

Ohio Matters

An Official Publication of **The Ohio Chamber of Commerce**

GET INFORMED.

A toolkit to help employers mitigate the risks associated with Ohio's opioid epidemic

125th Annual Meeting & Legislative Reception

Moving from 'No NAFTA' to 'Know NAFTA'

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STAY CONNECTED.

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Ohio Chamber announces new headquarters

Ohio Chamber gives back in partnership with Goodwill

Our most valuable resource is our people

Regional workforce collaboration – building tomorrow's talent pipeline today

HELP FOR EMPLOYERS

A toolkit to help employers mitigate the risks associated with Ohio's opioid epidemic

In 2017, 14 people in Ohio died each day of a drug overdose – and opioids were the main driver of those deaths. Each of those lives was a mother or father, child or friend or an employee. Our businesses are not exempt from the impact of this terrible plight. In fact, the majority of people who are using illicit drugs, including the nonmedical use of prescription medications, are employed. More than ever, we are challenged to find a ready, drug-free workforce and to react to existing employees who are dealing with drug-related issues of their own or with someone they care about.

We know our businesses are being impacted because we are hearing directly from you. The opioid epidemic has now turned into a workforce and workplace issue. We hear from employers who can't find employees who can pass drug tests. We hear from employers whose employees are dealing with their own or a family member's addiction. We hear from employers who want to do something, but have no idea where to begin.

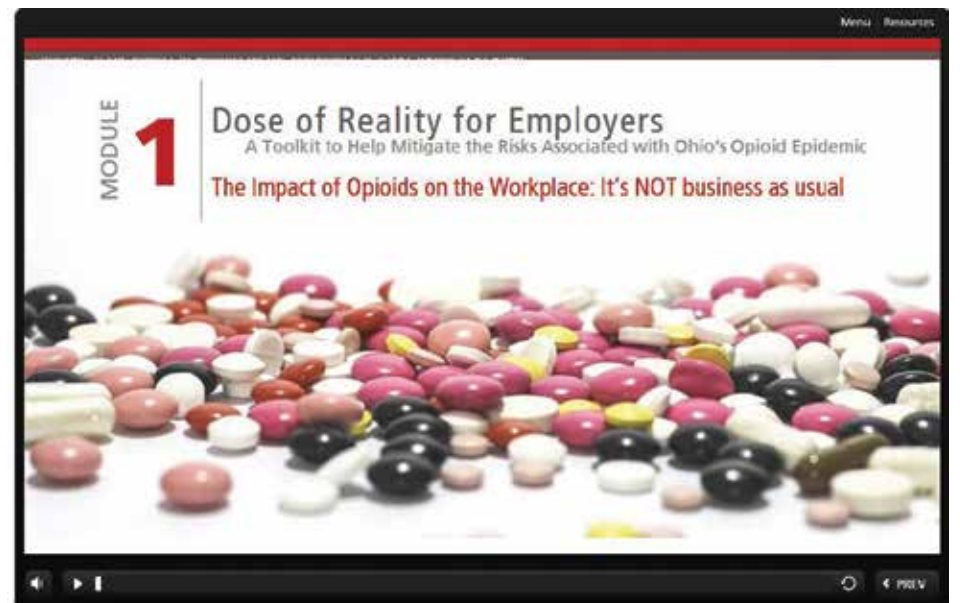
In response, upon a recommendation from our board of directors, we convened a task force to explore ways to help Ohio's employers respond to the opioid problem as

it relates to their own workplaces. The task force was made up of representatives from member companies big and small, from all parts of the state. After meeting a half dozen times and listening to speakers who are on the front line dealing with this epidemic, it was evident that action was needed to help Ohio's business community deal with this issue. A key recommendation coming out of that task force was to arm employers with a free toolkit of resources to help prevent and manage the problem.

And so, with support from member companies Working Partners and Anthem Blue Cross Blue Shield, we acted on that recommendation. Two of the elements of the developing toolkit are online courses, one for the employer and one for the employee.

- Dose of Reality for EMPLOYERS: A toolkit to Help Mitigate the Risks Associated with Ohio's Opioid Epidemic
- Dose of Reality for EMPLOYEES: Being a Safe and Critical Consumer of Prescription (Rx) Drugs

The course for employers is approximately 60 minutes and has downloadable resources. It allows viewers to navigate to the sections they need, which include lessons about the impact of the substances, the legal and operational issues an employer must consider, best practice drug-free workplace guidance, including how, when



and why to drug test, and how to handle a situation if an employee confesses or is discovered to be misusing substances. There are also downloadable handouts to use within your company.

The employee course addresses the dangers of misusing prescription drugs and how to be a safe and responsible consumer of the medications. It provides a simple five-step plan with downloadable reference pages employees can use to talk to their medical practitioner and pharmacist about the drugs they are taking, possible conflicts with other drugs, alternatives for specific medicines, how to check whether there is a less expensive or safer generic version of the drug, how to properly dispose of medications and much more.

We encourage you and your employees to use these resources and to watch for more to come. Also, please share them with other business owners. The workplace is a powerful place to both prevent and intervene in the harmful use of substances within the adult

QUICK GLANCE

In 2017, 14 people died each day of a drug overdose

Many employers can't find workers who can pass drug tests

Ohio Chamber offers toolkits for employers, employees

population. It is also the ideal environment to arm adults with information and strategies to help keep their children, or those they influence, drug-free.

With these tools, operating a comprehensive drug-free workplace program can increase safety, decrease liability, protect an organization's reputation and profitability and contribute to building an economically thriving and healthy Ohio. 🇺🇸



*You work to develop
committed employees.*

*We all work to see
better outcomes.*

*We'll provide the resources
to get you there.*

We're All for Ohio.

Working with some of Ohio's best human resources attorneys, the Ohio Chamber built the HR Academy to help our members and the larger business community stay updated on important local and national HR issues. We continue to see strong participation in the program, from our webinars to our on-site business symposiums to our HR manuals.

We are proud to offer this homegrown effort that brings together Ohio expertise and leadership.

We have many webinars and symposiums scheduled for this year.

For more information, contact Laz Picciano at lpicciano@ohiochamber.com or (614) 228-4201.

Visit our website at www.hracademyohio.com.



125TH OHIO CHAMBER ANNUAL MEETING & LEGISLATIVE RECEPTION

Presenting sponsor:
The Ohio State
University



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The speaker for the 125th Annual Meeting of the Ohio Chamber of Commerce is Urban Meyer, head football coach at The Ohio State University. This event is Wednesday, April 18, at 3:30 p.m. in the ballroom of the Sheraton Columbus Capitol Square Hotel, 75 E. State St., Columbus.

Ohio State University head football coach Urban Meyer is 73-8 through six seasons of leading one of the most storied programs in college football. He has coached the Buckeyes to a national championship in 2014 – the program's eighth – by winning the first College Football Playoff (CFP), to a repeat appearance in the CFP

in 2017, to six consecutive Big Ten conference divisional titles, to Big Ten championships in 2017 and 2014, to a 47-3 record in Big Ten games and to a 19-5 record versus ranked teams.

He has done this by developing and overseeing a program culture that requires accountability, promotes respect, prepares young men for life after football and develops football skill sets and talents at an unsurpassed rate. His program has produced 33 NFL draft picks the last five years, including 10 first-round picks and record numbers of draft picks through the second, third and fourth rounds of the 2016 NFL Draft.

And his team members are getting it done in the classroom, as well. Ohio State Buckeyes have earned four academic All-American honors the past three years and one National Football Foundation



Scholar-Athlete award, and the team is coming off its finest academic semester under Meyer, with record numbers of students with 3.0 (or above) grade point

averages for the semester and cumulatively.

Due to space limitations, seating is limited. However, in celebration of our 125th anniversary, registration is specially priced at \$50 and includes Chamber Day at the Capitol activities for local chamber of commerce members, the Annual Meeting featuring Meyer and the Legislative Reception with members of Ohio's House and Senate. All events are at the Sheraton Columbus Capitol Square Hotel.

Agenda:

- 1 p.m. Chamber Day at the Capitol for local chambers of commerce and their members
- 3:30 p.m. Ohio Chamber Annual Meeting
- 5 p.m. Legislative Reception 🍷

Registration is available on our website at www.ohiochamber.com.

By Dan Ujcz, Dickinson Wright PLLC

MOVING FROM 'NO NAFTA' TO 'KNOW NAFTA'

The term NAFTA evokes varying perspectives and strong emotions among Ohioans. President Donald Trump has tapped into those views by repeatedly calling NAFTA the "worst deal ever" and threatening to terminate the agreement. As the U.S. concludes the first six months of formal renegotiations with Canada and Mexico, the question remains: Is a new NAFTA good for Ohio?

In short, yes. Canada and Mexico account for more than half of Ohio's exports, with Canadians buying more than 40 percent of goods made in Ohio and sent abroad. Indeed, more Ohio goods and services are sold in Canada than in China and the European Union combined. NAFTA is more than just selling across borders; Ohio companies have integrated their supply, distribution and value chains with their NAFTA partners to become more competitive. A typical U.S.-made automobile crosses the Canada-U.S. border six to 12 times during the assembly process. More than 40 percent of the goods now sent from Mexico to the U.S. are originally "Made in the USA." As a result, Ohio has a \$6 billion trade surplus with our NAFTA partners and nearly 500,000 Ohio jobs rely on North American trade. It is estimated that a U.S. withdrawal from NAFTA will wipe out that surplus and cause the loss of more than 2 million U.S. jobs.

Over the past six months, the United States Trade Representative (and native Ohioan) Robert Lighthizer has pursued a three-pronged strategy to renovate the existing NAFTA.

- Putting a fresh coat of paint on noncontroversial areas such as anti-corruption and competition
- Installing new fixtures via modernized chapters covering digital, customs facilitation, telecommunications, financial services, food safety, the environment, regulatory cooperation, energy, gender and indigenous peoples
- Knocking down walls and putting in new structures in areas such as automotive, agriculture, textiles, intellectual property, government procurement, dispute resolution and labor, with all subject to review by a sunset clause

While more than 70 percent of the text of the new agreement is largely completed – good news for Ohio companies – the third set of issues has slowed progress. For example, Canada has described the U.S. government procurement proposal as the "worst offer ever made by the U.S. in any trade negotiation," and there is strong opposition by the North American auto industry to the U.S. rule of origin proposal.

Fortunately, negotiators have made some progress at the 2018 rounds in Montreal and Mexico City. Many more solutions are needed; however, the negotiations are running out of time.

The Trade Promotion Authority (TPA, or fast track, authority) given by Congress to the president expires June 30, 2018. In practice, the statute requires that any new NAFTA deal be done no later than March 30, 2018. The political calendar also



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requires that any deal be done by the end of March 2018 as the U.S. primary season heats up, along with a presidential election campaign in Mexico and provincial elections in Ontario. As a welcome sign, Lighthizer commented in Montreal that the president will ask for an extension of TPA (which must be done by April 1), which would grant trade negotiating authority until 2021. While there likely will be an extension of time in NAFTA through the 2018 political season, Ohio will once again be the battleground for the expected trade wars.

It is critical that Ohio companies get engaged over the coming months. All companies need to perform an analysis to determine what parts of the existing NAFTA are vital to their operations and determine their exposure. For example, a breakdown in the existing NAFTA will require Canada and Mexico to hike their tariff rates, which will add costs to suppliers and customers. Employers that utilize NAFTA (TN) visas potentially will lose their ability to have employees that work cross-

border. Companies should engage employees and elected officials to discuss how the North American market is vital to continuing the Ohio Miracle."The "No NAFTA" rhetoric will be strong in 2018; Ohio companies must get motivated to help their fellow Buckeyes "Know NAFTA."

In the words of Canada's Consul General for Ohio Doug George, "As a former trade negotiator, I am optimistic about the opportunity that renegotiating NAFTA presents. We have an opening now to take a step forward and position our countries for success over the next 25 years. We can envision the future and the jobs that await our children and grandchildren there." 🍷

Dan Ujcz is an international trade and customs attorney at Dickinson Wright PLLC. He is president of the Ohio-Canada Business Association (Ohio-Can) and a board member of the American Chamber of Commerce in Canada (AM-CHAM Canada,) as well as the North American Strategy for Competitiveness (NASCO).

BUSINESS PRIORITIES YET TO BE ACTED UPON

During the course of every two-year session of the Ohio General Assembly, the Ohio Chamber is a strong advocate of all important pieces of legislation that impact businesses or our state's business climate. When one of these bills is voted on by the House or Senate, we track how state lawmakers vote on these key votes. We then make sure you know whether or not the lawmakers that represent you are effectively working to make Ohio a stronger state in which to do business. We call this our Free Enterprise Index, and we've been publishing it for more than two decades.

All Ohio Chamber members should have received a printed copy of the Free Enterprise Index in the mail in February. All members of the Ohio General Assembly received an "Incomplete" because our five legislative priorities have yet to be acted on. We urge you to contact your representative and senator to remind them that more needs to be done to improve the business climate in Ohio and to push for action on these five priorities.

Here are the top five outstanding priorities.

- 1. Unemployment compensation.** Fix the broke and broken unemployment compensation system by adjusting both how much is paid into the fund and how much is being paid out in benefits.

Key legislation we support: HB 620 (131st General Assembly)

- 2. Anti-discrimination laws.** Bring balance and predictability to employment discrimination laws that currently create a compliance nightmare and put Ohio's businesses at a competitive disadvantage.

Key legislation we support: HB 2

- 3. Health insurance mandates.** Reduce the threat of more one-size-fits-all health insurance mandates that lead to higher employer health care premiums.

Key legislation we support: HB 450

- 4. Regulatory reform.** Build upon the existing authority of the successful Common Sense Initiative to minimize the negative impact that state regulations have on businesses.

Key legislation we support: SB 221

- 5. Energy efficiency requirements.** Protect businesses from the escalating costs of energy efficiency mandates.

Key legislation we support: HB 114's energy efficiency provisions 🗳️

If you have questions on our priorities or our Free Enterprise Index, contact Keith Lake at klake@ohiochamber.com or (614) 228-4201.

OHIO BUSINESSES: MAKING A GOOD IMPRESSION IS VERY PERSONAL

The Ohio Chamber of Commerce Research Foundation conducted polling of more than 1,000 average adults living and working in Ohio and conducted six focus group sessions in Akron, Cincinnati and Columbus to capture attitudes and opinions about businesses in their community. Their attitudes toward business are most often fueled by their personal economic situation. In fact, those with household incomes over \$150,000 had the most positive view while those with household incomes of less than \$20,000 had the most negative views. Most participants relied on their own personal experience and observations to form impressions.



Most Ohioans agree that businesses have a goal of doing good and improving lives in their communities. However, because their opinions are underdeveloped (based mainly on personal experience, not data), it is a vulnerable opinion. This suggests that one negative campaign that paints business as unsympathetic to the challenges facing people in their community could easily change that view.

TOP 3 REASONS FOR A POSITIVE VIEW

- 1. They CHOSE to be in our community.**
- 2. They create jobs.**
- 3. They provide assistance to community needs.**

TOP 3 REASONS FOR A NEGATIVE VIEW

- 1. Corporate greed.**
- 2. They are leaving our community.**
- 3. Local people can't get hired.**

SUGGESTED STEPS TO IMPROVE OR CREATE A POSITIVE IMPRESSION AMONG OHIOANS

- 1. Show the community HOW you care for your employees. Let the everyday employee tell the story.**
- 2. Be committed to keeping young people in Ohio by recruiting, hiring and retaining from within the state.**
- 3. Use social media to engage with people on a personal level. The most-used resource for news and information was the internet. The most popular platform was Facebook.**

The Ohio Chamber of Commerce Research Foundation is a 501(c)(3) organization committed to promoting a healthy economy in Ohio by exploring strategies and delivering comprehensive research.

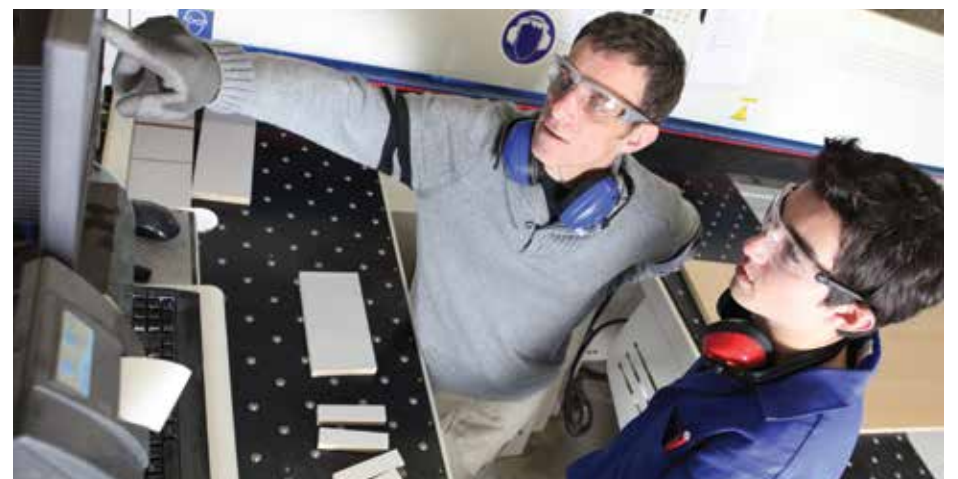
REGIONAL WORKFORCE COLLABORATION

Building tomorrow's talent pipeline today

The 21st century workplace is evolving at an unprecedented rate. Advancements in technology, such as artificial intelligence, machine learning and additive manufacturing, are changing the skills and tasks individuals employ at work. To build a talent pipeline that can adapt to these changes, Ohio's communities must create advanced workforce strategies to meet regional demands.

Throughout Ohio, good things are happening in workforce development — just not consistently or systemically. For that reason, the Governor's Office of Workforce Transformation has developed a model for creating a proven, systematic, regional workforce development strategy. We interviewed representatives of eight regional workforce collaborations reflecting a diverse mix of communities, partnership drivers, workforce challenges and regions of the state.

The result, Regional Workforce Collaborations: Guidelines for Action, documents a range of insights, examples and learnings from the eight featured partnerships, which will be useful to communities setting out to start their own regional workforce collaborations.



As business leaders, you know that a healthy economy and job market lead to healthy communities, which lead to healthy businesses and healthy families. That is the social imperative for building effective regional workforce collaborations. We encourage business leaders to step up and facilitate partnerships with local schools, education and training providers, workforce professionals and other community leaders to build a talent pipeline for jobs of the future. 🗳️

By Miriam L. Rosen, Member, McDonald Hopkins LLC

FEDERAL AGENCIES SHIFT GEARS

Employers started 2017 with a sense of uncertainty about what the new administration would mean for employment law enforcement issues. Employers hoped for and did get some relief from years of burdensome new regulations, but the pace of change was slower than some expected. In 2018, employers will continue to grapple with federal agencies in transition. Here are three issues to watch in 2018.

THE DOL AND THE FLSA WHITE-COLLAR REGULATIONS

The status of the Department of Labor's white collar FLSA regulations perplexed employers for most of 2017. After a federal district court enjoined the new FLSA regulations in late 2016, litigation continued throughout 2017. Finally, in November 2017, the court determined that the new rule, which would have doubled the minimum salary level for exempt employees, was invalid.

What this means for 2018: Secretary of Labor Alex Acosta has indicated that the DOL will likely take another look at the minimum salary level and consider a more modest increase that would move the salary level from its current level of \$23,660 annually to somewhere in the mid-\$30,000 range.

THE NLRB GETS IN GEAR

At the end of 2017, President Donald Trump appointees held a majority of seats on the five-member National Labor Relations Board (NLRB). This had an immediate impact for employers, as several December 2017 cases reversed controversial decisions that the agency issued over the last eight years.

Among the most burdensome NLRB decisions during the Obama era were those that targeted a variety of standard employee handbook policies finding that they "chilled" employees' rights to engage in "protected concerted activity." This resulted in employers rewriting common-sense conduct, civility and confidentiality policies to avoid running afoul of the NLRB.

In a Dec. 14, 2017 opinion, however, the NLRB reversed course and established a new standard for evaluating whether facially lawful workplace rules, policies or employee handbook provisions interfere with employees' exercise of Section 7 rights. Under its new standard, the NLRB has outlined a balancing test that considers the impact of the rule on protected rights and an employer's business justification for the rule. The NLRB used this new standard to find that an employer's policy restricting the use of camera-enabled devices was justified in light of its security concerns.

What this means for 2018: Employers should review employee handbooks and other policies that have been scrubbed to comply with the NLRB's previous enforcement position. In revising policies that the NLRB has targeted — confidentiality, conduct, social media and civility — employers should find ways to articulate a business reason within the policy.

EEOC CONTINUES ENFORCEMENT AGENDA

While the new administration has also made changes at the EEOC, that agency is operating in a business-as-usual mode. In fact, the EEOC's interim chair, Victoria Lipnic, noted in February 2017 that "We are an enforcement agency ... and the EEOC is committed to its core values and mission, to enforce civil rights laws in the workplace."

In addition to its standard enforcement agenda, it seems likely that the EEOC will focus significant attention in 2018 on addressing workplace harassment issues. In fact, in a 2015 report that now seems clairvoyant, an EEOC Select Task Force on Harassment noted that workplace harassment remained a persistent problem.

What this means for 2018: Employers must renew efforts to provide harassment-free workplaces. As the EEOC's Task Force recommended, employers should look beyond standard policies and practices to instill an appropriate workplace culture. Here are some suggestions.

- **Leadership and accountability are critical.** All employees must understand that the employer will not tolerate harassment in any form from an employee — regardless of role or position. That message must come from the top, and it must be reiterated regularly.
- **Set expectations from the start.** A company's anti-harassment expectations should not be a surprise to anyone. Employers must communicate their expectations for courteous, civil and respectful behavior at orientation. That's more than just having new employees sign off on a policy that they may have not even read.
- **Implement a policy that speaks to, not at, employees.** Many anti-harassment policies read like a legal brief — great for lawyers, but not necessarily for employees reading the policy. Now is the time to review your company's anti-harassment policy. Ensure that the policy is not just legalese, but that it actually communicates acceptable and unacceptable conduct by providing clear examples. An effective policy should also empower employees to express concerns by offering multiple outlets for making a complaint and clearly state the consequences of inappropriate conduct.
- **Normalize training.** Training once a year may feel like a special event, but it is not enough to make it part of the fabric of the organization. Normalize training by regularly communicating the company's expectations for behavior and civility in the workplace.

As the composition of the federal agencies changes with Trump appointees, employers should be alert to policy shifts that will impact their operations. 📌

Miriam L. Rosen is chair of the Labor and Employment Law Practice Group of McDonald Hopkins PLC with offices in Cleveland, Columbus, Detroit, Chicago, Miami and West Palm Beach. She can be reached at mrosen@mcdonaldhopkins.com.

By Steve Loewengart, Regional Managing Partner, Fisher & Phillips LLC

THE RISE OF LOVE CONTRACTS

Workplace relationships in a post #MeToo era

In the midst of a #MeToo tidal wave, with new headlines popping up and dominating the news on a seemingly constant basis since the Harvey Weinstein scandal, employers across the nation are clamping down on office romances out of fear over potential claims of sexual harassment.

But is the answer to implement policies that ban employees from dating altogether? In today's workplace, a ban on office romances is generally a nonstarter. Many aspects of this camaraderie even inure to the benefit of employers. However, with the heightened focus on sexual harassment, a plan of action is more imperative now than ever before.

And employers have a right to be concerned. According to a recent CareerBuilder survey, 41 percent of employees admitted to dating a coworker, and 33 percent of those romances resulted in marriage. But even though many are successful, the remaining two-thirds of workplace relationships end in a breakup — opening employers up to potential claims of sexual misconduct as one party or another seeks revenge. On the other hand, a relationship that was once consensual can also turn coercive over time. In fact, one in four office romances involves a superior, which significantly raises the stakes at play.

When preparing the workplace for a post #MeToo era, employers must first review and update their sexual harassment policies in light of current attitudes. It is particularly important to have a hotline mechanism that allows, to the extent possible, anonymous reporting of potentially inappropriate behavior so issues can be addressed before they escalate into legal claims.

In addition, managerial training that draws stark lines between objectively harmless and aggressive behavior can go a long way toward informing the workforce about the employer's commitment to rigorous enforcement of its policy. Although the disparity between what one might intend as a harmless compliment and another may perceive as an unwelcome sexual advance can never be eliminated entirely, counseling at the outset of a problem will help smooth ruffled feathers and nip unwanted behavior in the bud.

Not surprisingly, most employers now strongly discourage or ban

Not surprisingly, most employers now strongly discourage or ban relationships between supervisors and subordinates.

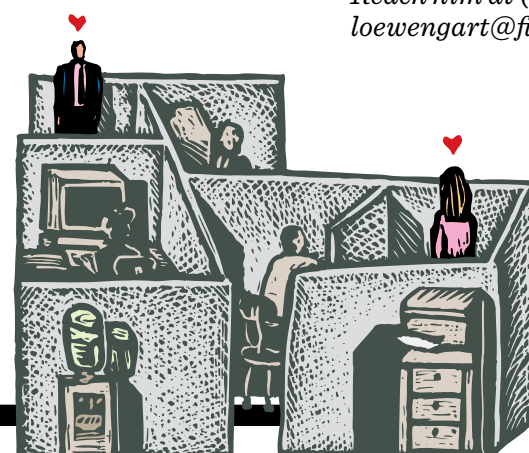
relationships between supervisors and subordinates. Many are even asking employees to sign "love contracts" that spell out the voluntary nature of the romance — that is, affirming it is consensual, each employee is free to leave the relationship without fear of retaliation and that both parties fully understand the company's sexual harassment policy. In addition, employees should agree to alert HR if the relationship becomes problematic to ensure proper steps are taken to stop any sexual harassment from occurring.

Of course, wherever possible, employers should try to reassign a couple to avoid a direct-report situation. However, if that is not feasible, a love contract will serve as evidence that no coercion or harassment engendered the romance and that the couple will maintain discretion in the workplace. Should the relationship end, an employer will be able to defend itself in any resultant claim by pointing to the agreement as proof of its attempt to effectively address the situation.

Finally, employers should be hypervigilant in ensuring third-party employees are not negatively impacted in terms of promotions and perceived favoritism. If career advancement is at stake, this could result in claims of gender-based discrimination if not properly addressed.

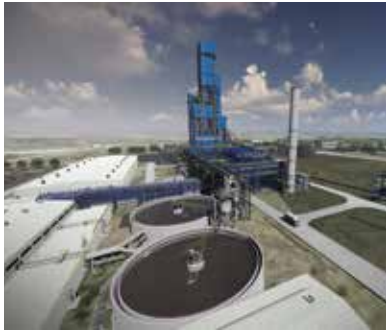
The last thing an employer wants to do is get involved in the romantic lives of its employees. But in a post #MeToo era, it has become increasingly necessary for employers to establish and promote clear policies on office romances. After all, a poor dating policy leaves more at stake than just a broken heart — it can ultimately break a company's wallet, too. 📌

Steve Loewengart is an employment law veteran with more than 25 years of experience. He represents employers in a wide variety of labor and employment legal matters and serves a broad range of clients. Reach him at (614) 453-7606 or loewengart@fisherphillips.com.



BACK TO ITS ROOTS

Taking lessons from its past, Cleveland-Cliffs sees a brighter future



For more than 170 years, Cleveland-Cliffs Inc. has been a quiet constant in Ohio's business environment. And when it celebrated that milestone last year, it marked the occasion with a ring of the closing bell at the New York Stock Exchange as the oldest metals and mining company on the exchange and capped off the year with a strong financial performance. The company also honored its history by changing its name from Cliffs Natural Resources back to the name it was founded with in 1847.

"In August, we recognized not only our history, but a new era for the company," says Patricia Persico, director of communications at Cleveland-Cliffs. "We went back to our historical name, Cleveland-Cliffs, which demonstrates our commitment to our core business in the U.S. and our plans to expand within the steel industry with the construction of our hot-briquetted iron plant in Toledo."

REFOCUSED, REINVIGORATED

After a period of expansion, both geographically and into other minerals, current Chairman, President and CEO Lourenco Goncalves refocused the business on its core, iron ore, and dramatically reduced the company's debt. As a result, 2017 revenue and net income were up over 2016 results, debt is down \$1.9 billion from 2014 levels and 2017 is the company's second consecutive year of greater than 25 percent growth in earnings before income, taxes, depreciation and amortization (EBITDA).

Continuing that winning streak, in December, Cleveland-Cliffs raised \$700 million for a project that will position it as the sole producer of hot-briquetted iron in the Great Lakes region. The development of its first production plant in Toledo will enable the company to serve a new sector of the industry, electric arc furnace producers. With groundbreaking anticipated this year and opening scheduled for 2020, the company has been working with state and local partners to complete the project.

"We had a really great experience when it comes to working with not only our local partners in and around

the Toledo area, but also with the state of Ohio," says Patrick Bloom, Cleveland-Cliffs' director of government relations. "We first approached a number of those local partners and the state with an interest in the Ironville site, the site in Toledo where we will construct this facility, a year ago. We are really impressed with the reception we've received. Subsequently, we are able to work with the city of Toledo, Lucas County, the Toledo-Lucas County Port Authority and JobsOhio to get our questions regarding the site answered and ultimately to negotiate an incentive package between JobsOhio and a group of local partners to attract Cliffs' investment to Ohio and Toledo."

The company has already hired staff in Toledo to run the business, and at peak construction, Bloom says the project will require 1,200 tradespeople. Once it's fully operational, the plant will employ 130 full-time workers who will earn what he calls "family-sustaining wages."

The completed Midrex plant will produce 1.6 million tons of hot-briquetted iron annually, a level of production that requires 2.4 million tons of DR-grade pellets to be shipped into the Port of Toledo's Midwest terminals as feedstock.

"It's a significant source of new cargo for the Port Authority," Bloom says.

AN EYE ON POLICY

Cleveland-Cliffs' involvement with the Ohio Chamber of Commerce has spanned the company's history.

"Our membership and contribution to the chamber provides us assurance that there is an entity looking out for the interests of business in the state of Ohio," says Bloom.

Given that decisions made by policymakers have the potential to affect Cleveland-Cliffs' business, he says it's critical to have an organization like the Ohio Chamber that's working to facilitate a positive business environment.

"I anticipate we'll only become more involved in the chamber, especially as we get the Toledo facility up and running," he says.

OHIO CHAMBER OF COMMERCE ANNOUNCES NEW HEADQUARTERS



In January, the Ohio Chamber of Commerce announced it will be moving from its current Columbus location at 230 E. Town St. to the historic building at 34 S. Third St. The chamber will be headquartered in the first two floors of the building, which is directly across the street from the east entrance of the Ohio Statehouse.

"For five years we've been looking at moving into a different building or updating our current facility," says President and CEO Andrew E. Doehrel. "When the opportunity presented itself to have our headquarters on Capitol Square in a building that is now on the historic registry, we found the perfect fit."

The building is undergoing renovations after housing the Columbus Dispatch for 91 years. The Ohio Chamber anticipates a late summer move-in.

"This year, the Ohio Chamber of Commerce is celebrating 125 years of advocating for Ohio businesses," says Doehrel. "Thus, we find it very fitting that we are relocating to such an iconic building within direct view of the Statehouse."

Founded in Cleveland in 1893, the chamber moved its headquarters to Columbus. Although there have been more than eight headquarters locations, the Ohio Chamber hasn't strayed far from Capitol Square.

1912 – 338 Chamber of Commerce

1920s – 145 E. State St. (now a surface parking lot at the corner of Third and State streets)

1928 – Deshler Hotel at the northwest corner of Broad and High streets (torn down in 1969 to make way for an office building)

1930s – Huntington Bank Building at 17 S. High St. (still standing)

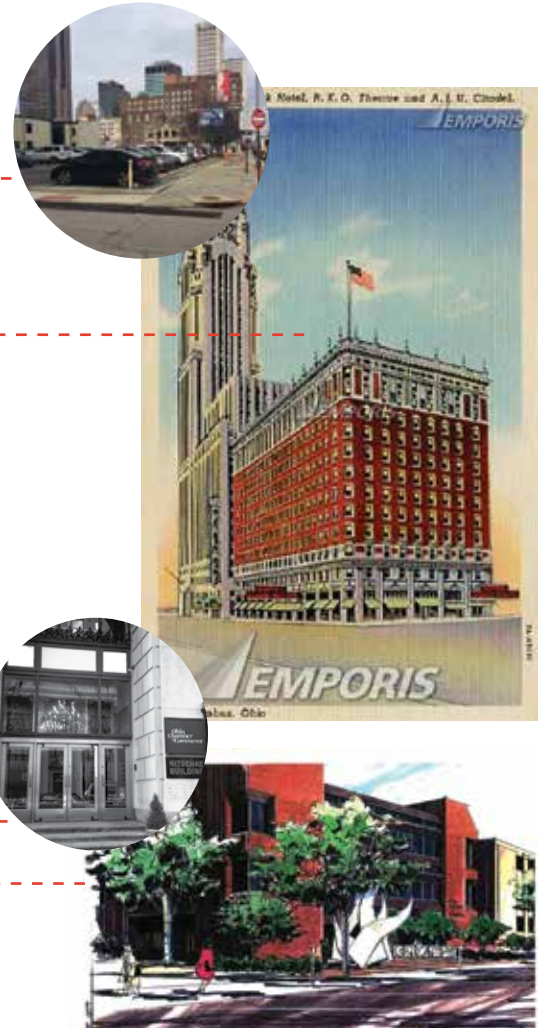
1944 – The Huntington Bank Building was used for military operations during WW II, so the Ohio Chamber moved to the Hoster Building at the corner of Fourth and Broad streets. (We believe where the Chase building is now.)

1950 – Back to the Huntington Bank Building

1970s – Moved to 35 E. Gay St.

1996 – Moved to 230 E. Town St.

Summer 2018 – Will move into the first and second floors at 34 S. Third St.



(Clockwise from top left) Director of Tax & Economic Policy Jeff McClain testified in the Senate Education Committee in favor of HB 98, which would allow businesses to present career opportunities to high school students



Director of Labor & Legal Affairs Don Boyd testified in the House Government Oversight & Accountability Committee in favor of HB 160, which would prohibit discrimination on the basis of sexual orientation or gender identity or expression.

Director of Energy & Environmental Policy Zack Frymier testified in favor of SB 210 in front of the Senate Health, Human Services & Medicaid Committee, in favor of SB 210, which would prohibit a municipal corporation from imposing a tax or fee on auxiliary containers.



OHIO CHAMBER GIVES BACK

The Ohio Chamber of Commerce recently kicked off a series of events marking our 125th anniversary with a day spent giving back to the community. Ohio Chamber Gives Back was a volunteer effort, in partnership with Goodwill, in Columbus.

Ohio Chamber staff participated in The Community Experience, a part of Goodwill's Young Adult Services program. The idea behind this program is to provide opportunities for individuals ages 18 to 44 with developmental disabilities to become involved in the community. This involvement is important for these young adult participants, building socialization, health and safety and self-direction skills. Most of all, they are able to build interpersonal relationships, as Ohio Chamber staff experienced firsthand.

Held at Franklin Park Indoor Adventure Center, the day was filled with games, laughs and a little friendly competition. Participants created their own teams to take on the relay of Olympic-themed games set up by volunteers. The round began with oversized bowling, then

completion of a puzzle, then on to shooting baskets, balloon hockey, hula-hoops and the team crossing the finish line together. Whether people chose to participate in the relay or sit and cheer from the sidelines, the energy was high and rewarding.

Spending the day volunteering gave Ohio Chamber staff one-on-one experience with the inspiring participants of this program and the empowering services Goodwill offers. It's easy to see what a positive influence not only that Goodwill has on its participants, but also that the participants have on everyone around them.

"Ohio Chamber Gives Back was a great opportunity for our staff to give back to the community," says Ohio Chamber President and CEO Andy Doehrel, of the day's event.

For more information about Goodwill's Young Adult Services program, email GoodwillADSinfo@gwcols.com or call (614) 274-5296, ext. 233. More information on all of the programs it offers can be found at www.goodwillcolumbus.org/programs-and-services.



OUR MOST VALUABLE RESOURCE IS OUR PEOPLE

We hear it, we read it and you have probably even quoted it. Our most valuable resource is our people.

Research tells us a positive work environment leads to productive employees, and an engaged, productive workforce is directly related to the attainment of company goals. And a wellness program can help engage your employees; a February 2017 study by Humana and the Economist Intelligence Unit revealed 67 percent of employees said participation in wellness programs increased their engagement in their employer's mission and goals.

Whether you have a product-centric, technology-driven, service-oriented or technology-driven company, qualified and healthy employees are a necessity for a competitive edge. Companies of all shapes and sizes need to ensure the health and wellness of their employees. A wellness program can help you pull together the various

benefits with a structure to further reinforce your commitment to your employees and improve your employees' overall health.

An effective wellness program is incremental in nature and lends to long-range, continued improvement within the company. Start by understanding what motivates your employees and what type of communication styles or modes are used within the company.

Employees are encouraged to participate and pursue improvements in overall wellness by adapting to a reward system, with rewards designed around behaviors and activities that lead to a reduction in health care costs. A study by Quest Diagnostics found employees in an employer-sponsored wellness program had 30 percent lower claim costs than nonparticipants, were 50 percent less likely to have an in-patient hospital visit and visited the emergency room 33 percent less often. Wellness rewards

or incentives can assist with the reimbursement of medical, dental and vision expenses, or employees may simply earn credits to use for the purchase of gift cards.

An important second step is to create an awareness of health among employees. A simple survey provides a baseline measurement of employees' general well being. A successful program is measured by an increase in employee involvement, teamwork, friendly competition, reduced absenteeism, reduction of future health risks and an improvement in employee morale. All of these results are directly related to behavioral changes initiated by each employee, supported by the employer and reinforced with constant, consistent feedback.

This happens by using your current modes of communicating with employees, promoting a consistent message and reward system, keeping employees up to date on their improvements and rewarding



positive behaviors. A wellness team continues to introduce fresh interactions, ranging from friendly competitions to resources on nutrition, activity, exercise and health monitoring that are fun and exciting for both the employee and the employer.

And a comprehensive wellness program can be managed with an investment of less than what it costs to supply daily coffee for employees.

A preview of a customized program and a variety of variable incentive-based approaches is available with the gathering of several basic informational elements about your organization and culture. Contact your benefits consultant at WellnessIQ for a no-obligation consultation on how to develop a program best suited for your employees. Reach us at (888) 935-5471 or www.wellnessiq.net.



For our 125th anniversary, we will be sharing photographs from our archives in each issue of *Ohio Matters*.

(Clockwise from top left) Members of the Ohio Chamber of Commerce Board of Directors meet with Gov. Jim Rhodes at the Statehouse.

Ohio Chamber of Commerce staff members watch Gov. John Gilligan sign a bill in the 1970s.

Former Sen. John Glenn, Ohio Gov. John Kasich and Annie Glenn at an Ohio Chamber dinner in the late 1980s

Ohio Chamber of Commerce President Bud Blair with Gov. Dick Celeste at the Ohio Chamber's 1983 Annual Meeting

Former Florida Gov. Jeb Bush with former Chairman of the Ohio Chamber of Commerce Board of Directors Tom Zaino at the 2015 Annual Meeting





OUR 125TH YEAR, 2018, HAS BEEN A WHIRLWIND SO FAR

We are just through three months of 2018 and already it's been a whirlwind of activity here at the Ohio Chamber of Commerce. I want to update everyone on what has happened and what will happen as we celebrate 125 years of advocating on behalf of Ohio's business community.

In January, we announced our headquarters will be moving from 230 E. Town St. to 34 S. Third St. this summer. Those familiar with downtown Columbus may recognize this address as the former home of the *Columbus Dispatch* newspaper. Since developing our long-range plan five years ago, looking at relocating our headquarters to be on Capitol Square has been on our list of things to consider. When the newspaper moved its offices around the corner about 18 months ago, that building, directly across from the east entrance to the Ohio Statehouse, became available. We couldn't have found a more convenient, recognizable building on The Square.

In early March, we released our employer Opioid Toolkit, packed full of valuable information and resources for all Ohio employers to use to help battle the opioid crisis. This free toolkit was a recommendation that came out of a special board-driven Opioid Task

Force. Our partners in this project are Ohio Chamber members Anthem BlueCross/BlueShield and Working Partners. More information on this video presentation is in this issue. I urge you use the toolkit and pass it on to other employers, as we want every Ohio employer to have access to this information.

Every spring we host our Annual Meeting & Legislative Reception. We wanted to make this year's event memorable, as it will be our 125th Annual Meeting. Thus, it is with great pleasure that I announce this year's event is made possible by Ohio Chamber member The Ohio State University, with the keynote speaker being its head football coach, Urban Meyer. Due to space limitations, tickets are limited, so I highly recommend that you register now. Tickets are specially priced this year at just \$50, which includes Chamber Day at the Capital events for our local chamber members and our very popular Legislative Reception immediately following the event. More information is in this edition of *Ohio Matters*.

But wait, there's even more. I want you all to mark your calendars for Thursday, Nov. 8, as we are going to host our first-ever Member Gala.

The Member Gala will include a late afternoon reception and open house at our new Ohio Chamber headquarters, along with a free member recognition dinner open to all of our members. The location of the dinner will be announced soon, but it will be in the downtown area. We will have honored guests and will recognize some of our loyal members and their past contributions to the Ohio Chamber of Commerce. This is the first time we have ever done anything like this, so you want to be sure to attend.

Finally, I'm very excited to report that this year we will be launching a business image campaign that promotes the positive aspects of job creators in Ohio. The campaign will tell the story that Ohio businesses are improving lives and strengthening communities. Later this year, the message will be carried out through the entire state on television, billboards, social and electronic media, etc.

So that's the summary of just a few things we have going on here at the Ohio Chamber. Stay tuned, as there's more coming during this historic 125th year. 🇺🇸

Andrew S. Deebel

EDITORIAL POLICY

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We've got you covered.

DENTAL BENEFITS



INTRODUCING THE OHIO CHAMBER OF COMMERCE INSURANCE PROGRAM – DENTAL BENEFITS

We are excited to announce our partnership with Delta Dental of Ohio to offer dental benefit plans exclusively for Ohio Chamber members!

Delta Dental of Ohio benefits provide:

- Coverage for small businesses with two to 99 employees
- Multiple plan designs to fit your company's needs
- The largest dental network with Delta Dental of Ohio

Member-exclusive dental benefits from Delta Dental of Ohio can be purchased as a standalone plan. If you already have a plan with Delta Dental, you can switch to this new one at any time.

For more information, go to www.ohiochamber.com/insurance.



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