

Chamber takes another look at state spending

THE LATEST UPDATE of the Kentucky Chamber’s Leaky Bucket research shows promising signs that the troubling state spending trends identified in the first report are slowing.

The groundbreaking analysis, initially released in 2009 and covering fiscal years 2000 to 2010, found spending on corrections, Medicaid and public employee health insurance to be growing at a rate significantly faster than the overall state budget. A 2011 update found substantial progress had been made by fiscal year 2012 in curtailing some of that unsustainable spending.

The latest analysis, of state General Fund spending from fiscal 2012 to 2016, reveals:

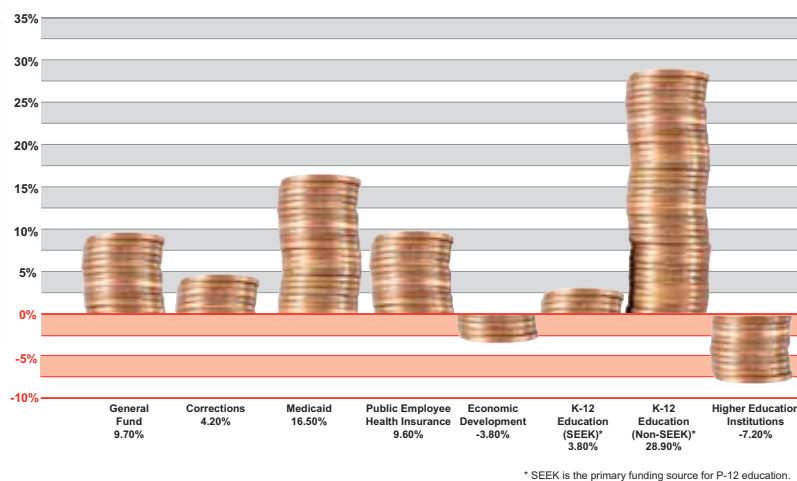
- Total General Fund spending grew 9.7%.
- Corrections spending, which had been growing 50% faster than the General Fund, grew only 4.2% in the past two budgets.
- Medicaid spending grew 16.5% — considerably less than the pace of growth between 2000 and 2012, when it grew three times faster than General Fund spending.
- Public employee health insurance is growing at 9.6% after growing about four times faster than total General Fund spending.
- General Fund spending on education has increased 3.8% since 2012 for the SEEK program, the base funding for K-12, and 28.9% for such non-SEEK items as textbooks and preschool.

In the area of continuing challenges, the report notes, among other issues, the importance of fully implementing the 2013 pension reforms to bring fiscal stability to the Kentucky Retirement System and the need to address the funding problems of the Kentucky Teachers’ Retirement System.

The full report is available at kychamber.com/leakybucket2014.

Growth in General Fund Expenditures

Selected State Programs FY 2012-16



* SEEK is the primary funding source for P-12 education.

10 legislators named 2014 Chamber MVPs

THE KENTUCKY CHAMBER has awarded 10 legislators the 3rd Annual Chamber MVP Award. The legislators, who were recognized for their conspicuous actions to support Kentucky’s business community during the 2014 Kentucky General Assembly, were given a commemorative Louisville Slugger bat.

“This legislative session was tough on Kentucky businesses, but these legislators stood by the business community voting for and championing the issues that matter most to employers throughout the state,” said Chamber President and CEO Dave Adkisson.

In addition to monitoring the progress of bills that directly relate to the strength of the Commonwealth’s business community, the Chamber tracks how each legislator votes on these bills. The Chamber’s MVP award recipients displayed more than just a business-friendly voting record, but also went out of their way, and at times across party lines, to support or oppose an issue critical to the business climate in Kentucky. To see how these and other legislators voted on business issues during the 2014 Kentucky General Assembly, view the Chamber’s Results for Business publication at kychamber.com.



Sen. Jared Carpenter



Sen. Julie Denton



Sen. Dennis Parrett



Sen. Whitney Westerfield



Sen. Mike Wilson



Rep. Leslie Combs



Rep. Mike Denham



Rep. Jeff Hoover



Rep. Susan Westrom



Rep. Brent Yonts



Kentucky Chamber

Uniting Business. Advancing Kentucky.

GUEST COLUMN

Futurist to explore Kentucky’s path forward

IN THE PAST DECADE,

our national economy and the Kentucky economy have been transformed due to globalization, urbanization, demographics, technological changes and consumer expectations.

Many of the factors that guide business decisions for investments and jobs have changed. The speed of change is accelerating, and unless we understand the changes and how our economy is being impacted we cannot expect to successfully compete. Kentucky communities and citizens feel the rapid changes every day, and they are looking to leaders to both understand the changes and to take actions that make things better.

Nobody can predict the future. Revered business guru Peter Drucker says trying to predict the future is “like driving down a country road, at night, with the lights off, while looking out the back window.” Yet as change comes faster we must try to look around the corner. At the Kentucky Chamber of Commerce’s Business Summit and Annual Meeting on July 21, I will look at global trends that seem certain, linear and cyclical trends with long trajectories and also make our best guesses at a few others that are likely to happen in the near future.

For example, every discussion of how the economy is doing starts with the availability and quality of jobs. Despite current stock market performance, national business profitability, low interest rates, low inflation, record exports and productivity gains, most public policy discussions are gloomy and are dominated by handwringing about unemployment rates, limited wage gains and, more recently, low civilian labor force participation rate.

What is happening that changed the rules? We all know that the skills of our people are the first competitive factor, but can we raise those skills as fast as business needs for them to compete globally. What skills are most important? Should people focus on job specific skills or on general business skills like problem-solving, communication and teamwork? What about soft skills?

If you make an assumption that our internal competition for good jobs will continue, what are the implications for our educational institutions and what advice should parents give their teenagers?

Nobody can predict the future, but I feel pretty certain that we can expect:

- Slow economic and job growth, globally and in the U.S.
- Rapid technological change, impacting every sector of business and every person
- Continued urbanization that makes rural prosperity more elusive
- Aging and diversity of the population
- Shifting societal norms
- Austere government budgets
- Austere personal budgets
- Transitioning military
- Intense competition for everything

We will try to collectively look around the corner and see how Kentucky can be competitive in the years to come. Nobody can predict the future, but we have to try. We have no other choice.



TED ABERNATHY, Managing Partner, Economic Leadership LLC, will present Focusing on a Rapidly Changing Future: Kentucky’s Path to Economic and Workforce Competitiveness at the Business Summit and Annual Meeting on July 21.

IN MEMORIAM

Barton-Collings broke Chamber’s glass ceiling

NELDA BARTON-COLLINGS, the first woman to serve as chair of the Kentucky Chamber’s Board of Directors, died June 13 at her home in Corbin.

Barton-Collings has been a successful businesswoman in banking, nursing homes, newspapers and other small business ventures in partnership with current Chamber board member Terry Forcht.

“Kentucky will miss Nelda,” said Chamber President and CEO Dave Adkisson. “She blazed a trail for other Kentucky Chamber leaders like Jean Hale (Community Trust Bank, Pikeville), Deb Moessner (Anthem Blue Cross and Blue Shield, Louisville) and Elizabeth McCoy (Planters Bank, Hopkinsville).”



Nelda Barton-Collings served as Kentucky Chamber Board Chair 1990-91.



Jean Hale chaired the board from 2004-05.



Deb Moessner chaired the board from 2010-11.



Elizabeth McCoy is the current Chamber board chair.

EPA proposal costly for Ky.

ON JUNE 2, President Obama unveiled his latest attempt to curb greenhouse gases and address climate change. While we won’t have detailed information about the cost impact of the regulations or projected costs of the plan the state of Kentucky will be required to submit in 2016, it is safe to conclude that it will be costly for Kentucky and our coal industry.

Regardless of how people view the scientific evidence or political motivations behind it, President Obama’s proposal to reduce carbon emissions by 30 percent by 2030 will negatively impact Kentuckians, perhaps more than any other state in the country. There is no question the impact will be felt drastically and personally by Kentuckians employed in the coal industry - an industry already pummeled in the past few years. However, employees in power-intensive industries like the auto and aluminum industries will also be negatively impacted.

More broadly, all Kentuckians - from small business owners to retirees on fixed incomes - will see a dramatic increase in their electric rates because Kentucky is more dependent on coal for its electricity than virtually any other state. Meanwhile, Kentucky’s long-standing advantage of offering low electric rates has allowed our state to recruit tens of thousands of manufacturing jobs that now support Kentucky families. Under this energy proposal, that advantage would be wiped off the board and Kentucky would suffer the consequences for generations to come.

The Kentucky Chamber recognizes that affordable, reliable energy provides a critical operating advantage for Kentucky in an increasingly competitive global economy. We are very concerned that this proposal will do tremendous harm to Kentucky’s economy without significantly changing global carbon emissions. We will continue to monitor the implementation of this and work to advocate and support efforts to mitigate the impact on Kentucky employers and families.

The Chamber is currently working with state officials, the Public Service Commission, energy companies and the coal industry to fully evaluate the impact and determine our next steps. Here are the details of the plan, as we understand them today:

- EPA’s proposed carbon rule would reduce nation-wide carbon emissions 30 percent by 2030.
- Each state would have its own goal within the national reduction effort.
- The proposed Kentucky reduction target is 18 percent.
- Proposal is expected to reduce utilities’ burning of coal and increase the cost of electricity to customers.
- Full impact cannot be known until rule is final and states develop plans.
- EPA plans to finalize regulation in June 2015.
- States must submit implementation plans to the EPA by June 2016.
- EPA estimates the nationwide cost of compliance to be \$8.8 billion by 2030.
- The U.S. Chamber estimates a \$50 billion net loss to the economy by 2030.

Three leaders join Local Chamber Advisory Board

THE KENTUCKY CHAMBER’S Local Chamber Advisory Board is comprised of 11 local chamber of commerce executives from Kentucky communities who advise the Board of Directors on regional business issues. Three of Kentucky’s major local chambers have recently undergone changes in leadership.



Grayson

Northern Kentucky Chamber President and CEO Trey Grayson. Grayson served as Kentucky’s Secretary of State from 2004-2011. He most recently served as the director of the Harvard University Institute of Politics. An attorney prior to his election, Grayson graduated with honors from Harvard College.



Oyler

Greater Louisville Inc. (GLI) President and CEO Kent Oyler. Oyler is a well-known Louisville business leader, credited with launching at least 19 businesses including financial investment firm OPM Services, Inc. and High Speed Access Corp., a broadband service provider.



Gibbs

Ashland Inc. President and CEO Tim Gibbs. Gibbs has a diverse background as the economic development director for several organizations. Most recently he was the CEO of the Greater Grays Harbor, Inc., where he was asked to merge the Grays Harbor Economic Development Council and the Aberdeen, Wash. Chamber of Commerce.

All three will serve as ex-officio members of the Kentucky Chamber’s Board of Directors.

Other ex-officio members include: Jared Arnett, President and CEO of the Southeast Kentucky Chamber in Pikeville; Ron Bunch, President and CEO of the Bowling Green Area Chamber; Bobby Clue, Executive Director of the Somerset-Pulaski Co. Chamber; Amy Cloud, Executive Director of the Jessamine Co. Chamber; Amy Jackson, President of the Greater Owensboro Chamber; Bob Quick, President and CEO of Commerce Lexington Inc.; Brad Richardson, President and CEO of the Hardin County Chamber, and Sandra Wilson, President and CEO of the Paducah Area Chamber.

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To learn more about the unique workers’ compensation insurance program KEMI offers to Kentucky Chamber members, visit www.kemi.com/kychamber.



Monday, July 21

1 p.m.	Registration	4 p.m.	The Future of Eastern Kentucky Hon. Steve Beshear, Governor, Commonwealth of Kentucky and Hon. Hal Rogers, U.S. Congressman
1:30 p.m.	Business Summit Begins Business Summit Emcee Bill Goodman, Managing Editor and Host, <i>Kentucky Tonight</i> and <i>One to One</i> , KET	5 p.m.	Day One Business Summit Concludes Annual Meeting Reception with Sponsors
	Welcome and Overview Elizabeth McCoy, Kentucky Chamber Chair and President and CEO, Planters Bank, Inc.	6:30 p.m.	Annual Meeting Dinner Keynote Address: National and Kentucky Politics Chuck Todd, NBC News Chief White House Correspondent and Political Director
2:30 p.m.	Focusing on a Rapidly Changing Future: Kentucky's Path to Economic and Workforce Competitiveness Ted Abernathy, Managing Partner, Economic Leadership LLC		

PRESENTED BY
BINGHAM GREENEBAUM DOLL LLP **BGD**

Tuesday, July 22

8 a.m.	Registration and Breakfast		
8:30 a.m.	Welcome Elizabeth McCoy, Kentucky Chamber Chair and President and CEO, Planters Bank, Inc.	2 p.m.	of Louisville and Senior Economic Advisor, Kentucky Chamber
	Opening Keynote: The Future of Toyota, the Auto Industry and Kentucky's Economy Wil James, Jr., President, Toyota Motor Manufacturing, Kentucky, Inc.		Top Issues For Kentucky's Next Governor Dave Adkisson, President and CEO, Kentucky Chamber
9:45 a.m.	Kentucky's Education Bet: A Future of Progress and Promise? Virginia B. Edwards, President and Editor, Editorial Projects in Education, Editor-in-Chief, Education Week and edweek.org	3 p.m.	Closing Keynote: Kentucky Leaders Panel James R. Comer, Agriculture Commissioner, Department of Agriculture, Commonwealth of Kentucky; Jack Conway, Attorney General, Commonwealth of Kentucky; Adam Edelen, State Auditor, Commonwealth of Kentucky; and Hal Heiner, Chairman, Capstone Realty, Inc.
11 a.m.	The Future of Coal and Kentucky's Economy Robert M. "Mike" Duncan, President and CEO, American Coalition for Clean Coal Electricity		Q&A from Media Panel Al Cross, Director, Institute for Rural Journalism and Community Issues; Bill Goodman, Managing Editor and Host, <i>Kentucky Tonight</i> and <i>One to One</i> , KET (also moderator); and Sam Youngman, Political Reporter, Lexington Herald-Leader
12 p.m.	Luncheon Keynote: The Future of Maker's Mark, Bourbon and Kentucky's Economy Rob Samuels, Chief Operating Officer, Maker's Mark Distillery, Inc.	4:30 p.m.	9th Annual Business Summit Concludes
1:30 p.m.	The Future of the Nine Economic Regions of Kentucky Dr. Paul Coomes, Emeritus Professor of Economics, University		

Chambers file amicus brief

Brief aims to protect employers ability to set reasonable work requirements

THE KENTUCKY CHAMBER of Commerce, along with the U.S. Chamber and the state chambers of Tennessee, Ohio and Michigan, went to Court to protect employers from a precedent-setting decision that would drastically and negatively impact the workforce for employers across the country. In the chambers’ amicus brief in Equal Employment Opportunity Commission (EEOC) v. Ford Motor Co., we are working to protect an employers ability to set reasonable work requirements based on the necessity of a reliable, consistent work schedule and a need for an employee to be present at the work location.

The case arose from a chronically absent employee who argued her irritable bowel condition was the cause of her absences, and she was unable to predict when the condition might flair up. She asked to come into the office “up to four days a week,” but could not predict, based on her medical condition, what days she would be in the office. Ford denied the request based on the demands of her job as well as the unpredictability of her proposed schedule.

The district court granted summary judgment in Ford’s favor. The court ruled that the employee was not “qualified” under the ADA “because of her excessive absenteeism and [because] her proposed accommodation was not reasonable.” The court declined to second-guess Ford’s assessment that she could not successfully perform her job functions from home.

However, the EEOC appealed and is working to create a new burden for employers that would undermine their ability to properly staff their companies. The Kentucky Chamber, along with the other chambers, is fighting in Court to prevent this negative precedent. The Chambers’ brief was filed June 6, 2014 in the United States Court of Appeals for the Sixth Circuit. The brief illustrates to the Court the importance of allowing companies the flexibility to require reliable attendance and physical presence in the office where, in their judgment, it is important for a productive, efficient workforce.

Retirement system appeals pension decision

IN A LETTER to the Executive Director of the Kentucky Retirement System (KRS), Kentucky Chamber President and CEO Dave Adkisson urged the KRS Board to swiftly and aggressively appeal the recent Court decision permitting quasi-government groups to flee the retirement system and leave taxpayers with the bill.

In the letter, Adkisson noted that Judge Lloyd’s decision would irreparably harm the pension system and taxpayers. Additionally, the decision would further threaten the solvency of the pension system and erode confidence in state government’s ability to pay its bills.

On June 11 the KRS board voted unanimously to appeal the decision. The Chamber commends them and supports this action and will be closely following the outcome of the appeals.



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present

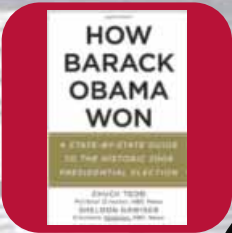
CHUCK TODD

NBC News Chief White House Correspondent

NBC News Political Director

Host of MSNBC’s “The Daily Rundown”

Author *How Barack Obama Won*



Annual Meeting

Monday, July 21

Louisville Marriott Downtown

5 p.m. Reception | 6:30 p.m. Dinner

Reserve your seat or table today!
Register at kychamber.com/businesssummit

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Being a member of the Kentucky Chamber strengthens your voice in Frankfort and bolsters your buying power. Take advantage of your membership. The Kentucky Chamber Member Savings programs below can help you save money, reduce time-consuming activities and stay competitive in today's marketplace.

Not a member? Learn more about membership with the Kentucky Chamber by contacting us at (502) 695-4700 or membership@kychamber.com.

OFFICE SUPPLY DISCOUNTS

Office Depot offers Chamber member companies and their employees valuable discounts on a variety of everyday office products and discounted next-day delivery. One office employee uses an average \$300 worth of office supplies annually. By participating in the Office Depot program, Chamber members save, on average, \$54 per office employee.



WELLNESS ENHANCEMENT PROGRAM

Available to all Kentucky Chamber members with greater than 25 employees, the Employee Wellness Engagement Program by Kroger provides employees the Kroger Wellness benefit in conjunction with supplementary insurance products. Benefits include:

\$100 to \$300 wellness services benefit each calendar year when eligible insured individuals complete a routine screening.

Convenience of a prepaid Kroger Wellness Card to purchase variety of wellness and clinical services at many Kroger store locations.

Wellness benefit enables employees and adult family members to receive a personalized program to help the member improve clinical outcomes by setting goals and measuring success.

Provides group access to supplementary insurance products from participating insurance companies, covering accidents, cancer and critical illnesses.

CERTIFICATES OF ORIGIN

We are pleased to offer our members who export internationally a reliable source for obtaining certificates of origin (a trade document required by some customs authorities). With very few exceptions, chambers of commerce are the only institutions granted the authority to issue certificates of origin. Certificates of origin are discounted to \$25 per shipment for members. Future members pay \$55 per shipment.

FREIGHT SHIPPING

UPS Freight now offers members discounts starting at 70% on LTL (Less-Than-Truckload) services.

The Kentucky Chamber/UPS Freight program offers free enrollment for all members, with no fees or minimum ship-



ping requirement. This program provides significant savings for most companies using commercial freight carriers. Sign up today or contact us to compare your current freight charges and consider the advantages of enrollment in the new Kentucky Chamber savings program.



PAYROLL SERVICES

ADP is the leader in the state in delivering human capital management services to small, mid-size and large organizations, and is committed to assisting Kentucky employers with the increased compliance requirements resulting from the rapidly changing economic and regulatory climate. Member discounts apply to workforce management solutions, including payroll, taxes, time and attendance, human resource management, benefit administration and more.



WORKERS' COMPENSATION DISCOUNT

A new partnership with Kentucky Employers' Mutual Insurance (KEMI) provides qualified Chamber members, excluding temporary staffing and employee leasing companies, a 10% credit on their workers' compensation premium. Visit kychamber.com/kemi to find out if your company qualifies.



For details about enrolling in any of the Chamber's member services programs, contact Denise Scott at 502-848-8724, or visit kychamber.com/membersavings.

Ruling allows some ChamberAdvantage clients to keep current plans for one year

NEW GUIDANCE from the federal government about the Affordable Care Act (ACA, health care reform law) allows small group employers (with 51-99 employees) who have not moved to an ACA-compatible plan to keep their current health plans (and network of doctors) for another year. Anthem will extend this offer to small groups with renewals starting July 1.

Prior to this ruling, Anthem had been mailing 'discontinuance' notices to small group clients informing them that their current legacy plan would be discontinued upon their 2014 renewal date and that they would be automatically transitioned into an ACA-compliant plan upon their renewal.



Anthem is mandated to mail such notices 90 days in advance of the renewal date; therefore, the notices for our July and August clients have already been mailed. However, it's important for you to know that if you are a small group client with a July-December renewal, you do not have to transition into an ACA-compliant plan and are therefore eligible to grandmother your current plan.

If you choose to stay on your current plan, you may experience a rate increase at renewal. However, your plan will be exempt for another year from the ACA product changes that went into effect January 1, 2014. You'll also gain more time to understand how health care reform may work for you and your employees.

More details will be included in your renewal packet. This communication also includes this required notice from the Centers for Medicare & Medicaid Services (CMS) for small group employers.

If you want to change your plan at renewal (to an ACA-compliant plan) you'll need to notify us at least 15 days prior to your renewal effective date by signing and returning the ACA-Compliant Renewal Request Form attached to your renewal cover letter. Otherwise, we will assume you want to accept the option to stay on your current plans. If you choose to switch from your current plan, you will not be able to switch back at another time.

Contact your Anthem broker for more information.

Business Education Briefs

SAVE THE DATE FOR THE 30TH ANNUAL KENTUCKY SHRM CONFERENCE

Planning for the 30th Annual Kentucky SHRM Conference is underway. Presented by Kentucky Career Center and UI SIDES, the event will be held September 24-26, 2014, at the Kentucky International Convention Center (KICC). Visit kyshrmconference.com for more details. Sponsorships and exhibit spaces are still available. Contact Andrea Flanders at 502-848-8723 for more information.

MANUFACTURING INNOVATION CONFERENCE SET FOR OCT. 24

The Kentucky Association of Manufacturers (KAM) and the Kentucky Chamber of Commerce will host the Kentucky Manufacturing Innovation Conference, a BEAM initiative, October 24 at the Lexington Center. The agenda is under development.

HR ISSUES & PERSONNEL LAW GUIDE UPDATED

The Kentucky Chamber has just released the 8th edition of its popular guide, *Understanding Human Resource Issues and Personnel Law*. The guide, authored by the law firm of Fisher & Phillips LLP, represents thousands of legal hours covering human resource and personnel law topics from wage and hour to workers' comp addressing both federal and state rules and regulations. The guide is \$117 for Kentucky Chamber members and \$156 for non-members. It can be purchased at kychamber.com or by calling 502-848-8727.

LEAD SAFETY SEMINAR SET FOR AUGUST

Get the latest safety and health performance strategies and network with your business peers during the Chamber's LEAD Safety Seminar Aug. 12-13 at the Hilton Garden Inn Louisville Northeast. You'll learn how to grow and sustain your company's safety and health program and increase profitability.

The LEAD Safety Seminar gives business leaders an opportunity to gain knowledge of the latest safety and health performance strategies. The speakers are leaders and experts in their fields and bring information and ideas pertinent to top level management. Besides the valued ideas and best practices obtained, join us for exceptional networking with other business leaders seeking to grow and sustain safety and health programs while increasing profitability for their companies. Due to space limitations, registrations are limited to 50 attendees. Reserve your spot early. More details are available at kychamber.com/events/lead-conf.

Upcoming Seminars

OSHA 10-Hour General Industry Voluntary Compliance
Louisville – June 24-25

OSHA 30-Hour General Industry Voluntary Compliance
Louisville – June 24-27

Cyber Security and Data Protection
Louisville – June 26, 2014

Forklift Safety: Train the Trainer/Operator
Lexington – July 9

What Your Safety Committee Needs to Know
Louisville – July 10

(LEAD) Safety Seminar
Louisville - August 12-13

17th Annual Environmental Permitting & Reporting Conference
Lexington – August 19-20

Register online at
kychamber.com



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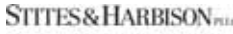
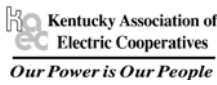
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Paxton Media Group, LLC
People Plus, Inc.
Pepsi-Cola Bottling Company
Perfection Group, Inc.
Perry Distributors, Inc.
Pilgrim's Pride Corporation
PMC Organometallic, Inc.
PPG Architectural Finishes
Prestress Services Industries, LLC
PricewaterhouseCoopers LLP
Prichard Committee for Academic Excellence
Prolift Industrial Equipment
Propulsys, Inc.
Qualex Manufacturing, LLC
Qualis Automotives
Ralcorp Snacks, Sauces & Spreads
RecoverCare LLC
Republic Bank

Republic Services of KY, LLC
River Metals Recycling
Sargent & Greenleaf
Sazerac North America, Inc.
Scott Industries
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Scotty's Contracting & Stone LLC
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South Central Bancshares, Inc.
Southern Star Central Gas Pipeline, Inc.
Southern States Cooperative
Southern Wine & Spirits
Southwire Company
Specialty Food Group
Spectra Energy Corporation
Square D Company
St. Elizabeth Healthcare
Stewart Richey Construction
Superior Maintenance Co.
Swedish Match North America
Sypris Solutions
Tandem Public Relations
Teco Coal Corporation
Texas Roadhouse
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