Labor Day — 2019
Black River Bandits earn second place in competition
Big things are happening here
Apprenticeships need to be expanded in America
A commitment to care
Take this job and...you know the drill
Celebrating big things
Rod Baker
Publisher
The Ledger Independent

This Labor Day marks the 125th Anniversary of it being celebrated as a national holiday. For those that wonder exactly what Labor Day means, here’s what I picked up from the Department of Labor’s website (www.dol.gov/general/laborday/history):

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By legislative enactment. By the end of the 19th century, Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 more states had adopted the holiday, and on June 28, 1894, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

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Many will see this as another opportunity for a three-day weekend, and it is often recognized as the official end of summer where we will have family gatherings, barbecues, and final dips into the pool before preparing to close it. However, when thinking about this day and what it means, we must stop and think about the hard working men and women who make each of our companies tick.

In our case here at The Ledger Independent, there are 23 people who work together to bring you what we produce each day in print and online. Without them we’d cease to exist. What you hold in your hand is truly a “Daily Miracle.”

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Let me leave you with this quote from Martin Luther King Jr.: “No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with pains-taking excellence.”

In this special section dedicated to Labor Day, you’ll see some articles from some of our local businesses and business leaders. I encourage you to take a few moments and read about all of the great things going on in and around our area. It is truly amazing.

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**Black River Bandits earn second place in competition**

The Black River Bandits, who finished in first place in the district and as the overall first place champions in the Southeast Region/Central Kentucky Mine Rescue Contest in Mayville, also traveled to New Iberia, La., to compete in the oldest running regional mine rescue contest in the United States.

The 49th Southern Regional Mine Rescue Classic in Louisiana featured 20 teams from across the nation, many of which have been past national champions.

The Black River Bandits earned a second place finish in the two-day Field Contest, eighth place in First Aid and 12th place in Team Tech.

“All of our mine rescue teams at Carmeuse perform exceptionally well in these types of competitions every year,” said Carmeuse Area Operations Manager Mark Davis. “But, the Black River Bandits are having a particularly exceptional season with its recent first and second place finishes in two prestigious competitions.”

Carmeuse Lime and Stone is a leading manufacturer of lime and limestone and whose products are diversely utilized across a wide range of industries including steel manufacturing, power generation, road construction, land development, glass manufacturing, water and waste water treatment, pulp and paper production, and more. Staffed by up to 2,000 employees throughout 28 production facilities in Eastern U.S. and Canada, with North America operations headquartered in Pittsburgh, Pa., Carmeuse not only offers products, but also value-added services such as technical support, application support, and logistics support to optimize our customers processes.
Apprenticeships need to be expanded in America:

Peter Feil
VP/General Manager
STOBER Drives Inc.

In a January 2017 survey by the Associated General Contractors of America, 73 percent of businesses stated they had a difficult time finding qualified employees. American schools and communities unfortunately are not producing skilled workers at a rate to keep up with the demand of our economy, leaving many businesses unable to grow. The shortage of skills and talent is projected to become more acute in years to come. With shortages in skills and talent at record highs in most businesses in America, Apprenticeships have become a popular topic of conversation when searching for solutions.

In fiscal year 2016, DOL counted about 500,000 active apprentices in more than 20,000 registered apprenticeship programs in America. Of this 150 million full-time employees in the U.S., it focuses up to only 1% on the workforce at large to that equals to about 5% of High School graduates in America entering apprenticeship programs. Compare that to Germany, which has about 1.4 million apprentices, or about 5.5% of its workforce in the form of apprentices, which equals to 50% of German High School graduates entering into the workforce at large. Germany is clearly far behind, and the risk to the American economy posed by the skills shortage is great.

Defining apprenticeships is very important, as there are many ideas and misconceptions surrounding this form of education. An apprenticeship is an arrangement in which you gain hands-on training, technical instruction, and a paycheck—what the apprentices earn as they learn, for they are already workers. When they are finished, the apprentice earns as the associate stays in your community, earns a wage or salary and pays taxes. Community Colleges typically do not register apprenticeships; they are mostly not even aware of them. Community Colleges typically do not have curriculum established to support the apprenticeships of local businesses. Few standards of performance are established at the state or local level to reference. Government tax credits and grants to support a company with their apprenticeship programs may be available, but it is up to the company to find out what is available and then navigate the process of receiving this support. Many small to medium sized companies simply do not have the skill set and capacity to work through all these infrastructure barriers.

Apprenticeships are not a substitute for a 4-year college education by any means, that is the right path for many High School graduates. But for many, they are not viable alternatives—consider the statistics: 70% of Americans enter a 4-year bachelors’ program after High School. Of those, only 57% are finished after 6 years, and 33% drop out altogether. Many leaving colleges, with their without graduating, carry with them a large amount of college debt. Currently there is $1.2 trillion in outstanding student debt in America, the highest debt category behind mortgage debt. The most recent data in America is $298,800. Those that do graduate, typically enter the workforce with little or no work experience, something employers value highly.

For young people just starting out in the world of work, apprenticeship has important advantages. It offers an efficient way to learn skills, for the training is planned and organized and is not hit-or-miss. The apprentices earn as they learn, for they are already workers. When their apprenticeship is completed, youth are assured of a secure future and a good standard of living because the training is in the crafts where skills are much in demand. Opportunities for employment and advancement open with the recognition that the apprentices are now skilled craft workers.

For employers, having apprentices as part of their employee pool, a pipeline of skills and talent is assured. STOBER, for instance, the goal is to always have 70% of the employees completing their apprenticeship, and easily continue their education, often getting their bachelor’s degree paid by their employer in the form of tuition reimbursement.

For communities, apprentices who find good companies to work for, typically stay in those communities and raise their families, and earn more than if they went straight to work from High School. So, tax revenue rises, and the tax burden of social programs for the unemployed is reduced

There is a lot at stake as America struggles to produce the skills and talent it will need to sustain our position as the strongest economy in the world. Both Europe and in Asia are generating more skilled young people than we are.

So, just Do It! CEOs, start apprenticeship programs in your company. You will improve both your top and bottom lines long term, as well as improve your company brand and reputation as a developer of people. Moms and Dads, consider and apprenticeship for little Jane or Johnny. It may just be the best way for them to launch on their career path, earning as the associate stays in your community, and likely finishing their associate degree with zero debt. Government, provide incentives to businesses in the form of grants and tax credits, the investment will pay itself back many times over as the associate stays in your community, earns a wage or salary and pays taxes. Community colleges, partner with businesses to provide the formal learning, portion of the apprenticeship, you will find they are productive and stay relevant for the businesses in your community, as well as supporting the growth of young people in a very attractive alternative to the 4-year bach- elor program, the apprenticeship.

With apprentices earning a good wage while getting great hands-on job experience and earning, often 45 credit hours or even an associate’s degree, they are well prepared to enter the job market upon completion of their apprenticeship, and easily continue their education, often getting their bachelor’s degree paid by their employer in the form of tuition reimbursement.

We appreciate all the hard work & dedication that each and every employee puts forth everyday. You are the greatest asset to our company.

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INTERNATIONAL A32
A commitment to care

Joe Koch
Market President and CEO
Meadowview Regional Medical Center
Fleming County Hospital

Providing healthcare for the communities we serve at Meadowview Regional Medical Center and Fleming County Hospital is a 24-hours-per-day, seven-days-per-week, 365-days-per-year calling.

The Mission for both of our hospitals is "Making Communities Healthier." We would not be able to achieve that mission without the dedication of our employees and medical providers.

This year, Labor Day falls on Sept. 2 and it is the 125th anniversary of Labor Day being celebrated as a national holiday. Labor Day is dedicated to the social and economic achievements of American workers.

We want to thank our healthcare teams for taking great care of our communities and each other day after day, night after night. There are emergencies, inpatient admissions, surgeries, deliveries, endoscopies, heart attacks, outpatient tests such as lab, radiology and imaging services tests, sleep studies, physical therapy, rehab services, cancer care and others that are delivered every day in our communities.

At Meadowview Regional Medical Center, we have over 400 fulltime, part-time and prn clinical and nonclinical employees working alongside 200-plus medical staff providers to care for our community members. Fleming County Hospital has over 300 fulltime, part-time and prn clinical and nonclinical employees working alongside 100-plus medical staff providers. We are privileged to be able to care for our neighbors, friends, family and visitors in our communities.

Sometimes within the same span of an hour’s time period, we may be helping our patients and families celebrate a joyous occasion or a personal health-care achievement, and the very next moment, comforting a patient or family member with some healthcare news that no one ever wants to hear. Healthcare workers, along with our patients experience a full range of emotions every day of the year.

It also takes all of our team members to properly care for our patients. From our registrars, to our discharge planners and everyone in between, we count on each other to help deliver patient care services for our communities.

Working in healthcare is a challenging and very rewarding career. Each of us at some point in our lives are going to need medical care. At Meadowview Regional Medical Center and Fleming County Hospital, we have dedicated employees and medical providers who go above and beyond while caring for our patients. I am honored and proud to serve alongside our team members and community partners.

During this Labor Day holiday, I want to thank our team members for your commitment to providing compassionate, quality patient care in achieving our Mission of "Making Communities Healthier."

The Royal Diploma is the compass for what we want out students to know and be able to do. It’s the shared vision of our students’ success in life, work, and citizenship.

The Royal Essential Skills prepare Mason County students to connect education and life.

Royal Diploma

ESSENTIAL SKILLS

Life-Long Learning
Collaboration
Communication
Critical Thinking
Citizenship

“Are you Royal Ready?”

On this Labor Day, we take the time to thank the students, parents, faculty, staff and everyone who supports all of the Mason County Schools. We couldn’t continue to build these educational institutions, without the help from all of you. Your dedication is our success.

Twitter@MasonCoSchools
Celebrating big things

Vicki Steigleder
Executive Director
Maysville Mason County Area Chamber of Commerce

According to the U.S. Department of Labor’s website, Sept. 2, 2019 is the 125th anniversary of Labor Day being celebrated as a national holiday.

The DOL website offers a brief history: The first Labor Day holiday was celebrated on Tuesday, Sept. 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on Sept. 5, 1883. By 1894, 23 states had adopted the holiday, and on June 28, 1894, President Grover Cleveland signed a law making the first Monday in September of each year a national holiday.

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Presently, workforce has become one of the leading drivers for location choices. In an article from the Wharton University of Pennsylvania “The Headquarters Checklist: How Do Companies Pick A Location”, Wharton management professor Peter Cappelli, Director of the School Center for Human Resources states: “For most businesses, the issue of location choice now is driven by labor. Will we be able to attract and retain the white-collar skills we need? For unskilled or semi-skilled jobs, will we be able to get it at a price we want to pay? No business goes to the Silicon Valley or New York City because it is cheap; they go because of the labor supply. “

Christopher Thornberg, founding partner of the Silicon Valley or New York City because it is cheap; they go because of the labor supply. “

Economics, further strengthens this thought, “It boils down to access to clients, access to labor force, access to suppliers – these all play a role in these decisions.”

Just as it was important to start the celebration of the workforce in 1882, the importance of the available workforce in site selection has made it even more vital and worthy of continued celebration.

The Maysville-Mason County Area Chamber of Commerce believes that Workforce is at the heart of everything we do. It begins with our Mission Statement: “To enhance economic growth, promote development and provide leadership of the business community in the Maysville-Mason County Area.” That may still sound rather general, but that’s the beauty of it – the Chamber can move in almost any area where our membership has a need. To simply, we can break it down to three words, Enhance, Promote and Lead. But my favorite way to describe the Chamber is that we are a Connector. We can connect one person to another, or someone to the information or product that they need.

It has been a pleasure to provide the leadership for the process of becoming certified as a Kentucky Work Ready Community. We had the opportunity to prove that Mason County has the quality workforce employers are looking for. Our workforce has graduated from high school, has some college experience to a two-year or higher degree, and has attained Career Readiness Certificates. The Chamber, in conjunction with the Mason County School System, has developed the Work Ethic Seal Program to reward Mason County Juniors and Seniors for exhibiting the habits employers look for in an employee. One of the best outcomes of the program has been connecting all the stakeholders needed for the process: Economic Development, Business and Industry, Elected Officials, Education, Workforce Development and those who work with the Veteran, Disabled, Ex-offender, and Medicaid Populations. It takes all of us working together!

Always looking to the future, we partner with (enhance) and actively serve on committees for the Kentucky Career Center, Business Services (enhance) and actively serve on committees for the Kentucky Career Center, Business Services Team and Maysville Community and Technical College. We produce (promote) a Relocation Guide to use when talking with new businesses or to help a new resident navigate settling in the area. We also produce the Maysville/Mason County map to help us all find our way around. We were a founding sponsor of the Maysville Young Professionals Network and continue to support them as they provide a connection to our new, younger residents. We regularly provide Professional Development opportunities (lead) such as our Exceeding Customer Expectations seminar on Sept. 26 and our Annual Leadership Conference. The Chamber helped to start the Leadership Horizons program which has continued for 20 years. We are proud to be a part of the steering committee to make Maysville the First Green Dot City and have had a couple of opportunities to represent Maysville at the State level.

Everything we do supports our workforce. It doesn’t matter if the business is along the river or on top of the hill, or if they have one employee or 600, our goal is to connect them to the resources that are needed.

On this 125th Labor Day, let’s all take a moment to thank each other for the great job everyone does. Truly, “Big things are happening in Maysville” and we have our workforce to thank for it.

Thanks to all East Kentucky Power Cooperative employees who help keep the power flowing.

Hospice of Hope is the leading provider of end-of-life care for people facing serious and life-limiting illnesses.

Wanda Paul
Hospice of Hope Volunteer

Comfortable and surrounded by family and friends, free of pain with your symptoms under control, support for your family caregivers... that’s what most Americans want at life’s end. Hospice of Hope can make it happen.
Take this job and...you know the drill

Jeremy Faulkner
Director of Business Services
Tenco Workforce Development Board
Kentucky Career Center

God took the man and set him down in the Garden of Eden to work the ground and keep it in order. Genesis 2:15 (MSG)

We were made to work; you, me, everyone. Tending, managing, over-seeing, organizing and bringing forth potential; these were all things that humankind was tasked with from the very beginning of time. Just like everything else The Lord created, work is good! I’ll give you a moment to catch your breath...

For many of us, work is a four-letter word, both literally and figuratively. We live in a culture in which work is to be avoided, not done. The thing most revered in our professional lives is not the amount of work we accomplish, but the amount of work we successfully dodge or delegate to someone else. We don’t care who gets stuff done, so long as it is not us.

Work is a necessary evil, right? We dislike our supervisors. We hate each other. We dislike our superiors. We hate them. We don’t care who gets stuff done, as long as it’s not us.

The first reason: bad bosses. A company that has taken their last push for all their best employees and moved them into a position where their only objective is no longer production, but rather motivation and development. What makes companies think that excellent production employees will also be excellent managerial employees? I don’t know, but most make this critical error. These positions require two very different skill sets. Yet most companies promote their (incorrect) assumption that if an employee is good at a job, they will also be good at supervising a group of people who do that same job not quite as well. Unfortunately, this rarely works out well.

The newly-promoted employee is frustrated that the production employees they now supervise can’t do that job as quickly as they could. This frustration leads to bitterness and resentment from both employers and everyone suffers as a result. Production and work satisfaction fall off and no one seems to be able to figure out why.

Outstanding employees cer-tainly should be rewarded with new challenges and career opportuni-ties, but only when accompanied with proper training. Failing to invest in training and education of staff leads businesses to a place no one wants to go. People often say they leave jobs for more money, but the truth is that’s only accurate about 12 percent of the time (The Hidden Reasons Employees Leave, Braham). People don’t leave com-panies, they escape bad bosses. And if they can’t escape those bad bosses, they really start to hate their job.

Another reason people are so frustrated by their work is that they forget for whom they are working. They have lost their sense of pur-pose and no longer understand why they’re doing their job in the first place.

Don’t just do the minimum that will get you by. Do your best. Work from the heart for your real Master, God. God, confident that you’ll get paid in full when you come into your inheritance. Keep in mind always that the ultimate Master you’re serving is Christ. Colossians 3:23-24 (MSG)

We’ve forgotten why we’re work-ing. Are we working to sustain our families? Or are we working to maintain our health insur-ance? Sure. Does work to pay our debt obligations? I certainly do. But these things are secondary to the real reason we work, those are simply the ancillary benefits of work that we enjoy. We engage in meaningful work because God gave us the opportunity, the health, the skill, the intelligence, and the freedom to do it. The way we take ownership in our work and the pursuit of excellence therein is an expression of appreciation to the One who blessed us with it. We work, because He who made it knew it was good for us. Our work is our worship.

People who work are on (usually) happier and healthier than those who don’t. People who are engaged in work have higher life expectancies than those who aren’t. Additionally, people who are able to achieve the “dream” of financial independence from work might not be the life you’d ex-pect. Did you know that 70 percent of people who suddenly come into a windfall of cash will lose it within a couple years (How Winning the Lottery Makes You Miserable, Time Magazine)? And several studies have shown that almost half of all lottery winners will either file bank-ruptcy or commit suicide within 20 percent of their initial cash award.

The American worker is one of our nation’s greatest resources. Work hard built this country and will hard work continue to be a hallmark of the American identity. Knowing that so many folks are dis-satisfied with their jobs does genu-inely make me sad. However, with a little bit of a change in our perspec-tive and attitude we can make big strides in altering the way we approach and enjoy the blessed task of our job.
Big things are happening here

For many, Labor Day Weekend conjures up warm imagery of grill-outs, extended time with friends and family and the shortening days of summer. According to the Department of Labor, “Labor Day constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.”

While there is nothing wrong with the positive imagery most of us have grown to associate with Labor Day, I would charge that the holiday marks the perfect time to reflect on our community’s economic wellbeing, both locally and regionally, and how lucky we are to individually call Maysville and Mason County home.

While Maysville’s economy historically weathered national economic traumas better than most similarly sized communities, it is not too difficult to remember the tumultuous times of 2008 recession, the housing crisis and overall economic calamity the nation endured. Locally, one does not need to strain too much to remember the days of closing power plants, double-digit unemployment, empty stores and long commutes for low wages in other cities endured by Maysville residents. While as unpleasant as it may be to remember those precarious years, it serves to remind us how far we have come.

Today, Maysville has ascended back to the regional 36-county hub we historically have been. Over the last two years, our community has announced cutting-edge manufacturing companies such as Envirolight, PatternTech and Precision Pulley and Idler (PP&I), each representing unimaginable economic potential. Maysville hosted Carlson Software’s Annual Conference that brought software and mining engineers as well as other cutting-edge technology representatives from numerous countries here. Industrial darlings such as Mitsubishi, Green Tokie and others have rarely been numerous countries here. Industrial stalwarts such as other cutting edge technology representatives from brought software and mining engineers as well as two years, our community has announced cutting-edge today, Maysville has ascended back to the regional economic wellbeing of our country. 

For me, the Labor Day holiday and our overall economic health is best exemplified in the Martins’ Small Engines, the Local 68 Store, Maysville Brewery, B-Line immediately come to mind, the City of Maysville has made significant strides with downtown revitalization with the downtown entertainment district as well as the Second and Third Street construction projects. This progress is best exemplified by the fact that more buildings in downtown Maysville have transitioned ownership in the last two years than the previous 15. Businesses in downtown Maysville are working to form a Downtown Merchants Association to more effectively coordinate and capitalize on these investments that will soon lead to Downtown Maysville Focus Weekends, with additional entertainment options for Maysville and Mason County citizens. All of the above developments have led to hotel occupancy rates that have never been higher in Maysville and Mason County, statistics that will only lead to attracting additional hotel investments.

At the Maysville-Mason County Industrial Development Authority, we field calls every day from business and industry executives exploring options to open operations in Maysville and Mason County indicating and underscoring the fact that we are moving the needle locally. Over this Labor Day weekend holiday, I hope you will join me in thinking about the many positive attributes our community has to offer and how our local economy has come and what “Big things are happening in Maysville, Kentucky.”

In honor of Labor Day, we salute our employees who, each in their own way, make Meadowview Regional Medical Center exceptional. We recognize your commitment to care for our patients, in every role you play. It’s your hard work and dedication that allows us to achieve our Mission of Making Communities Healthier.

Owen McNeill
Executive Director
Maysville Mason County Industrial Development Authority

Teamwork

on call everyday.

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HAPPY LABOR DAY

THANK YOU
to all STOBER employees for your hard work and dedication!