

N.E.W. Manufacturing Alliance
General Membership Meeting Minutes
June 10, 2010
Northeast Wisconsin Technical College

Attendees Present: Jeff Pallini, Paul Rauscher, Chris Linn, John West, John Rogers, Jack Ignatowski, Joe Guell, Brian Diermeier, Ron Buchinger, Karen Diedrich, Jeanne Geib, Fred Monique, Beth Dulak-Smith, Jack Grant, Bob Lackie, Brad Frank, Dan Verbeten, Dave Goblisch, Emily Limberg, Jerry Eyler, Jerry Murphy, Paul Johnson, Jim Golembeski, John Knickerbocker, Laurie Radke, Maribeth Zeller, Mary Hayes, Mike Troyer, Nanci Plog, Rick Berg, Brian Geurts, Mark Weber, Mike Carpiaux, Andy Preissner, Chris Gobris, Mark Schuh, Marlene Gauthier, Chris Handrick, Tom Frank, Katherine Donner, Steve Schneider, Annette Kunesh, Deb Priebe, Megan Crary, Paul Parish, Janeen Eisenman, Bobbi Miller and Ann Franz

1. **Welcome and introductions:**

2. **“OSHA Compliance – Getting Back to Basics” presented by Janeen Eisenman, Advanced Occupational Safety Consultant from Wisconsin Occupational Safety & Health Consultation Program**

Janeen works for a nonprofit that provides OSHA consulting at no cost to the employer. The WisCon program specializes in businesses that employ 250 or less people. The organization will work with larger companies on a specific area. She does mock OSHA reviews. The information is confidential and the company can decide the scope reviewed. The only times she needs to report to OSHA, if there is an imminent danger and the company refuses to take correction action in 60 days.

Janeen gave an overview of current OSHA activities and initiatives. In the New North region, there are 6 new OSHA field auditors. It is her opinion that OSHA is becoming more of an enforcement agency. OSHA visits companies based on the following:

National Emphasis – sectors that have had safety/health issues on a national level (i.e., primary metals)

Local Emphasis – sectors that have had safety/health issues on a local level

Site Specific – OSHA sends out a survey to businesses, if the survey comes back with poor results the company is targeted for a visit

Other – serious accident/death or worker complaint

Janeen suggested that employers should become very familiar with the OSHA website: www.osha.gov. On the home page is the “Latest News” section that has important information. She suggested looking at this on a weekly basis. She also suggested going to: www.reginfo.gov for information about planned/proposed OSHA initiatives.

The top 10 general industry violations are:

- Machine Area Guarding
- Hazard Communication Program
- Lockout Procedures
- Lockout Program
- Point of Operation Guarding
- Certification of Periodic Inspections
- Hazard Communication Training
- Guarding of Open-Sided Floors/Platforms
- Training on Powered Industrial Trucks
- Eyewash

Janeen stressed the importance of companies reviewing their policies and procedures manuals. She often finds many companies have outdated books, however if it is written in the manual OSHA will hold you to doing what is said in the manual. In addition, companies should review OSHA standards to their business and review employee training provided per each OSHA regulation.

3. **Health Care Reform Act: How Will it Impact Your Business” presented by Paul Parish, Director of Tax Services from Schenck**

Paul leads the Healthcare Reform team at Schenck. He shared what changes are and will be made in the next four years:

2010

- Lifetime limits for benefits removed (for plans beginning in 9/23/10)
- Annual limits on essential benefits removed (for plans beginning in 9/23/10)
- Coverage for adult children to age 26

2011

- Over-the-Counter medications or supplies no longer allowable expense for FSAs, HRAs and HSAs (insulin ok)
- W-2 must include value of employer-provided health insurance

2012

- Increased Medicare taxes on wages, self-employment income and net investment
- Changes in information reporting for payments to corporations (Form 1099) – all payments greater than \$600 to corporate providers of property and services

2013

- \$2,500 annual cap on expenses covered under health FSAs

2014

- New employees waiting periods no greater than 90 days
- Minimum essential coverage (i.e. preventive care for adults and children and mental health)
- Penalty for individual not caring health insurance
- Penalty for large employers that do not offer affordable health care coverage (at least 50 full time employees)
- Penalty for employers is about \$2,000 multiplied by the number of full time employees in excess of 30.

Paul also shared information about the HIRE Act. If a company hires a new employee starting February 3, 2010 to December 31, 2010, it can qualify for a tax credit. The new employee had to be unemployed for 60 days prior to employment with new company. Individuals are not employed to replace another employee unless the employee quit or was terminated for cause. In addition the new employee cannot be related to the business owner. A tax credit is given if the individual is employed for 52 consecutive weeks and wage paid in second 26 weeks are at least 80% of first 26 weeks. The company then is given a credit for lesser of \$1,000 or 6.2% of wages paid during the 52 weeks. The credit is taken on 2011 business tax return.

3. Updates on Task Forces

Recruitment

- New manufacturer members for the 2010:
A to Z Machine
Gardan Inc.
Oshkosh Corp.
NPS Corp.
The C.A. Lawton Co.
- New Associate members:
Precision Metrology
Kelley Management
- The Alliance co-sponsored the “NEW Economy Careers & Job Fair” on May 6, 2010 at NWTC
- The taskforce is exploring how to find talent for our member companies

K-12 Outreach/Training:

- Manufacturing Your Future programs at Bay View Middle School and Bay Harbor Elementary school in June
- Trade journals will be distributed to schools in the fall
- Working with Communications team in developing some themes for Jack to cover in the fall using STEM National Career Pathway Standards and WI Career Pathway
- Working on showcasing different build projects/competitions on the Alliance's website including: Formula High School, Lego League, FIRST Leagues and Project Grill
- Subcommittee is working on the incumbent worker lifelong learning initiative

Communications:

- In the fall, having a Face Book page spotlighting one of the Alliance's All-Stars, in which he will be doing weekly posts
- The 2011 All Stars nominations will be sent out in late summer

4. Conclusion & Next Steps

Jeff Pallini asked attendees for suggestions for topics for the next quarterly General Membership meeting to be held on **September 9 at 2 p.m.** at the Fox Valley Workforce Development Board in Neenah.