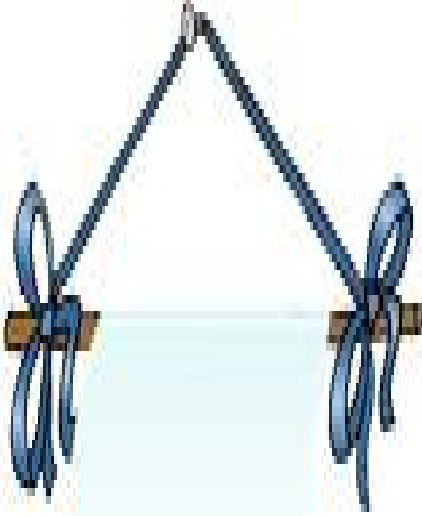


Chamber Connection

Trotwood Chamber
5790 Denlinger Road
Trotwood OH 45426
www.trotwoodchamber.org

November 2012
Volume 7, Issue 11



General Membership Meeting

The Board and General Membership Meeting scheduled for Wednesday, November 21, has been changed to **Wednesday, November 14**. The meeting will be at noon Friendship Village, 5790 Denlinger Road, Atrium Dining Room, entrance through the coffee shop.

This meeting is to elect our board of directors for 2013. In order for you to vote on those nominated, you must be present at the meeting.

Please mark your calendar and attend this very important meeting.

Trotwood Chamber's
Eleventh Annual Business
Awards & Recognition
Dinner
Thursday, November 8, 2012

Friendship Village (Atrium
Dining Room-Door 18)
5790 Denlinger Road
Trotwood Ohio

Network & Silent Auction
5:50 p.m.

Dinner
6:00 p.m. (cost \$22/person)

Program
6:45 p.m.

We will recognize 18 businesses as well as honor our large businesses of the year. Please RSVP to 937.837.1484 by November 5, 2012

Welcome New Members

Grismer Tire Company
5004 Salem Avenue Phone: 937.276.4159

Thank you for renewing your membership

Lowes Homes Improvement
State Farm Insurance
Trotwood Florist

Officers

President
John Smith
Trotwood-Madison
City Schools

President Elect
Jackie Brockman
Trotwood YMCA

Vice President
Gregory Carson
Maria-Josephs Living
Care Center

Secretary
Sandra K. Allen
Salem Woods Apartments

Treasurer
Angel Heath
Account Angel Bookkeeping

Board of Directors

Dr. Karen Celik
Summit Towing

Raymond Garner
Ray Garner Realty

Loren Gross
Salem Towing

Pam Hall
Friendship Village

Larry Jackson
Dayton Center Courts

Bruce Kettelle
Wolf Creek Marketing

Pat Lodge
United Theological
Seminary

Michael Lucking
City of Trotwood

Karen Wampler
Hara Arena Complex

Executive Director
Marie Battle, CAP

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BWC
Hara's Holiday Show
Thanksgiving



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STEP 2

Employee Involvement and Recognition

Safety is a behavioral science not an engineering or technical science. The vast majority of things that cause employees to get hurt are behavioral in nature. Unfortunately, behavior is one of the hardest things to change, especially if employees have been allowed to develop bad habits. These habits usually go unnoticed or unchanged until someone has had an accident. Once this has happened we often try to determine blame, instead of finding the root cause. Most of the time the causes are easy to see if we only open our eyes and start observing why our employees do what they do.

One of the best ways to determine why employees behave the way they do is simply to ask them. When you observe employees working in an unsafe manner and ask them about their behavior they will often times provide you with legitimate reasons. These reasons need to be addressed with them in a positive manner. Listen, act and then follow up:

- Ask your employees for suggestions on improving the safety program.
- Review accidents with them and ask them for their recommendations.
- Set up a Safety Suggestion program to solicit good ideas.
- Set up a Safety Committee or Safety Improvement Team.

A Safety Committee or Safety Improvement training is an excellent way to get employees involved in the safety process. Select employees who want to be a part of the team, but make sure all employees have the opportunity for input.

The Committee or Team should be involved in the following activities:

- Helping write up new safety policies.
- Conducting new employee or ongoing safety training.
- Conducting plant safety inspections.
- Counseling other employees on safe work practices.
- Helping the company conduct accident investigations.
- Listening to employee's complaints and working with management to resolve them in a positive manner.
- Conducting Safety Observations to ensure safe work practices are being followed.
- Assisting in conducting safety inspections.

The more employees are involved, the easier it is to change long standing unsafe behaviors. If employees buy into the safety program, everybody's job in this area will be easier. Remember, however, that there has to be a genuine effort on management's part and their effort has to be supported on a continuous basis.

In addition to getting employees involved in the safety program it is important to recognize and reward employees for their efforts. Everyone likes to win and be associated with a winner. Make being safe a winning goal for your company. Train your supervisors to use positive counseling techniques when dealing with behavioral safety problems. This reduces unnecessary confrontations and puts safety in a positive light, instead of a

negative one.

Other things you can do include:

- Establish a program to identify, and formally recognize employees for excellence in accident prevention.
- Recognize good suggestions.
- Set company safety performance goals and reward employees upon successful attainment.
- Say positive things to employees when you see they are making the extra effort to be safe.
- Put articles in the company newsletter about good safety performance.
- Take your Safety Committee or Safety Improvement Team to the annual *All Ohio Safety Congress* to recognize their efforts and support.

A pat on the back, a kind word, public recognition or rewards, all make us feel better about what we are doing. If safety is important to the company, make it important to the employees. The money you spend will be returned many times in safer, more productive and happier employees.

Important Dates to Remember

October

- 31—Drug Free Safety Program application deadline for 1/1 program start date
- 31—Transitional work bonus program application for 1/1 start date

November

- There are no important public dates for this month

December

- 1—Balance of 50/50 premium due
- 31—BWC mails payroll reports
- 31—Snapshot date for experience calculation

In addition to the dates listed above, please remember that the enrollment period for Group Experience Rating and Group Retrospective Rating will be opening within the next couple of months. Watch for your analysis and enrollment forms in the mail.

Should you have questions or concerns, please contact Hunter Consulting at (800) 486-6652 option 4 or your claims manager.



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November 23-25
Hara's Ballarena, Silver Arena
Conference Center & East Hall
1001 Shiloh Springs Road
Dayton OH 45415

The 2012 National Holiday Gift Show returns to Hara Thanksgiving weekend, November 23-25. The National Holiday Gift Show at Hara Arena is one of Ohio's largest indoor crafts & gift shows. Thousands of shoppers will be browsing through over 370 booths featuring arts, crafts, collectibles, ceramics, personalized items, toys, holiday and home deco, floral wreaths, arrangements and much more!

Show hours are Friday, November 23 and Saturday, November 24 from 9:00 a.m. to 6:00 p.m., and on Sunday, November 25 from noon to 4:00 p.m.

Admission is \$5.00 for adults, FREE to children 12 and under. Parking is FREE

For more information call 937.278.4776 or email bfolkerth@haracomplex.com.

The True Meaning of Thanksgiving

Guest Author - Linda Joan Paul

Thanksgiving has traditionally become a time for feasting, visiting with friends and family, and watching football. Families gather together, cook turkeys, hams, mashed potatoes, gravy and pumpkin pies, and sometimes grace is said before the meal. But, is this really what Thanksgiving is all about?

There is much dispute about what really represents the first Thanksgiving meal. Some opponents believe that it was the harvest bounty shared by the Pilgrims and Native Americans in 1621, others believe that its origins date back to harvest festivals. But, in all actuality, it was President Franklin D. Roosevelt who signed the bill into law with congress to make Thanksgiving a national holiday and determining the modern day date of the fourth Thursday in November.

Whatever the origins, Thanksgiving is a sacred time of sharing, compassion, and peace. Thanksgiving is the start of the winter holidays. By its very definition it is a time of thankfulness and gratitude. So, what, in fact is the definition of thankfulness? According to the Merriam/Webster dictionary the meaning of thankfulness is : 1. Conscious of benefit received 2. Expressive of thanks 3. Well pleased

Thankfulness leads into a feeling of gratefulness or gratitude, defined as: 1. Appreciative of benefits received 2. Affording pleasure or contentment.

Thus, the act of thanksgiving or giving thanks is to be conscious of the benefits received, expressing that thankfulness, and being well pleased with the results. Taking it a step further, it is also the act of appreciating those benefits and being pleased and contented with what we have. To whom then do we give thanks? Some would give thanks to a higher power, but isn't it about more than just that? Isn't it about the appreciation of the earth and its bounty. Isn't it about appreciating our culture and our roots? Isn't it really about the thankfulness and gratitude that you are alive and here to celebrate this time with those that you love? And, isn't it about showing compassion and sharing of whatever bounty you may possess?

In an ideal world, there would not be anyone who was hungry. No child would go to bed without food in his or her belly, and no parent would mourn for a child who was lost in a needless war. There would be a great respect and reverence for the earth as our mother, and a deep and abiding understanding that underneath all of our titles and beliefs- we are- in our humanness-- all the same.

We may not be able to create such a world, at least not yet. But, what we can do is to actively share our bounty--not just on Thanksgiving-- but on every day of the year. We can smile at those who serve us in banks, stores and businesses. We can say "thank-you" with feeling and meaning. We can contribute change or can goods or a present for a child in need. We can give to the local shelters and food banks, and most of all we can truly appreciate what we have.

Happy Thanksgiving



Chamber Connection



Flash Quick Copy

We Copy Up a Storm
2572 Shiloh Springs Rd.
Trotwood OH 45426
Phone: 937.854.5648
Fax: 937.854.7006



Friendship Village Retirement Community

5790 Denlinger Rd.
Dayton Ohio 45426
(937) 837-5581



NEW YORK

Pizzeria Restaurant

trotwoodpizza.com
498 E. Main Street
Trotwood Ohio 45426
Store: 937.837.3333
Fax: 937.837.3334

Summit Towing, Inc.

Over 65 years in Dayton
4164 Gardendale Avenue
Dayton OH 45427
Phone: 937.268.6100
Fax: 937.268.0277



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