

# Ohio Matters

An Official Publication of *The Ohio Chamber of Commerce*

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## OHIO CHAMBER ANNUAL MEETING SCHEDULED FOR MAY 2

The Ohio Chamber’s 124th Annual Meeting isn’t just one event; it’s several events rolled into one day, where all of our members can come to Columbus to hear a nationally recognized speaker, network with other chamber members, recognize the accomplishments of local chambers and meet with members of the Ohio House and Senate.

This year’s meeting is Tuesday, May 2, in downtown Columbus, with events scheduled for our board members, our local chamber members and our company members and their employees.

**BOARD MEETING**

The members of the board of directors will start the day at noon with a board meeting at the Ohio Chamber of Commerce. The members will have a working lunch as they proceed through the meeting agenda. The meeting will end at approximately 2:30 p.m. so that the members can attend the Annual Meeting. (Registration required.)

**CHAMBER DAY AT THE CAPITOL**

Chamber Day at the Capitol is a special event for local chambers and their members held prior to the Ohio Chamber’s Annual Meeting. Chamber Day is 1 p.m. to 3 p.m. at the Sheraton Hotel Columbus, 75 E. State St., within easy walking distance to the Annual Meeting.

Speakers are being finalized and will be announced soon. Local chambers and their members are encouraged to attend this free event.

**ANNUAL MEETING**

The 124th Annual Meeting of the Ohio Chamber of Commerce is at the Jo Ann Davidson Theatre (formerly the Capitol Theatre) in the Riffe Building, 77 S. High St. The event starts at 3:30 p.m. with the welcoming of a new president of the board of directors and election of new board members. That will be followed immediately by our keynote speaker, Lou Holtz, a former college and NFL football coach, retired ESPN commentator, author and motivational speaker. (See separate story.) Holtz will talk about being a world-class leader in life, and his speech will be followed by awards presentations by the Chamber Action Alliance.

**LEGISLATIVE RECEPTION**

Immediately following the Annual Meeting is the Legislative Reception at the Sheraton Hotel Columbus. Everyone who attended the Annual Meeting is invited, as are all members of the Ohio General Assembly. This is a great opportunity to talk to other Ohio Chamber members and elected officials. The reception includes heavy hors d’oeuvres and an open bar.



**SPONSORSHIPS**

Sponsorship opportunities include an array of benefits, from recognition in the program to event registrations. For sponsorship information, contact Ashley Brown at abrown@ohiochamber.com or (614) 228-4201.

**REGISTRATION**

Registration is available online through our Member Portal at www.ohiochamber.com or by clicking on Annual Meeting & Legislative Reception under Upcoming Events on the website. Registration cost for the Annual Meeting and the Legislative Reception is \$100. Special group

**QUICK GLANCE**

Ohio Chamber rolls out 124th Annual Meeting.

Local chambers encouraged to attend

Chamber Day free; Annual Meeting and Legislative Reception \$100

pricing is available for local chambers of commerce and their members for all three events — Chamber Day, Annual Meeting and the Legislative Reception.

### CHAMBER DAY, ANNUAL MEETING AND LEGISLATIVE UPDATE SCHEDULE

**Noon** – Board meeting at Ohio Chamber headquarters for members of the Ohio Chamber of Commerce’s Board of Directors

**1 p.m.** – Chamber Day at the Capitol at the Sheraton Hotel Columbus for local chambers of commerce and their members

**3:30 p.m.** – Annual Meeting with keynote speaker Lou Holtz at the Jo Ann Davidson Theatre in the Riffe Building (same location as last year)

**5:30 p.m.** – Legislative Reception for all Annual Meeting attendees and members of the Ohio General Assembly at the Sheraton Hotel Columbus

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*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.*

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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, garnering up to 200 participants per webinar, selling hundreds of HR Manuals and enjoying active engagement in our HR Symposium series. We are proud to offer this homegrown effort that brings together Ohio expertise and leadership.

We have many more webinars and symposiums scheduled for this year.

For more information, contact Michelle Donovan at [mdonovan@ohiochamber.com](mailto:mdonovan@ohiochamber.com) or (614) 228-4201.

Visit our website at [www.hracademyohio.com](http://www.hracademyohio.com).





# ANNUAL MEETING

## KEYNOTE SPEAKER LOU HOLTZ

QUICK GLANCE

Lou Holtz:
Best known as head coach at University of Notre Dame
Owns career record of 243-127-7
New York Times best-selling author

*“If what you did yesterday seems big, then you haven’t done anything today.”*

Lou Holtz

Louis Leo Holtz grew up in East Liverpool, Ohio, just up the Ohio River from his birthplace of Follansbee, West Virginia.

After graduating from East Liverpool High School, Holtz attended Kent State University, where he earned a bachelor of science degree in history, played linebacker on the football team for two seasons and served as a member of the Reserve Officer Training Corps and as a first lieutenant in the U.S. Army. After graduating in 1959, he attended the University of Iowa, where he earned a master’s degree in arts and education in 1961.

A popular graduation speaker, he has received 14 honorary doctorate degrees, and his career achievements were honored in 1998 with the opening of The Lou Holtz Hall of Fame n East Liverpool.

COACHING CAREER

Holtz is the only coach in the history of college football to:

- Take six different teams to a bowl game
- Win five bowl games with different teams
- Have four different college teams ranked in the final Top 20 poll

Although he never inherited a winning team, his 243-127-7 career record ranked him third in victories among active coaches and eighth in winning percentage, while his 12 career postseason bowl victories ranked him fifth on the all-time list.

In November 1985, he became the 27th head coach of the University of Notre Dame’s football program, following two seasons at the University of Minnesota (1984-85), seven at the University of Arkansas (1977-83), four at North Carolina State (1972-75) and three at William & Mary (1969-71). He spent the 1976 season as head coach of the New York Jets in the NFL.

Before becoming head coach at William & Mary in 1969, Holtz served as an assistant coach at Iowa, William & Mary, Connecticut, South Carolina and The Ohio State University, where the Buckeyes won the national championship in 1968 in his one season on staff.

With all of his coaching experience, he is best known for his work at the University of Notre Dame. It was the Fighting Irish that gave him his only national championship in 1988, with a record 23-game winning streak that is the longest in Notre Dame history. In his 11-year

tenure, he achieved a record of 100-30-2, positioning him alongside Fighting Irish coaching legends.

After his departure from Notre Dame following the 1996 season, he joined CBS Sports’ College Football Today for two seasons as an analyst and worked with United States Filter as a customer relations spokesman. In 1999, he returned to the game as head coach at the University of South Carolina for six seasons until his retirement in 2004.

Holtz was elected to the 2008 class of the College Football Hall of Fame, placing him in an elite group of just over 800 individuals who have earned this distinction.

**ESPN ANALYST**

Holtz served as a college football studio analyst on ESPN from 2004 to 2015 and has appeared on ESPNEWS, ESPN College GameDay programs and SportsCenter, as well as served as an on-site analyst for college football games.

**SPEAKER**

Holtz speaks about overcoming seemingly impossible challenges by setting goals and working to achieve them, and is today considered among the greatest speaking legends in America.

When speaking, he uses humor to get his point across. One of his more famous quotes is, “Don’t tell your problems to people: 80 percent don’t care, and the other 20 percent are glad you have them.”

Holtz has built a reputation as a motivator, a demanding disciplinarian and someone who



*Holtz has built a reputation as a motivator, a demanding disciplinarian and someone who relishes challenges and hard work.*

relishes challenges and hard work.

**AUTHOR**

Holtz has authored three New York Times best-selling books. “The Fighting Spirit” chronicled Notre Dame’s 1988 championship season, and “Winning Everyday: A Game Plan For Success,” has been published in several languages. His most recent book is “Wins, Losses and Lessons,” an autobiography.

He has also produced three highly acclaimed motivational videos, Do Right, Do Right II and If Enough People Care. His latest video is Do Right 20 Years Later.

Holtz has been married to Beth Barcus of East Liverpool for 56 years. They are the parents of four children and live in Orlando, Florida. 🏡

By Lt. Governor Mary Taylor

# WISDOM: COMMON SENSE IN AN UNCOMMON DEGREE

Common sense isn’t as common as its name implies, something that is especially true in government.

Six years have passed since Gov. John Kasich and I came into office with a mandate from the people to make Ohio a more jobs-friendly state. That was a time when Ohio faced significant challenges, our economy was in free fall, families and communities were struggling and small businesses were unable to grow and create jobs. We worked to turn Ohio into a destination for business investment, a place where decision-makers could invest and grow.

Understanding that regulations

*In the six years since its creation, CSI has reviewed more than 10,000 rules; of those, 61 percent have been changed or eliminated.*

were strangling business and jobs growth, we created the Common Sense initiative, or CSI, to reform the rule-making process and eliminate outdated regulations. We require regulators to work with stakeholders at the earliest point in the rule-making process

and complete a business impact analysis to support the contention that the impact on business is necessary to protect the health and safety of our citizens, without having a detrimental impact on business operations and hiring.

To sustain CSI after our time in office, my team engaged a broad group of stakeholders and took their suggestions to the legislature to pass a bipartisan bill, SB2 of the 129th General Assembly. The result provided CSI with the sustained authority to make top-to-bottom improvements in state government’s rule-making processes. We continue to work with stakeholders — large and



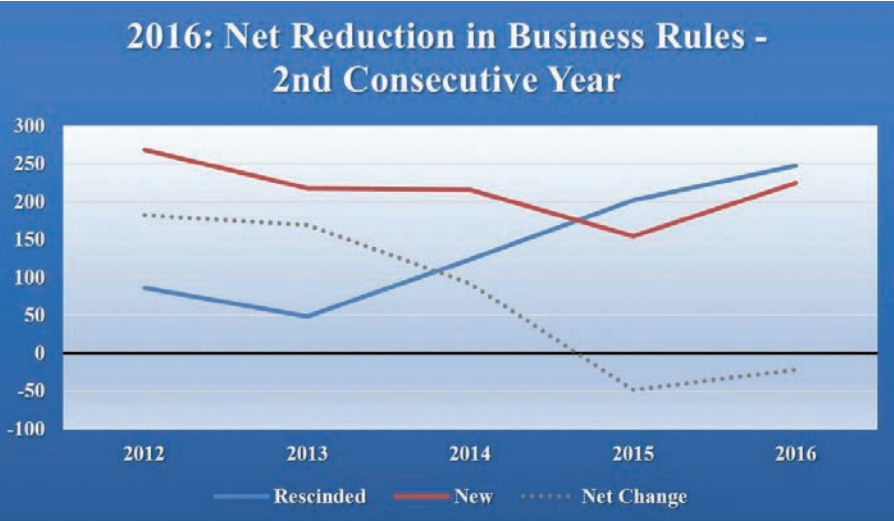
small businesses, their employees, environmental advocates, laborers and industry associations — to

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WISDOM: COMMON SENSE IN AN UNCOMMON DEGREE



shape our CSI program in a way that best serves Ohioans. The results prove we’re having a real impact.

In the six years since its creation, CSI has reviewed more than 10,000 rules; of those, 61 percent have been changed or eliminated. And for the second year in a row, state government introduced fewer business-impacting rules. Applying common sense helps to ensure that unnecessary red tape does not burden Ohioans and prevent job creators from hiring more Ohio workers or investing in their businesses. I believe in a government that is efficient, effective and accountable to the hard-working taxpayers in Ohio.

But CSI is much more than a rulemaking process, as it represents a change in culture and a new way for state government agencies to think about their regulatory role and its impact on businesses on a daily basis. Our goal is to help solve problems when a business, or an entire industry, is running into barriers created by government.

For example, we recently worked with a printing press business in Southern Ohio that experienced an incident that destroyed a pollution control device. Given the volatility of the emissions, the company was required to cease operations immediately, and replacing the control equipment would take approximately three weeks.

Our goal is to help solve problems when a business, or an entire industry, is running into barriers created by government.

The owners expressed concern that a shutdown of this length would jeopardize significant contracts and could potentially cost the company millions of dollars. After stabilizing the situation and ensuring that the environment was protected, Ohio EPA immediately began working with CSI and the business to identify a way to safely keep the company open until it could install the new equipment. Ohio EPA suggested an alternative ink with a reduced emission level, and after exploring this option, the company determined it would work. As a result, it was able to continue operations, with minimal downtime from the incident.

I am proud of the progress we have made, but there is more work to be done. Ohio is well positioned to be a leader in innovation and technology, whether we are preparing for the future of transportation technology and autonomous vehicles, or the expansion of drone capability beyond the line of site of the operator.

CSI will be at the table using common sense as we lead the way. 📍

BUILDING OHIO’S FUTURE WORKFORCE

What to expect from the state, and how it will impact your business

In September 2016, Gov. John R. Kasich challenged his Executive Workforce Board to find ways to prepare and continuously retrain Ohioans of all ages for the jobs of today and tomorrow. The board includes individuals from across Ohio, representing business, education, nonprofit and labor, as well as state legislators.

Kasich charged the board with identifying the most prominent workforce challenges and recommending solutions to ensure Ohio’s businesses have access to a skilled and productive workforce. Recognizing the rapid, massive and often disruptive technological advancement occurring in Ohio and across the nation, the board met a number of times in 2016 to identify solutions that are scalable, impactful, backed by data and budget-neutral. The result is the “Building Ohio’s Future Workforce Report,” which was presented to the governor at the board’s December meeting with its recommendations.

At the meeting, the governor said he was determined to not let the board’s work sit on a shelf. Keeping the momentum going, the governor included many of those recommendations in his proposed FY18-19 Executive Biennial Budget. Those not in the budget will be included in the Governor’s Office of Workforce Transformation’s 2017 Strategic Plan and implemented by work groups made up of leading stakeholders, state staff and subject matter experts.

The efforts of the Governor’s Office of Workforce Transformation and Governor’s Executive Workforce Board are driven by the needs of business. As a reflection, the underlying theme of the recommendations is to better connect businesses with educators to ensure Ohioans are receiving the preparation necessary to be job-ready once they enter the workforce. The following are highlights from the board’s recommendations that will impact business owners.

LOCAL SUPERINTENDENTS WILL APPOINT THREE NONVOTING EX-OFFICIO BUSINESSPEOPLE ON EACH SCHOOL BOARD.

This is a call to action for the business community. By bringing businesspeople to the table with educators, we can ensure that both groups have a better understanding of the skills needed for local in-demand jobs and how this may be reflected in school programs to better prepare students for local opportunities.

Why this matters: Better communication between businesses and educators will ensure communities are better prepared to equip students with skills needed to succeed locally and at the speed



of technological advancement.

TEACHERS WILL ENGAGE IN ON-SITE JOB SHADOWING OPPORTUNITIES WITH BUSINESSES.

As part of their state licensure renewal and professional development plans, all licensed K-12 teachers will engage in on-site job shadowing opportunities with local businesses. This will give teachers another option to complete continuing education requirements and allow them to further articulate to students what career options are available locally, what those look like and how to prepare for and pursue those jobs.

Why this matters: Statewide, the Office of Workforce Transformation hears from businesses and educators that graduating students are convinced they have to move away to find a job. This program is one way to expose teachers and students to the excellent opportunities that exist in their communities.

PRE-APPRENTICESHIP PROGRAMS WILL BE ALIGNED WITH OHIO’S COLLEGE CREDIT PLUS PROGRAM.

High school students will be able to receive college credit for the completion of an approved pre-apprenticeship program, in addition to high school credit, an industry-recognized credential and a paycheck.

Why this matters: Historically, pre-apprenticeships were stigmatized as an “alternative to college.” This initiative will help students prepare for careers in the skilled trades and reinforce the idea that career technical education and college education are not mutually exclusive, but rather a logical (and more convenient) pathway to gainful employment.

The above recommendations represent only a small portion of the state’s efforts in 2017 to transform workforce and meet the hiring needs of businesses. The Governor’s Office of Workforce Transformation and Governor’s Executive Workforce Board encourage the Ohio Chamber of Commerce and its membership to read the recommendations, which can be found at [www.workforce.ohio.gov/board](http://www.workforce.ohio.gov/board), and to speak to your state legislators about the importance of workforce initiatives to you, your business and your community. 📍



# NOVEMBER BALLOT ISSUE IS UNWORKABLE

## Expert study reviews proposal to appear on 2017 Ohio statewide ballot

A proposed law to change how the state of Ohio purchases prescription drugs will appear on the statewide ballot in November 2017. An expert report from Vorys Health Care Advisors (VHCA) and Health Management Associates (HMA) analyzed the proposal and concluded it would be difficult, if not impossible, to implement it.

The proposed initiated statute prohibits the state from entering into contracts where the net cost of a prescription drug purchased by the state is more than the lowest price paid by the U.S. Department of Veterans Affairs (VA). The proposal would dramatically change the current purchasing procedures followed by the state and would effectively terminate existing rebates and discounts.

“There would be little to nothing to be gained under the act,” says Maureen Corcoran, president of VHCA and former Ohio Medicaid director. “Instead, the state could see increased costs in administrative functions in an effort to comply, while at the same time losing valuable supplemental rebate arrangements currently in place with drug manufacturers.”

The VHCA and HMA report indicates the proposal is vague, with no clear definitions necessary for implementation. In addition, the proposed statute is benchmarked to the VA, which is a closed system that does not reveal drug-pricing agreements or extend its processes to other public systems.

For business, the proposal attempts to impose government price controls on the private sector, which would set a bad precedent for the economy and could stifle future investments in Ohio’s bioscience research sector.

### DEFEATED IN CALIFORNIA AND OPPOSED BY BUSINESS GROUPS

A nearly identical version of the drug-purchasing proposal, Proposition 61, appeared on the November 2016 statewide ballot in California. Prop 61, defeated by voters 53.2 percent to 46.8 percent, was opposed by 200 organizations representing doctors, veterans, patient groups, labor unions, business organizations and more. Every major newspaper editorial board urged Californians to vote no on Prop 61 because, they argued, it would be virtually impossible to implement and could actually raise, not lower, prescription drug costs.

California business organizations opposing Prop 61 included the California Chamber of Commerce, the California Business Roundtable, the California Manufacturers & Technology Association and a number of local chambers and business groups. Business leaders were concerned with potential for price controls on other industries, additional government bureaucracy and litigation in the attempt to implement it, and the potential to curb life science research and development.

### THE PROPONENTS

The California-based AIDS Healthcare Foundation (AHF) authored the proposal and initiated it in Ohio and California. AHF is a billion-dollar, global operation that offers pharmacy and clinical services, and that manages HMOs in certain areas.

### IMPACT ON OHIOANS AND VETERANS

The proposed statute would apply to state programs that serve people in Ohio, including those on Medicaid, in state retirement programs and in certain programs operated by the state, such as prisoners and the Ohio Bureau of Workers’ Compensation, among others.



The impact on those who are covered by the proposal could be negative; the proposal could actually increase prescription drugs costs for the state because it would invalidate many existing drug discount agreements that the state has negotiated for the impacted programs. Invalidating these agreements could also result in patients and providers having to go through a cumbersome prior approval process before receiving medicines, potentially delaying treatment or even resulting in a denial of coverage for needed medicines.

For the approximately 7 million Ohioans who use private insurance or other coverage, including veterans and their families who receive their health care through the VA, the proposal would likely increase costs. According to the VHCA and HMA report, it is conceivable that prices for nontargeted entities would go up, and equally conceivable that those increases could be passed along to consumers in the form of higher prescription drug costs.

Because it is highly unlikely that the proposed statute could be implemented by the state departments and programs that directly or indirectly purchase pharmaceutical products, Ohioans could also experience increased costs through administrative burdens and potential lawsuits should the proposal pass and state officials be compelled to enact it.

### CONCLUSIONS

The experts who analyzed the proposal came to the following conclusions.

- The vague proposal makes it unlikely that the proposed statute could be implemented.
- The proposed statute would likely fail to reduce prescription drug costs for the state programs it covers and could actually increase costs and reduce patient access to needed medicines.
- It is likely the proposed statute would increase prescription drug costs for veterans and their families and those who have private insurance and other coverage.
- State agencies would need to take extreme measures in an attempt to comply with the mandate, which could also result in higher drug costs and limits on the availability of medicines for impacted individuals.

Access and download the report at <http://www.voryshcadvisors.com/files/2016/09/2016-9-27-Report-OH-Drug-Price-Initiated-Statute.pdf>.

### ABOUT THE REPORT

The authors of this report were commissioned by the Pharmaceutical Research and Manufacturers of America (PhRMA) to conduct an independent, objective analysis of the likely impact of the proposed statute on the state and the people of Ohio. The analysis was generated following reviews of existing policy, comparative analysis and a series of interviews with Ohio state agency officials. 📄

By Angela Hayden, partner, BGD Law

# RESOLVING CO-WORKER CONFLICT THROUGH MEDIATION



Conflict is a part of daily life. But as an employer, what do you do when conflict among co-workers threatens to diminish the quality of the work being done, as well as overall productivity? The wrong thing is to let the conflict fester and hope it goes away. It can also be harmful to decide the “right” result and force that on the employees without input or buy-in from the affected employees.

So what should you do? In many situations, mediation of co-worker

disputes may achieve the desired result — resolving the conflict in a way that satisfies affected employees.

Consider the following scenario: Bob and Jim are working on a project together. Bob feels like he is doing all of the work and Jim is doing far less and taking all the credit for the work product. Jim believes the tasks he has taken on, while smaller in number, are far more challenging than the multiple, easier tasks taken on by Bob.

Bob and Jim have reached an impasse and are refusing to work together. The project is very important to the company, and the skills of both Bob and Jim are required to complete it. Here, mediation could be very beneficial in that it will allow both sides to improve their communication, decrease the tension and hopefully come to a mutually agreed-upon resolution to their conflict. As a company that values the work of both Bob and Jim, it is in its interest to facilitate this potential resolution.

### GETTING STARTED

Once you have determined that mediation may be appropriate, how do you go about it? In some instances, another employee can facilitate mediation, provided that person has been properly trained in mediation techniques. However, the person facilitating the mediation should not be the one with ultimate decision-making authority regarding the continued employment of either Bob or Jim,

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RESOLVING CO-WORKER CONFLICT THROUGH MEDIATION

as the feuding co-workers will be more concerned with winning than presenting an honest picture of the conflict and their interests in resolving it. If there is nobody within the company who is appropriate, consider using an outside mediator.

No matter who the mediator is, the goal is to come to an agreed-upon resolution that both parties can live with. The underlying concepts of this type of mediation are to have the parties develop an understanding of the other side’s position, to let the parties own the conflict and the resolution, and to promote thinking beyond the conflict.

Skilled mediators use a variety of techniques to facilitate resolution, and ultimately, the mediator should provide an opportunity for both sides to be heard fully and to identify their interests. This can be done in a joint meeting, in separate caucus-type meetings, or in a mixture of joint and caucus meetings.

Once the parties’ interests have been identified, the mediator can facilitate brainstorming resolutions that may serve both parties’ interests. The key to this process is that both parties are there voluntarily and feel a sense of ownership of the resolution.

Mediation of co-worker disputes may achieve the desired result — resolving the conflict in a way that satisfies affected employees.

Not all mediation attempts will be successful, of course. At that point, the company must weigh its options among letting one or both of the employees go, separating the employees, or simply living with the conflict. Such a decision should be made in consultation with the company’s legal counsel, as each decision carries its own risks.

Further, not all employee disputes are appropriate for mediation, and forcing mediation in inappropriate situations can expose the company to greater risk. If either party does not wish to participate in mediation, the process will not work. And in instances involving threats of violence, encouraging mediation could expose the company to liability for failing to protect an employee from an unsafe work environment.

Similarly, in cases of sexual harassment, company-level mediation may not be appropriate;<sup>1</sup> once made aware of sexual harassment in the workplace, a company has the duty to protect its employees from the harassment. Thus requiring an employee to mediate a harassment complaint against another employee could expose the company to liability for failing to protect the complaining employee. As a result, the decision to attempt mediation of co-worker disputes should be made in consultation with the company’s legal counsel.

Overall, mediation of co-worker disputes should generally be considered by employers as an efficient way to resolve disputes that are detracting from the work performance of valued employees.

Angela Hayden is a partner with BGD Law. Reach her at (513) 322-1900 or ahayden@bgdlaw.com.

<sup>1</sup> Mediation between the company and the complaining employee may very well be appropriate once the complaining employee has threatened to, or has initiated, an EEOC complaint or a lawsuit.

HEALTH INSURANCE  
OPTIONS FOR SMALL,  
MEDIUM-SIZED FIRMS

Throughout 2017, we are offering a series of health plan webinars with information on savings opportunities for small to medium-sized business. These webinars will provide information on small group self-funding options including level funding plans and reference-based pricing.

Self-funding health coverage was once only an option for large companies, but many carriers are now offering modified self-funded plans designed for small groups, some as small as fewer than 10 employees. As a result, use of self-funding in the small group market has increased approximately 19 percent in the past two years, according to an Employee Benefit Research Institute report.

LEVEL FUNDING  
Level funding plans offer savings to companies with average or better claims experience, and there are no unexpected or hidden costs. Companies receive premium amounts for each coverage type, and that is the limit of cost, regardless of claims experience. In addition, in a year with fewer claims, unused claims dollars are returned to your company or can be used to offset premium increases. Level funding looks and feels like a fully insured plan, with added features and benefits such as access to clinical and financial claims data and the possibility of dollars being returned.

PREFERRED PROVIDER ORGANIZATION OPTIONS  
Level funding plans can utilize major carrier networks or national leased networks, so employees have access to many providers and facilities while utilizing the cost savings associated with Preferred Provider Organizations (PPO). Many major carriers offer level funded options, as do third-party administrators (TPA) that lease carrier networks. Through our program, the Ohio Chamber is able to quote multiple options, with various networks to choose from.

REFERENCE-BASED PRICING  
Reference-based pricing (RBP), also called value-based payments, is a unique method of funding a health care plan in that it is a bottom-up methodology rather than the traditional top-down PPO model. Using our familiar PPO network model, the provider will invoice a plan for treatments and/or procedures. The claim is repriced according to the PPO contract, and some percentage discount, or allowed amount, is ultimately settled on as payment in full for the provider. Costs for the same procedure can vary from facility to facility based on what their specific billed charge amount is for that procedure.

A reference-based model starts by establishing prevailing prices for medical services using objective and normative third-party data such as Medicare rates. A payment amount, or allowed amount, will be calculated from that base rate, for example 150 percent of Medicare rates. The RBP model is a step toward a more defined contribution health care plan, in which companies can dictate a specific cost structure. Reference-based prices can be applied to specific treatments or procedures, or can be spread over the entire plan. These plans are fairly new in Ohio, and interested employers should understand all of the benefits and potential pitfalls before making a decision.

In the coming weeks, the Ohio Chamber will offer free webinars on our self-insurance health plan program. We are confident that this program can help businesses decrease health care costs while providing employees with adequate coverage. Companies that currently work with insurance brokers are also welcome to participate.

For more information on this health insurance program, contact Laz Picciano at (614) 629-0926 or lpicciano@ohiochamber.com.

# 2017 SEMINARS

PRESENTED BY  
THE MANUFACTURERS’  
EDUCATION COUNCIL  
AND THE OHIO CHAMBER  
OF COMMERCE

## 26TH ANNUAL SUSTAINABILITY AND ENVIRONMENTAL SAFETY & HEALTH CONFERENCE

Tuesday, March 21, and Wednesday,  
March 22, at the Duke Energy Center  
in downtown Cincinnati

## 27TH ANNUAL ENVIRONMENTAL PERMITTING IN OHIO CONFERENCE

Wednesday, July 19, and Thursday,  
July 20, at the Crowne Plaza  
Columbus North

## 12TH ANNUAL OHIO EMPLOYEE HEALTH & WELLNESS CONFERENCE

Tuesday, Aug. 22, at the  
Embassy Suites  
Columbus Airport

For more information on these  
seminars, including registration  
information, visit  
[www.mecseminars.com](http://www.mecseminars.com).



# THE OHIO CHAMBER IN ACTION

- 1. Chamber Choice Breakfast: Some of our Chamber Choice candidates came to our headquarters in February to discuss our legislative priorities. (left to right) Rep. Kyle Koehler, Rep. Jeff Rezabek, Rep. Steven Arndt, Sen. Stephanie Kunze and Vice President of Government Affairs Keith Lake.
- 2. Tax Conference: Ohio Chamber Chairman of the Board Tom Zaino opens the MEC Tax Conference.
- 3. Committee: Many of our committees met in January and February to discuss the Chamber's legislative priorities.
- 4. Member Portal: Jen Osburn, Director of Finance & Administration, teaches members how to use our new Member Portal.



## OHIO CHAMBER EMPLOYEE SPOTLIGHT: Jeff McClain, director, Tax & Economic Policy

One of the most recent additions to our team, Jeff McClain joined the Ohio Chamber staff in October 2016. He previously served as Ohio state representative for the 87th District (2009–2016) and Wyandot County auditor (1982–2008). McClain received his BBA-Accounting degree from Tiffin University.



McClain and his wife, Barb, are proud of their three adult children and their spouses, Riordan and Sarah McClain, Mallory and Chad Guined and Mackenzie and Matt Wysong. They are also blessed with seven grandchildren, Norah, Harlow, Hudson, Makaria, Fiona, Arwen and Vienna.

- Do you have any pets?**  
Yes, a yellow Labrador Retriever named Reesie
- Where did you grow up?**  
I was born and raised (and still reside) in Upper Sandusky, Ohio.
- Who is your hero?** I have two, my dad and John Wayne.
- What do you do when you're not working?**  
I spend time with my grandchildren.
- What is your favorite quote?**  
"People will forget what you said, they will forget what you did, but they will never forget how you made them feel." Maya Angelou
- What two books do you consider a must read for everyone?**  
"The Bible" and "In the Grip of Grace," by Max Lucado
- Where is your favorite place to dine out?**  
The Steer Barn in Upper Sandusky
- Where is your favorite place to vacation?**  
Whitefish Falls, Ontario, Canada
- Name three of your favorite sports teams.**  
The Ohio State University Buckeyes, the Cincinnati Reds and whatever team my children and/or grandchildren are playing on
- What are your career highlights?**  
Being a good husband, dad and grandpa 🍷

As director, Tax & Economic Policy, Jeff McClain is responsible for all Tax Committee activities at the Ohio Chamber of Commerce. Contact him at [jmclain@ohiochamber.com](mailto:jmclain@ohiochamber.com) or call (614) 228-4201. View his professional profile on LinkedIn and follow him on Twitter at @JeffMcClainOhio.

## MEET OUR BOARD MEMBERS



We are introducing a new feature that profiles members of our board of directors. Our first profile is of Stewart Fletcher, vice president of operations and general manager of Heritage Thermal Services in East Liverpool, Ohio.

**What does your company do?**  
Heritage Thermal Services provides advanced, environmentally friendly incineration services for organizations of all types that generate hazardous wastes.

**How does your company impact Ohio's economy/benefit the Ohio business community?**  
We help protect Ohio's environment by responsibly managing environmental liabilities for private and public sector organizations. Manufacturing and service industries of all stripes can focus on their businesses, confident that we are nearby with solutions for their environmental compliance needs.

**What is your role?**  
I am responsible for all operations at the facility, which operates 24/7 and provides good jobs for 172 employees.

**What do you hope to gain from your membership with the Ohio Chamber?**  
The Ohio Chamber of Commerce is a strong voice for business on topics ranging from changes with OSHA rules to taxation to health insurance to environmental affairs.

We value their contributions greatly as an advocate for business.

**How has serving on the board helped you or your company?**  
I was honored to be asked to serve on the chamber's board of directors. Our company has a deep tradition of actively participating in business and community organizations that make a positive difference. The Ohio Chamber certainly is one of those organizations.

**How long have you been on the board?**  
My service on the chamber's board began late in 2016. I look forward to working with other members of the board as we promote jobs, opportunity and progress for Ohio's economy.

**What are some of the latest goals/objectives of your company?**  
Safety, compliance and service are our key performance indicators. Monitoring, measuring and then implementing improvements, no matter how small, are constants for us.

**How has the Ohio Chamber helped your company achieve those goals/objectives?**  
Membership in the Ohio Chamber offers a distinct opportunity for us to build and grow our business through the array of services and support programs that are available. The chamber is a valued partner as we execute our business strategy. 🍷



# CHAMBER EXPANDS ISSUES TO ADDRESS



As the advocate for Ohio’s businesses, you will often hear us talk about “affordable health care,” “a balanced and predictable judicial system,” or “a competitive tax climate.” When addressing issues that impact business, we follow our mission: “As the state’s leading business advocate and resource, the Ohio Chamber of Commerce aggressively champions free enterprise, economic competitiveness and growth for the benefits of all Ohioans.”

While we won’t stop advocating for the issues above, we have been increasingly aware that we need to be involved in a broader spectrum of issues – such as the opioid epidemic, guns on business property and the integration of workforce training in K-12 education – because these “new” issues directly impact the workplace and workforce.

Ohio leads the nation in drug overdose deaths, with 3,050 in 2015. We also lead the nation in opioid overdoses, with the highest number of deaths resulting from synthetic opioids such as fentanyl and carfentanil, and had the most heroin deaths. These numbers are putting a strain on local law enforcement, the medical profession, social service agencies and even Ohio employers.

This summer, after much discussion, the Ohio Chamber’s board of directors decided to form an Opioid Task Force to

explore the role the Ohio Chamber can play in helping to solve this statewide crisis. We have learned that drug usage – whether it’s abusing prescription drugs or using street drugs – is having a major impact on Ohio’s workforce and our state. We’ve heard from employers who can’t hire much-needed employees because they can’t pass drug tests, and from employers whose employees or their family members are dealing with drug addiction.

As of this printing, the task force has met three times and has heard from people in the mental health arena, those who deal with treatment and those who help curtail the distribution and usage of prescription and street drugs. The task force has charged us to look at compiling an employer tool kit to provide educational information to Ohio’s employers on topics from how to recognize drug addiction to how to curtail the use of opiates by injured workers. You will be hearing more about this soon.

In other news, during the lame duck session, the General Assembly passed – and the governor signed – Senate Bill 199, which allows employees to keep locked guns in their cars while parked on their employer’s property. Since concealed carry was passed in Ohio in 2003, the Ohio Chamber has

advocated for employers’ rights to prohibit weapons on their property. We continue to believe that allowing employers and private property owners to prohibit weapons and firearms on their property is essential to their private property rights and ability to provide a safe workplace for employees and customers. As the effective date for the law approaches, we will be providing information to business owners as to what they need to do regarding updating company policies.

And in December, Gov. John Kasich released a report on preparing and continuously retraining Ohioans of all ages for the jobs of today and tomorrow. The highlights of that report are in this issue. As the year progresses, our Education and Workforce Committee will be looking at ways in which the Ohio Chamber can play a role in future workforce training.

So while these issues may at one time have been seen as “social” issues, they do affect employers. These issues can impact the economic competitiveness and growth of Ohio businesses and thus deserve all of our attention, just as any of our traditional issues do. 🇺🇸

*Andrew E. Deebul*

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## OHIO CHAMBER OF COMMERCE ANNUAL MEETING & LEGISLATIVE RECEPTION

MAY 2, 2017

FEATURING RETIRED FOOTBALL COACH,  
FORMER ESPN COMMENTATOR AND  
AUTHOR LOU HOLTZ

Register online soon at [www.ohiochamber.com](http://www.ohiochamber.com) then click on Annual Meeting.