



CFMA Central Ohio eNewsletter

Upcoming Events:

November 21, 2023- A Lunchtime Smorgasbord of Labor
& Employment Law

[\(Register Here!\)](#)

December 19, 2023- Tax Update
(Save the Date)



A LUNCH TIME SMORGASBORD OF LABOR & EMPLOYMENT LAW

\$40 for CFMA members
\$50 for non-members

- 1 CPE CREDIT
- TUE, NOVEMBER 21ST
- 11:30-12 REGISTRATION & NETWORKING
- 12-1 LUNCH AND PRESENTATION

Fawcett Center
2400 Olentangy River Rd.
Columbus, OH 43210



Construction Financial Management Association

CENTRAL OHIO CHAPTER

Since 1988

A Lunch Time Smorgasbord of Labor and Employment Law



Presenter:
Chris Russell

Description:
This presentation will provide a discussion and update of State and Federal labor and employment laws impacting the workplace

Learning Objectives:

- Workers' Compensation Update
- EEOC Update on Harassment Guidelines
 - Retaliation Commentary
 - NLRB Update
- Drug Free Workplace/Post election drug update

When:
Tuesday, November 21, 2023

11:30 – 12:00 Registration and Networking
12:00 – 1:00 Lunch and Presentation

Where:
Fawcett Center
2400 Olentangy River Rd, Columbus, OH 43210

CPE Credit:
The presentation will count for 1 CPE Credit

Registration:
Please register for this event online at
<https://cenohio.cfma.org/chapters/events>
\$40 for CFMA members and \$50 for non-members
Contact Jill Claire centralohio@cfma.org with questions.

Who Should Attend:
Financial and accounting professionals with construction companies and their financial advisors.



<http://cafe.cfma.org/centralohio/home>

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Chris Russell Bio:

Chris practices in the fields of labor and employment and workers' compensation representing various companies before state and federal courts and administrative agencies.

He has been certified as one of the state of Ohio's first specialists in the field of Workers' Compensation by the Ohio State Bar Association. A substantial portion of Chris's practice also involves labor arbitrations, employment litigation and workplace safety issues.

Chris is named in *The Best Lawyers in America*[®] in the area of Workers' Compensation Law – Employers and was named *The Best Lawyers in America*[®] 2021 Columbus, Ohio Worker's Compensation Law – Employers "Lawyer of the Year." He also is recognized by Ohio Super Lawyers in the field of Employment and Labor Law.



<http://cafe.cfma.org/centralohio/home>

CPE:

The Construction Financial Management Association (CFMA) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: <https://www.nasbaregistry.org/>

REGISTER HERE!



FOUNDER'S RECOGNITION

PROUDLY PRESENTED TO THE
CENTRAL OHIO CHAPTER


KEVIN FOLEY
CHAIR




NEIL SHAH
PRESIDENT & CEO



CFMA **CONSTRUCTION
FINANCIAL
MANAGEMENT
ASSOCIATION**

CENTRAL OHIO CHAPTER

35TH ANNIVERSARY



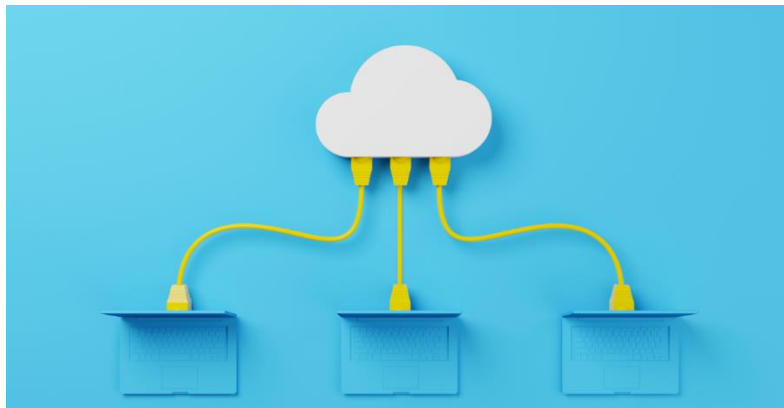
A Flawed Business Model

Construction organizations often select projects to fill their growth goals, satisfy their need for immediate cash flow, capture work near their headquarters, keep their crews busy, serve owners they have worked for before, and/or explore new types of work. The only thing that really matters is do they carefully analyze whether their company is a good fit for the job under consideration.

In this series of messages, we will demonstrate that a construction company's capacity, expertise, and managerial maturity are the areas of capability that must fit well with the demands of the job under consideration. Profitable project selection evaluates size, duration, type of construction, and payment reputation of the owner. It then tests a company's ability to handle the magnitude of each

risk factor. It is critical to weigh job risk factors against a construction company's current capabilities.

[Click here to learn more!](#)



Preparing for a Move to the Cloud

There are myriad tools available to help elevate your people, projects, and performance by boosting productivity and increasing efficiency. But perhaps none are more pervasive than cloud technology; from file sharing and document management to financials, project management, and everything in between, many contractors are using the cloud to help run at least some aspects of their business.

While some contractors may not be “all in” just yet when it comes to the cloud, the move is inevitable. Whether a business expects to make its move to the cloud this year, next year, or in five years, it is critical to begin preparing now.

This article examines how a move to the cloud can benefit a company's people, projects, and performance; dives into the phases of moving to the cloud; and explores the steps businesses can take now to make their eventual move easier.

[Click to learn more!](#)



3 Ways Every Business Can Prioritize Employee Wellbeing Year-Round

Suicide prevention is such a critical issue in our community; according to the Centers for Disease Control and Prevention (CDC), [construction has the highest suicide rate of all industries — four times greater than the national average.](#)

In response to this crisis, CFMA established the [Construction Industry Alliance for Suicide Prevention](#) (CIASP) in 2016, which became a separate 501(c)3 organization in 2018. CIASP has worked tirelessly to break down the stigma around mental illness, raise awareness for suicide prevention, and provide resources to help educate the industry.

If you haven't already done so, [take the pledge and STAND up](#) for suicide prevention. On the heels of the momentum generated during National Suicide Prevention Month in September, it's important to continue the conversation and make mental health a priority in order to achieve the goal of making construction a zero-suicide industry. Here are three areas in which companies can prioritize employee wellbeing year-round.

Create a Wellness Program

While many construction businesses may not have the resources to offer perks that rival that of large corporations, developing a meaningful employee wellness program can help. Start by highlighting your company's existing benefits.

[Click here to learn more!](#)



**Central Ohio Chapter
Sponsorship Opportunities**



	Platinum \$2,500 (Only 6 Available)	Gold \$1,250 (Unlimited)
Chapter Website (centralohio.cfma.org)	➤ Logo on chapter Home Page with hot link to Sponsor's website	➤ Logo on chapter Home Page
Chapter Email Distribution	➤ Sponsor logo on all emails ➤ Sponsor logo in newsletter	➤ Sponsor logo on all emails ➤ Sponsor logo in newsletter
Monthly Luncheons (7 Annual)	<ul style="list-style-type: none"> ➤ Prominent signage at each luncheon ➤ Verbal mention at beginning of each luncheon ➤ Lead sponsorship for one luncheon; includes speaker introduction, time to introduce your Company and members in attendance, and offer to assist in planning the luncheon programming ➤ Two (2) complimentary admissions¹ to each program (\$490 value²) ➤ Table space made available for sponsor's marketing materials 	<ul style="list-style-type: none"> ➤ Prominent signage at each luncheon ➤ Verbal mention at beginning of each luncheon ➤ Two (2) complimentary admissions¹ to each program (\$490 value²) ➤ Table space made available for sponsor's marketing materials
Events (social, educational, other)	<ul style="list-style-type: none"> ➤ Prominent signage at each event ➤ Verbal mention at beginning of each event 	<ul style="list-style-type: none"> ➤ Prominent signage at each event ➤ Verbal mention at beginning of each event
Golf Outing	<ul style="list-style-type: none"> ➤ Name and logo on flyer ➤ Name on email promotions ➤ Name on sponsor board ➤ Verbal and visual recognition at dinner ➤ Four (4) complimentary admissions to golf and dinner (\$580 value) ➤ One hole sponsorship (\$100 value) with sign, table and chairs, if desired 	
Included Value	\$1,170 (47% of contribution)	\$490 (39% of contribution)

1 The total Program Admissions allotted can be used at your discretion throughout the fiscal year 7/1/20-6/30/21.

2 Admission price is based on non-member rate of \$35/person.



Did you know???

Columbus was the starting and finishing point for Jerrie Mock's flight around the world! She was the first woman to achieve the feat, starting and landing her flight at the John Glenn Columbus International Airport. You can see a beautiful bronze statue of her at the airport today!

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FIFTH THIRD BANK

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