



What's Inside?

EA Staff and Board	2
Training	
Building Commitment To Training	3
Legislative Update	
Pending Legislation	4
Patterns of Abuse in Accountable Plans	5
Benefits for Part-Time Employees	6
Hotline Hits	6
Health & Wellness	
Boost Your Mood	7
Leadership	
Managing Workload Crunches	8
EA Partners	
Succession Planning – Build Your Bench	9

What's *Our* Story? - Part II The First Membership Meeting

Last month we launched the first of a series of articles to celebrate the history of the Employers' Association (EA) through the telling of "Our" Story. This month our focus will be on the founding of the organization, some of the people involved and the purposes of the organization as delineated in the Articles of Incorporation.

According to the official meeting minutes, the first meeting of the members of the Northwestern Ohio Industrial Council (NOIC), a forerunner of the EA, was held at the Hillcrest Hotel in Toledo, Ohio on November 14, 1950, at 4:00 p.m. Mr. Jules D. Lippman of Textileather Corporation was elected to preside at the meeting. Mr. Arnold F. Bunge, of the law firm Marshall, Melhorn, Bloch and Belt acted as secretary. General discussions were had concerning the purposes and objectives of the association, labor conditions and business conditions in Toledo and the surrounding area.

At this first meeting the Chairman presented, for the consideration of members, a draft of a Constitution which had been prepared by attorneys. After discussion and upon motion duly made, seconded and unanimously carried, a Constitution was adopted. Mr. John C. McCurry, the first Executive Director, and the attorneys were instructed to rewrite the draft of the Constitution in accordance with the vote of the members.

(Our Story Part II continued on page 3)



(Our Story Part II Continued from page 1)

There were ten purposes set out in the original Articles of Incorporation and as filed with the Ohio Secretary of State on November 11, 1950. The entire list of purposes is available on the EA web site

www.employersassociation.com, but it is interesting to note a few of those that are equally as important today as they were then;

- (a) To provide focal point for enlightened, forthright and progressive industrial leadership in the community;
- (b) To promote tranquility in the labor relationship between employer and employee by a proper recognition of legitimate responsibility and objectives of both;
- (c) To initiate and support sound and constructive programs designed to maintain the industrial health of the community.
- (d) To ascertain facts by surveys, polls and studies; publish the results thereof, so that our community may better understand industry's position.

Lastly, the first trustees of the NOIC were nominated and elected at this first meeting. These founding trustees included several individuals who made a lasting impact on their companies and this community. Our first trustees were; Mr. Harris McIntosh of Toledo Scale, Mr. Frank Adams of Surface Combustion Company,

Ray Morrison of DeVilbiss Corporation, Mr. Joseph Tillman of Unitcast Corporation, Mr. Joseph Nuffer of Airway Electric Appliance Company, Mr. J. Preston Levis of Owens-Illinois Glass Company, Mr. William Schomburg of Superior Spinning and Stamping and Mr. R.A. Stranahan of Champion Spark Plug Company.

Through the telling of "Our" story we hope to celebrate our past, honor those who have helped build and sustain the EA as well as renew our commitment to the ideals and purposes for which the EA was founded. We hope you will help us as well. Please take a minute to send us your EA Story by e-mail to jhollister@employersassociation.com or through a note sent to my attention at the EA address.

Jack Hollister, President

Annual Meeting and 60th Celebration Notice

The EA will be celebrating its 60th Anniversary at this year's Annual Meeting on May 19, 2010. This year's guest speaker will be Capitan David Marquet of the U.S. Navy. Marquet will be sharing his highly effective leadership techniques that he used to take his submarine, the USS Santa Fe, from the worst performing to best performing submarine. There will also be cake, ice cream and more to celebrate our 60th! For more information or to register please follow this address:

<http://www.employersassociation.com/AnnualMeeting2010.asp>

Building Commitment To Training

There is convincing evidence to support the belief that when employees engage in training and are committed to learning and developing their skills, they will view training more positively. Further, trainees who know and understand the purpose and goals of training are more likely to apply what they learn during training on the job—the ultimate goal of all training and development activities.

Although following some of the thoughts and suggestions presented in this brief article may seem quite common-sense oriented, they can and do make a difference. More than expected, I have seen instances of trainees, when asked why they were attending a training program, state one of the following:

- "I'm not sure; no one ever told me why."
- "I received an email about the program and my supervisor (or HR representative) thought it might help me."
- "I knew some other employees who have attended the program and they told me I should attend."
- "My supervisor shared information about the program and he/she signed me up to attend."

(Building Commitment continued on page 12)



5800 Monroe St., Bldg. F Sylvania, OH 43560 | 419-885-8505