIVE/ENGINEERING CONTROLS

- Assess the demands of all jobs and have monitoring and control strategies in place for hot days and hot workplaces
- Schedule hot jobs for cooler parts of the day
- Reduce physical demands
- Permit employees to take intermittent rest breaks with water breaks and use relief workers
- Have air conditioning and shaded areas available for breaks/rest periods with ice available
- Increase air movement
- Exhaust hot air and steam

HEALTH SCREENING/ACCLIMATIZATION

- Let employees get used to hot working conditions by using a staggered approach over several days, such as beginning work with 50% of the normal workload and time spent in the hot environment and then generally increase it over five days

- Make employees aware that certain medications, such as Diuretics, anti-hypertensives (blood pressure), anti-cholinergics (pulmonary disease – COPD), and alcohol abuse, can exacerbate problems.

OSHA is also inclined to cite an employer if prompt remedial action is not taken when an employee falls victim to heat stress. Employers should establish specific **procedures for heat-related emergencies** and provisions that First Aid be administered immediately to employees who display symptoms of heat-related illness. Those employees may very well resist First Aid because of the confusion caused by heat stress. Therefore, training on the signs and symptoms is also encouraged.

With summer here, and if it is to be anything like last summer, heat stress issues could rear their ugly head. Don't be caught ill-prepared for an incident and a subsequent visit by OSHA – **establish your heat stress program today**. Dunlevey, Mahan & Furry currently is defending a significant heat stress fatality case and further guidance from the courts could result from this case. For more information regarding heat stress programs and the law, contact Bob Dunlevey, Dunlevey, Mahan & Furry (937) 223-6003.

NOAA's National Weather Service

Heat Index
Temperature (°F)

	80	82	84	86	88	90	92	94	96	98	100	102	104	106	108	110
40	80	81	83	85	88	91	94	97	101	105	109	114	119	124	130	136
45	80	82	84	87	89	93	96	100	104	109	114	119	124	130	137	
50	81	83	85	88	91	95	99	103	108	113	118	124	131	137		
55	81	84	86	89	93	97	101	106	112	117	124	130	137			
60	82	84	88	91	95	100	105	110	116	123	129	137				
65	82	85	89	93	98	103	108	114	121	128	136					
70	83	86	90	95	100	105	112	119	126	134						
75	84	88	92	97	103	109	116	124	132							
80	84	89	94	100	106	113	121	129								
85	85	90	96	102	110	117	126	135								
90	86	91	98	105	113	122	131									
95	86	93	100	108	117	127										
100	87	95	103	112	121	132										

Likelihood of Heat Disorders with Prolonged Exposure or Strenuous Activity

- Caution
- Extreme Caution
- Danger
- Extreme Danger



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BX Dayton and Subcontractors Association of Western Ohio

SHOOTING EVENT

Tuesday, November 4, 2014

Miami Valley Shooting Grounds

7771 Johnson Station Road

Vandalia, Ohio 45377



SCHEDULE

8:30 - 9 AM	Registration
9 - 9:45 AM	Continental Breakfast, Basic Safety Training, and Scoring Instruction
9:45 - 10:15 AM	Issuing of Eye and Ear Protection, Firearms and Ammunition. Head to Range
10:15 - 11 AM	Basic Pistol Skills with Paper Targets
11 AM - 12 PM	Basic Pistol Skills with Steel Plates
12 - 12:45 PM	Break for Lunch
12:45 - 2:15 PM	Steel Plate Challenge
2:15 - 3:15 PM	Trap Shooting Contest
3:15 - 3:45 PM	Open Rifle and Scoring of Steel Plate and Trap Shooting Contests
3:45 - 4 PM	Turning in of Firearms
4 - 4:15 PM	Awards and Prizes
4:15 PM	Purchase more ammunition and continue shooting on your own

We will be spending most of the day OUTSIDE. Although shelter and heaters will be provided in some locations, please dress appropriately!

To register or sponsor this event please use the form attached or go to: www.bxdayton.com or www.thecontractorsassociation.org

**Have questions? Contact Rachel at rpinkus@assnsoffice.com
937-278-0308**

After you have mastered the paper target, move onto the **Steel Plate Shooting Contest** where your skills will be tested on targets of all levels of difficulty. This course will be filled with moving targets and even a few zombies.



Last but not least, we will move onto the **Trapshooting Contest**. Learn how to properly use a shotgun to accurately bring down those pesky clay birds.

NOTICE

- Individuals who are prohibited by law to own or use a firearm or who are a convicted felon of drug charges or domestic violence will not be permitted to enter the event.
- You are permitted to bring and use your own firearms. However, if at any time a Range Officer feels your firearm poses a hazard, you will be asked to cease use of that firearm.
- For safety reasons, you will be asked to use the 215 rounds of provided ammunition. Additional ammunition can be purchased on-site if desired.
- Tracers, Armor Piercing Ammunition and Tannerite are Strictly Prohibited. If bringing a Shotgun, only the use of slugs will be permitted.
- Eye and Ear protection is required and will be provided on-site. You may bring your own.

Come to learn or hone your skills on the **Pistol Range!** Work on your stance, handgun grips, sight alignment, movement of the pistol, and controlling the trigger.



Proper technique is key to accurately shooting a rifle. The **Open Rifle Range** will teach you to learn how to relax both mentally and physically, how to breath properly, and how to squeeze the trigger to land an accurate shot.



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SHOOTING EVENT

Tuesday, November 4, 2014

Miami Valley Shooting Grounds

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Beginner Intermediate Advanced

Contact Name

Attendee Name

Skill Level

I am bringing my own pistol, rifle or shotgun & need this ammunition:

Contact Phone/Email

I will need to be issued a pistol, rifle or shotgun and ammunition.

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SHOTGUN GIVEAWAY

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LOW INDIVIDUAL SCORE PRIZE \$250.00

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Includes Firearm rental if needed, 150 rounds of pistol ammunition (9mm, 40 cal or 45 ACP), 40 rifle shells (223 OR 556, 762 X 39, or 22LR) 25 shotgun shells (12 or 20 GA), eye and ear protection, targets, range Safety Officers, continental breakfast, lunch, and prizes!



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