ELECTION 2016: PRO-BUSINESS CANDIDATES PREVAIL

As we digest the 2016 election, it is clear that the old adage, “To win the presidency you must win Ohio,” held true. Donald Trump will become the 45th president of the United States following one of the wildest election nights our nation has ever seen. In Ohio, Trump held on to a 51.9 to 43.3 percent victory. This percentage lead is the largest victory in an Ohio presidential election since George H.W. Bush defeated Michael Dukakis by 10.9 points in 1988.

ROB PORTMAN WINS SECOND TERM IN U.S. SENATE, ALL INCUMBENTS WIN U.S. CONGRESSIONAL RACES

In Ohio’s Senate race, Sen. Rob Portman routed former Gov. Ted Strickland, they quickly faced insurmountable fundraising deficits and outside spending on behalf of Portman’s campaign. Portman ultimately came out on top, 58.3 to 36.9 percent. There were no surprises in any of the 16 Ohio Congressional Districts, as all of the incumbent members won by comfortable margins. In Washington, D.C., Ohio is now represented by one Republican senator and one Democrat senator, and 12 Republican members of the House and four Democrat House members.

DEWINE WINS OPEN SEAT FOR OHIO SUPREME COURT; FISCHER LOOKS TO HAVE WON; O’CONNOR UNOPPOSED

The Ohio Chamber of Commerce Political Action Committee (OCCPAC) endorses Ohio Supreme Court candidates who have a judicial philosophy of not legislating from the bench. Thus, the three judicial candidates endorsed in 2016 share this philosophy. It was the race between OCCPAC-endorsed Judge Pat Fischer and Cuyahoga Common Pleas Judge John O’Donnell that got the most attention down the stretch. The Supreme Court has been a priority for the Ohio Chamber and the business community for many years, and it was critical that Fischer take the seat. As of this printing, Fischer is up by a very narrow 1-point margin, 50.30-49.70 percent, with provisional ballots yet to be counted.

The second Supreme Court seat was not expected to be nearly as competitive, and it wasn’t. OCCPAC-endorsed Judge Pat DeWine defeated Judge Cynthia Rice 56.4 to 43.5 percent. DeWine’s name recognition was certainly helpful in his first bid for statewide office.

Also endorsed by OCCPAC, Chief Justice Maureen O’Connor was unopposed in her bid for re-election to Ohio’s high court.

GENERAL ASSEMBLY REPUBLICANS GAIN HISTORIC MAJORITIES

All 74 OCCPAC General Assembly-endorsed candidates won re-election, including seven Chamber Choice candidates. The Ohio House GOP has picked up the largest majority by a caucus in the history of the Ohio House. With Jay Edwards winning the open seat for House District 94, House Republicans stand with 66 seats to Democrats’ 33 seats.

On the Senate side, Sen. Lou Gentile was the only incumbent to lose. Political newcomer Frank Hoagland came out on top in the 30th Senate District that covers portions of Ohio’s Appalachian region. Republicans in the Senate will have 24 seats, with the Democrats holding nine seats in the 132nd Ohio General Assembly. We’d like to thank our members who helped make all of our endorsed candidates successful.

The list of all of the OCCPAC endorsed General Assembly winners is as follows.

*Denotes Chamber Choice candidate
# Not a current member of the Ohio General Assembly

**OHIO HOUSE OF REPRESENTATIVES**

|-------------------------|-----------------------------|--------------------------------|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Quick Glance

Chamber-endorsed candidates come out ahead.

In the House, Republicans will hold 66 seats, Democrats 33.

In the Senate, Republicans will hold 24 seats, Democrats nine.

Continued on page 3

GET INFORMED.

Election 2016: Pro-business candidates prevail
CyberOhio to help Ohio businesses
Much accomplished, more to do

SHARE SUCCESS.

Employer role in providing a drug-free workplace
“Cat’s Paw” decision highlights investigations before termination
2016 All for Ohio series a success

STAY CONNECTED.

Growing Sweeties into the largest candy store in the country
The Ohio Chamber in action
New members
Wrapping up 2016
In 2016, we all worked toward greater outcomes.

Together, we all shared greater success.

We're all for Ohio.

Thank you for your membership with the Ohio Chamber. By working together, we’re going to make 2017 Ohio’s best year yet as we bring you:

- A redesigned website
- A new membership portal
- A fantastic annual meeting
- An informative policy conference at Salt Fork

And we’re doing this all while carrying out our mission to aggressively champion free enterprise, economic competitiveness and growth for the benefit of all Ohioans.
CYBEROHIO INITIATIVE AIMS TO HELP OHIO BUSINESSES

We live in an unprecedented era of connectedness. From our mobile devices or computers, we can instantly communicate and even turn up the heat in our homes. However, the convenience of technology can come at a high cost.

Every day, cybercriminals launch sophisticated cyberattacks targeting businesses and the personal information of Ohioans. A recent example is the attack on Dyn Co., an internet domain services provider. Dyn was hit with one of the largest denial of services attacks on record. The attack was accomplished using malware that caused internet-enabled home devices, such as DVRs, security cameras and baby monitors, to attack Dyn. The attack shut down websites throughout the East Coast, including those of Netflix, CNN and Twitter, costing Dyn and the affected businesses millions of dollars in lost revenue and damages.

No organization is exempt from attacks like this. Business owners across Ohio must spend significant financial resources to defend against and respond to cyberattacks. The cybersecurity playing field can often seem one-sided in favor of the hackers. Cybercriminals only have to be right once to get into an organization’s IT infrastructure, but businesses must get it right every time. Dyn had significant protections in place, and yet it was stopped from doing business. And Dyn had significant protections in place, but businesses must get it right every time.

To try to level the playing field, I announced the creation of the CyberOhio initiative. The purpose of CyberOhio is simple — to help businesses protect themselves against cyber threats.

I’ve put together a Cybersecurity Advisory Board to assist with industry expertise, guidance, advice and practical suggestions to businesses, we ultimately better protect the Ohioans who trust their information to these businesses.

If you would like to subscribe to our CyberOhio email listserve to receive tips and threat information, please send your email address to Craig.Rapp@OhioAttorneyGeneral.gov.

MUCH ACCOMPLISHED, WITH MORE TO DO

A reflection of our accomplishments, with a look toward the future

While there was obviously a monumental change in direction at the federal level as a result of the November election, here at the state legislative level, Ohio voters essentially affirmed the status quo. Although both the Ohio Senate and Ohio House Republican caucuses added each one seat to their already historically high margins, this does nothing to change the balance of power in the Ohio General Assembly.

Even at the legislative leadership level, the changes shouldn’t significantly impact the political landscape as we enter 2017 and the beginning of a new two-year session. That’s because Speaker Cliff Rosenberger will once again preside in the House, while Sen. Larry Obhof — already holding the No. 2 position in Senate leadership — will likely ascend to the Senate presidency. Both minority leaders, Sen. Joe Schiavoni and Rep. Fred Strickland, are also back. And still in power is Gov. John Kasich, now entering the final two years of his time as governor.

Solid pro-business majorities will continue to prevail in both the Senate and the House. As a result, working together with the governor, we can expect the legislature to continue making building a better business climate a priority — just as it has over the past six years. This, obviously, is good news for Ohio employers.

A number of key pieces of legislation backed by the Ohio Chamber were passed just in the past two years. These include a budget containing a $1.2 billion tax cut, a bill that prevents drastic increases in workers’ compensation costs due to motor vehicle accidents caused by third parties and a plan to pay off Ohio’s federal unemployment compensation debt that will save Ohio employers approximately $351 million in unemployment taxes.

The governor and legislative leaders are also committed to addressing two other important business issues before the end of the year. One is comprehensive reform — long overdue — of our broken and broken unemployment compensation system, and the other is protecting employers from the escalating costs associated with Ohio’s energy mandates.

Assuming the legislature clears the decks of these two issues during the waning days of this session, what will happen in 2017 and the beginning of a new two-year session?

Continued on page 4

ELECTION 2016: PRO-BUSINESS CANDIDATES PREVAIL

We look forward to working with all of the members of the Ohio General Assembly in the New Year as we aggressively champion free enterprise, economic competitiveness and growth for the benefit of all Ohioans.

Note: Unofficial results were used in this article as the races had yet to be certified by publication deadline.

CONTINUED ON PAGE 1

By Keith Lake, Vice President, Government Affairs

By Mike DeWine, Ohio Attorney General

HD 74 Rep. Bill Dean-R
HD 76 Rep. Sarah LaTourette-R
HD 77 Rep. Tim Schaffer-R
HD 78 Rep. Ron Hood-R
HD 79 Rep. Kyle Keoheler-R *
HD 80 Rep. Steve Huffman-R
HD 82 Craig Riedel-R #
HD 84 Sen. Keith Faber-R
HD 86 Rep. Dorothy Pelanda-R
HD 87 Rep. Wes Goodman-R #
HD 89 Rep. Steven Arndt-R *
HD 90 Rep. Terry Johnson-R
HD 91 Rep. Cliff Rosenberger-R
HD 92 Rep. Gary Scherrer-R
HD 93 Rep. Ryan Smith-R
HD 95 Rep. Andy Thompson-R
HD 98 Rep. Al Landis-R
Ohio Senate
SD 2 Sen. Randy Gardner-R
SD 4 Sen. Bill Coley-R
SD 6 Sen. Peggy Lehner-R
SD 8 Rep. Lou Terhar-R
SD 10 Sen. Bob Hackett-R
SD 12 Matt Huffman-R #
SD 14 Sen. Joe Houchin-R
SD 16 Rep. Stephanie Kunze-R *
SD 18 Sen. John Eklund-R
SD 20 Sen. Troy Balderson-R
SD 22 Sen. Larry Obhof-R
SD 24 Matt Dolan-R #
SD 26 Sen. Dave Burke-R
SD 28 Vernon Sykes-R #
SD 32 Sen. Kevin McHandless-R
SD 34 Sen. Matt Huffman-R
SD 36 Sen. Tom Uecker-R
SD 38 Rep. Stephanie Kunze-R *
SD 40 Rep. Mary天文-R
SD 42 Rep. Kirk Schmitz-R #
MUCH ACCOMPLISHED, WITH MORE TO DO

Continued from page 3

2017 bring way of a pro-jobs business agenda that will help grow Ohio's economy? The Ohio Chamber’s public policy agenda will be finalized in December, but we will be advocating reform proposals in several areas.

One is in the area of workers’ compensation reform. Although Ohio employers have recently benefited from sound fiscal management by the Kasich administration, workers’ compensation, a once significant refunds, little has been done to close loopholes and address harmful court decisions that expand benefit eligibility beyond statutory intent. The Ohio Chamber will be pushing for cost-saving reforms that ensure our system is competitive with employer costs in other states.

Perhaps at the top of the priority list is fixing the state’s confusing and burdensome employment discrimination statutes. Ohio’s laws are an outlier, both among states and when compared to similar federal statutes. That’s why we’ll be advocating for legislation to improve these statutes by increasing uniformity with federal law, thus allowing for greater predictability and consistency while maintaining robust protections for employees.

Another ongoing threat to a healthy economy is the proliferation of statewide ballot issues. Mostly pushed by out-of-state groups pursuing political agendas, statewide ballot issues frequently put the business community on the defensive, forcing difficult and costly campaigns to fight them off. These campaigns waste resources, and something must be done.

TACKLING THE STATE’S OPERATING BUDGET

Action on these important reforms, however, will take at least a temporary backseat to enactment of the state’s operating budget. Always the most time-consuming and deliberative single piece of legislation during any two-year General Assembly session, the next biennial budget, for fiscal years 2018 and 2019, stands to be the tightest, most difficult budget since Kasich’s first budget in 2011, when the state was staring down a budget shortfall of nearly $8 billion.

The governor will take the lead on the budget, as he is required to propose a balanced executive budget that will serve as the starting point for legislative action. He is expected to reveal his proposal in early February.

Perhaps at the top of the priority list is fixing the state’s confusing and burdensome employment discrimination statutes. It comes at a time when many national economists foresee an increased probability of a recession, and current fiscal year revenue collections are already coming in under collections. Through the end of October 2016, Ohio’s tax collections are $160 million, or 2.2 percent, below forecast. This includes shortages in nearly every major tax category, including sales, commercial activity and personal income, and we’re only a third of the way through the fiscal year.

On top of these troubling trends and general economic concerns, the state starts out behind the eight-ball in another significant way. That’s because the Ohio sales tax levied since 2009 on services purchased by Medicaid managed care programs is not permissible under federal guidelines, and the state will have to devise another tax policy that is. This sales tax generates $1.1 billion in state tax revenue and nearly $400 in piggyback county tax receipts – in other words, we’re looking at a $1.5 billion shortfall. As a result of these challenges, state agencies have been directed by the Kasich administration to limit their budget requests to a maximum of 90 percent of FY 2017 appropriations.

Next year’s budget process will also likely include a continuation of the tax policy debate that has occurred virtually every year since Kasich took office in 2011, with the governor relentlessly pursuing reductions in personal income tax (PIT) rates.

Although the Ohio Chamber generally supports reducing the state’s PIT rates, our primary tax policy objective is to ensure that any tax policy changes are balanced, do not raise broad business taxes or impose other harmful tax shifting onto Ohio businesses and contribute to a more consistent business operating environment that promotes job growth. We will continue to give voice to this perspective throughout the budget process.

With a new president in Washington, there’s a sense of optimism that one of the big challenges stifling greater economic growth — costly, burdensome and intrusive federal regulations — will come to a halt and even be reversed. This would mean that additional steps to grow Ohio’s economy, such as the ones discussed above, will be that much more beneficial to Ohio businesses.

THE EMPLOYER’S ROLE IN PROVIDING A DRUG-FREE WORKPLACE

According to Quest Diagnostics, the industry leader in drug testing, the rate of positive workplace drug tests has steadily and significantly decreased since the late 1980s, with the exception of a slight increase in 2003 that fell again the following year. Then in 2013, the rate of positive tests for illicit drugs (i.e., marijuana) has not stopped increasing since, with the rate of positive tests reaching a 10-year high in 2015.

• 2013 – 4.3 percent increase in rate of positive tests from the year prior
• 2014 – an additional 9.5 percent increase
• 2015 – an additional 2.6 percent increase

This rise is cumulative across several categories of drugs. The greatest culprits are amphetamines, marijuana and heroin, and positive testing for each has increased annually for the past five years. However, prescription drug abuse has eased, for example, nationally, Quest’s survey illustrates that the oxycodone positive rate has declined each year since 2011.

Ohio’s diverse efforts over the past six years have shown marked progress in combatting the prescription drug abuse problem. Since the Ohio Bureau of Workers’ Compensation implemented a pharmacy management program in 2011, the total number of opioid overdoses for injured workers has declined by 41 percent, and the average daily opioid load per injured worker in 2015 was below 2003 levels.

Unfortunately, taking the place of prescription medication abuse, the rate of the use of heroin (whose high is akin to that offered by prescription pain meds) is increasing. The number of employees testing positive for heroin has increased 146 percent since 2011, according to the survey. And the Centers for Disease Control and Prevention reports that heroin use jumped 63 percent between 2012 and 2013, with some of the greatest increases occurring in demographic groups with “historically low rates of heroin use: women, the privately insured and people with higher incomes.”

WHAT ACTIONS CAN AN EMPLOYER TAKE?

With the overwhelming increase in drug use, coupled with a low rate of unemployment (Ohio’s was 4.7 percent as of August 2016), many employers are left struggling to keep drug-free employees. However, there are best-practice measures employers can take to support both their workers and their bottom lines.

• Written company policy. Publish the company’s policy directives to know how to intervene.

• Supervisor training. Train supervisors how to recognize if an employee seems “off,” and support them with training and personal perspectives to know how to intervene.

• A plan for assistance. Identify services for employees or their family members who need help with misuse or abuse issues. These can include:
  • Publicly subsidized community services, which we are all supporting with tax dollars
  • Specially negotiated arrangements with a private service provider
  • A broad-brush Employee Assistance Program paid for through a contract (generally $50 to $70 per employee) between the EAP and the company, covering prepaid counseling sessions for employees and their family members

With each of these options, the proven return on investment increases.

• Education. Educate employees about avoiding the life damage that can be caused by drug misuse and abuse (whether accidental or by purpose), the company’s policy and the resources that the company has researched, identified and/or is making available to the worker and/or their family members.

• Drug testing (as appropriate). Institute a systems-precise testing program (i.e. drug testing) so when an employee seems “off,” the company has an objective, scientific approach to verifying if drugs are involved. Taking any adverse employment action should be based on trained management observation, objective standardized practices and scientific verification that drugs are involved. (Although an employer receives a test result with an opiate category, it is important to understand that...
“CAT’S PAW” DECISION HIGHLIGHTS
INVESTIGATIONS BEFORE TERMINATION

In 2011, the U.S. Supreme Court, in Staub v. Proctor Hospital, 130 S.Ct. 2089 (2010), endorsed the “Cat’s Paw” theory of liability in an Uninformed Services Employment & Reemployment Rights Act (USERRA) case.

The theory originated with Judge Richard Posner in a Seventh Circuit discrimination case and is derived from an Aesop Fable, in which, according to Posner, “A monkey induces a cat by flattery to extract roasting chestnuts from the fire. After the cat has done so, burning its paws in the process, the monkey makes off with the chestnuts and leaves the cat with nothing.”

The analogy has been used by subsequent courts to hold an employer liable for an employee termination that is based on information from a supervisor with discriminatory or retaliatory intent, even if the biased supervisor did not participate in the adverse employment decision.

A Second Circuit decision issued at the end of the summer took the “Cat’s Paw” theory one step further when it upheld an employer’s liability under Title VII when the adverse employment decision was influenced by the retaliatory intent of a low level co-worker who had no supervisory responsibilities.

Here’s what happened in Vasquez v. Empress Ambulance Service, Inc., ___ F.3d ___ (Fed Cir. 2016). The plaintiff’s co-worker sent her a sexually graphic photograph via text message. Upon learning that the plaintiff intended to complain to management about his behavior, the co-worker somehow manipulated the text messages on his phone to make it appear that the plaintiff was a willing participant in sexual banter and, in fact, that he was the one who had been sexually harassed by the plaintiff. In reliance on the co-worker’s “evidence,” the employer terminated the plaintiff for making a false claim of harassment.

In an effort to avoid termination and to have her own case heard, the plaintiff offered to show the employer her cell phone in order to refute her co-worker’s account of what happened, but the employer apparently was not interested. The plaintiff then brought this action in federal district court against the employer alleging that she was retaliated against for her complaints about sexual harassment.

The district court dismissed the complaint on the grounds that the employer could not be held liable for the retaliatory intent of a low-level employee who had no decision-making authority. The Second Circuit disagreed, however, stating that, “An employee’s retaliatory intent may be imputed to an employer where, as alleged here, the employer’s own negligence gives effect to the employee’s retaliatory animus and causes the victim to suffer an adverse employment decision.”

In short, the Second Circuit faulted the employer for conducting a negligent investigation into the plaintiff’s complaints and concluded that the employer should have known of the plaintiff’s co-worker’s retaliatory intent. Therefore, the court would not permit the employer to escape liability based on the decision-makers’ own purported lack of unlawful intent, even though the plaintiff’s co-worker was a low-level employee with no supervisory authority.

TAKEAWAYS
Although this case arises in the Second Circuit, which covers New York, Connecticut and Vermont, all employers would be wise to learn a lesson from the Vasquez decision; that is, they should conduct a thorough and impartial investigation, particularly when an adverse employment decision will turn on information provided by a co-worker.

At a minimum, employers should consider whether the co-worker might have a discriminatory, retaliatory or other biased motivation for providing the information and will want to test the accuracy and completeness of the information being provided before making any decision. Part of conducting a meaningful investigation also necessarily will include giving the employee about to be terminated an opportunity to be heard and to demonstrate the bona fides of his or her position. Had the employer in Vasquez permitted the plaintiff to defend herself, it likely could have avoided what appears to be a nasty lawsuit.

Also, although Vasquez involved an employee termination, the Second Circuit’s opinion will apply to any adverse employment decision, whether it be the denial of a promotion, or forms of discipline other than termination. In addition, although Vasquez was a retaliation case, it also will apply to cases of alleged discrimination. Finally, the Staub case that started it all was filed under USERRA, so there is no reason to believe that the logic of the Second Circuit in Vasquez won’t extend to retaliation cases filed under the Family Medical Leave Act or other similar legislation that provides for a cause of action for retaliation.

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www.ohiochamber.com
The Candy Man Can

How Tom Scheiman has grown SweeTees into the largest candy store in the country

Tom Scheiman's office door opens into the aisles of SweeTees Candy, the largest candy store in North America. Customers often pop in to ask his help recalling the name of a nostalgic treat from their childhood, and Scheiman happily guides them through 16 aisles of colorful treats, 300 bulk candy bins, a 30-foot-long wall of jelly beans and a truckload of saltwater taffy. That totals more than 1 million in dollar inventory, with more than 4,500 sweets in stock, weighing more than half a million pounds.

"Nobody can say they offer more candy than we do in variety or inventory," says Scheiman, who has been selling candy for 46 years — since he was 15. SweeTees evolved from a Cleveland-based wholesale candy company that started in 1950 as Bag a Sweet Candy Co. When Scheiman bought the business with his wife, Judy, in 1982, he inherited four employees in a 1,200-square-foot garage. He relocated the business to a larger facility and added retail, opening 10 more stores, which closed when recession struck. After a 1993 name change to b.a. Sweetie Candy Co., and another move to a larger location, Scheiman focused on growing one store instead of several.

The next recession was a turning point, proving his commitment to grow his company, even as wholesale customers closed.

"I made a major decision to invest in my business, start building inventory and taking market share — and it really paid off," Scheiman says. "From that point, we've exploded."

Nostalgic and New

Most of SweeTees' business is still wholesale — supplying 250 regional retailers — but it's best known for stocking hard-to-find nostalgic candies.

"It's one of our largest-selling product categories," Scheiman says, "although it's dipping every year as our customers get older.

SweeTees thrives by continuing to adapt as consumer tastes change.

"You have to be in tune with what's going on," says Scheiman, who's adding organic candy as customers seek better-for-you options. He also offers single-color candy for weddings, selling $1 million in color-specific sweets last year.

Making room for more candy, SweeTees began building a new candy warehouse on Brookpark Road in Cleveland in 2012, and SweeTees Golf & Gourmet golf course debuted that summer. The 40,000-square-foot store opened in January 2015 with twice as much space as the former location, higher ceilings for stacking, loading docks for efficient shipping and additional aisles for more convenient shopping.

"Since we moved into this facility, foot traffic is up 50 percent," Scheiman says, citing 400,000 retail customers in 2016 — not including the 45,000 golfers or the diners who visited SweeTees Soda Shoppe, which opened next to the retail store in May 2016. The farm-themed ice cream parlor serves 36 flavors of premium ice cream (made on site), 36 toppings and 230 soda varieties. At peak season, all three businesses employ 62 people.

"So far, the Soda Shoppe business has been incredible, but not without its challenges," says Scheiman, who invested $1 million, including $250,000 in kitchen equipment and $500,000 in decor including custom-made chicken coop lights, milk can bar stools and swinging wooden seats.

"The whole reason for our success is that we sell at value pricing, so I wanted to do the same in the Soda Shoppe," he says. "I didn't want to overcharge, but because of the amount invested, the return isn't as great as I wanted it to be. It doesn't mean I'm disappointed in its revenue. I'm disappointed in my expenses, but you have to take the risk."

Profits from the candy warehouse and golf course will support the Soda Shoppe while Scheiman makes adjustments. As soon as Golland's season ended in October, construction crews began updating the course for 2017. Shortly after, the retail storefront underwent a makeover, as SweeTees continues to grow.

"It's all about controlled growth," Scheiman says. "We're still a really small business; we've just large in what we do."
1. In September, the Ohio Chamber and several members of the Ohio General Assembly visited member company Vantiv in Cincinnati.

2. Our Chamber Choice reception in September was so successful that all of our Chamber Choice candidates won their races in November!

3. HR Academy Symposium hosted by the Saint Clairsville Chamber and Nelva Smith with Steptoe-Johnson was the presenter.

4. Bill Edwards and Mark Katz with Ulmer and Berne LLC present an Ohio Chamber HR Academy Human Resource and Employment Law seminar in October.

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American Airlines Inc., Phoenix, AZ
American Interiors Inc., Toledo, OH
AOZ Trucking Inc., Brunswick, OH
Assembly & Test Worldwide Inc., Dayton, OH
Baltimore Truck & Trailer Inc., Hohen, OH
Barr Engineering Inc., Columbus, OH
Bird Enterprise Inc., Millburn, OH
Bison Rapid Developments LLC, Defiance, OH
Bovee’s Department Store LLC, Reading, PA
C & J Well Services Inc., Chardon, OH
Care Equipment LLC, Zanesville, OH
Cedar Craft Products Inc., Blacklick, OH
City Materials Inc., Youngstown, OH
CPI Products International LLC, Lebanon, OH
Coi Services of Ohio Inc., Cleveland, OH
Columbus Center for Human Services Inc., Columbus, OH
Columbus Plast & Sealfold LLC, Columbus, OH
Comtech Global Inc., Columbus, OH
Darius Pharmacy Inc., Clinton, OH
Deerfield Construction Co. Inc., Loveland, OH
Double Eagle Club LLC, Galena, OH
EkH Hardware Group LLC, Wooster, OH
Fairhope Hospice & Palliative Care Inc., Lancaster, OH
Fisher & Phillips LLP, Columbus, OH
Fischer’s Bowling Green LLC, Maumee, OH
Fischer’s North College Hill T107 LLC, Miamisburg, OH
Frutarom USA Inc., Cincinnati, OH
Ghane’s Distributors of Ohio Inc., Columbus, OH
Great Work Employment Services, Akron, OH
Hasty Service Inc., Toledo, OH
Ziegler Trust Co., Ashland, OH
HNTB Ohio Inc., Columbus, OH
Honey Baked Ham Co., Alpharetta, GA
Jack’s Heating Air Conditioning & Plumbing Inc., Findlay, OH
Jag Inc., Portsmouth, OH
Kanko America Co. Inc., Troy, OH
KTM Enterprises Inc., Gowerville, OH
L & M Equipment Co. LLC, Dayton, OH
L & B Brick & Sons Inc., Salem, OH
Lewis Jewelry Distributing Co. Inc., Beachwood, OH
Licking Metropolitan Housing Authority, Newark, OH
Logan Home Enterprises Inc., fittering, OH
Lutheran Outdoor Ministries in Ohio, Westerville, OH
Maple City Ice Co., Norwalk, OH
Martha Cofranus McCombs Home for Aging Women, Steubenville, OH
Metals USA Platos & Shapes Northeast LP, Ambridge, PA
Miami Valley Housing Opportunities Inc., Dayton, OH
Moeller Family Trust, Cincinnati, OH
Nabors Corporate Services, Houston, TX
New Albany Gardens & Care Center, Hilliard, OH
October Enterprise Inc., Eaton, OH
Ohio Valley Painting Co. Inc., Dayton, OH
Paragon Systems Inc., Herndon, VA
Petland Inc., Chelmsford, OH
Precision Mechanical Inc., Parma, OH
Premier Ag Co-op Inc., Columbus, IN
Reed Smith LLP, Philadelphia, PA
Ridg Corp, Pataskala, OH
S & K Mold & Tool Inc., Tippecanoe, OH
Saviller LLC, Highland, OH
Schroeder Masonry Inc., Leipsic, OH
Semml Inc., Soudan, OH
Shafferbrock Inn Management Co., Newark, OH
Single Mechanical Contractors Inc., Sidney, OH
Southern Columbus County Regional Chamber of Commerce, Kent, OH
Strongsville Hospitality LLC, Fairview Park, OH
Tri-Joy’s #10, Columbus, OH
Tri-Joy’s #11 LLC, Columbus, OH
TFC Wire and Cable Corp., Macedonia, OH
Tri-State Processing Inc., Cincinnati, OH
Truck One Inc., Newark, OH
Ulmer & Berne LLC, Cleveland, OH
Valleypenns Valley Transportation Inc., Ashland, OH
Williams Co., Tulsa, OK
Wright Tire & Auto LLC, Bowling Green, OH

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OPTIMAL ENERGY PLANS FOR COMMERCIAL ORGANIZATIONS

- Energy Expertise
- Reduce Operational Costs

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ABOUT DYNEGY

At DYNEGY, we deliver more than just power to residential, municipal, commercial, and industrial customers across several states. We are committed to being a leader in the electricity sector. Throughout the Midwest and Northeast, DYNEGY operates power generating facilities capable of producing nearly 35,000 megawatts of electricity, or enough energy to power the homes of 21 million U.S. families.

DYNEGY.COM

DYNEGY.COM
As 2016 comes to an end, we wrap up (no holiday pun intended) another year and another General Assembly session. We have also begun planning for 2017.

This year, on the legislative front, we led the charge to fix our broke and broken unemployment compensation system, ensured there would be employer protections in medical marijuana legislation and advocated for the expansion of small claims court caps. Our members testified against costly health care mandates and for making rules compliance easier for businesses. We championed bills that would bring uniformity, fairness and efficiency to Ohio’s employment discrimination laws, and tax reforms that would remove tax uncertainty or repeal burdensome taxes.

Politically, 2016 started off with the March primary, in which the Ohio Chamber of Commerce Political Action Committee (OCCPAC) endorsed seven candidates in the House and six in the Senate. Ohio was at the center of the political universe as our governor ran for the nation’s highest office, and Ohio’s U.S. Senate race attracted national attention.

This fall, OCCPAC endorsed 60 candidates running for the Ohio House and 14 for the Ohio Senate. Of those 74, seven were selected as Chamber Choice candidates, as they were in very competitive races. All of these candidates won their respective races. We also endorsed three candidates for the Ohio Supreme Court. Our endorsements — whether for the General Assembly or Supreme Court — help to ensure that actions that benefit Ohio’s business climate will benefit the free enterprise system.

In July, our Executive Committee members met for a brainstorming session to discuss areas in which we can expand our advocacy and membership efforts. Out of that meeting, we formed an Opiate Task Force to look at what role the Ohio Chamber should have in dealing with the state’s opiate epidemic. From member input, we are learning that this has become a huge workforce problem. The task force is speaking to experts in the field, and we are looking at ways in which the Ohio Chamber can play a role in providing education or assistance.

As we move to 2017, we have begun preparations for our top advocacy issues. We will have new members of the House and Senate to meet and new priorities to ensure a strong business climate. We will also be rolling out a new membership portal, where members will be able to receive committee information, interact with other members, pay their membership investment and register for events. Speaking of events, our Annual Meeting is set for May 2 at the Jo Ann Davidson Theatre in the Riffe Center, with our Legislative Reception immediately following at the Sheraton Hotel. Our highly anticipated Policy Conference at Salt Fork is Sept. 8 to Sept. 8. More information will be mailed and emailed after the first of the year.

The New Year also brings our 124th year of servicing Ohio’s businesses. I’d like to take this opportunity to thank all of our members for their support and the support of our mission. Remember, We’re ALL for Ohio.