

LMC supports efforts of the Lowcountry Food Bank

Manufacturers across the Lowcountry generously contribute funds, resources and staff hours to local and national organizations. The LMC applauds manufacturers who make a corporate commitment to improving the community. In an effort to lead by example, the LMC Board of Directors recently established a special partnership with the Lowcountry Food Bank.

The LMC's mission is to serve its members, and the LMC leadership feels it is just as important for the LMC and its members to serve the community. The Board of Directors voted to partner with the Lowcountry Food Bank due to some of its unique characteristics such as warehouse operations and logistics - something manufacturers know about. In addition, they have programs that have a positive impact on the region's current and future workforce - another issue important to industry.

"There are so many organizations in our community doing great things. We strongly encourage local manufacturers to get involved with any and all of them," explained LMC chair Sean McLernon. "We felt that the Food Bank and its leadership were a good fit for the LMC. The skills and resources of industry can be well utilized by them." McLernon added.



The Lowcountry Food Bank's mission is to feed the poor and hungry of the ten coastal counties of South Carolina by soliciting and distributing healthy food and grocery products to nonprofit agencies serving the poor, and to educate the public about the problems of and solutions to domestic hunger. The Lowcountry Food Bank was founded in 1983 as a clearinghouse for donated food items through the generosity of both Coastal Community Foundation of South Carolina and Trident United Way.

Their service model is simple and cost-effective. They collect, inspect, maintain, and distribute otherwise wasted food products from manufacturers, food distributors, the government, supermarkets, wholesalers along with farmers to redistribute these food products to a grassroots network of 416 member agencies providing hunger-relief services.

The Lowcountry Food Bank also offers resources such as nutrition education, safe food handling practices, and maintenance information. Other programs include the 'Yum-Um-Up' Community Kitchen, the Kids Cafes in The Lowcountry program, and many more.

Learn more about the Lowcountry Food Bank, their programs and how your company can support their efforts, at www.lowcountryfoodbank.org, or call them at (843) 747-8146.



LMC & SCMA advocate for manufacturing at 2007 annual meeting

In front of a crowd of more than 300 manufacturers, community leaders and elected officials, the Lowcountry Manufacturers Council (LMC) and the S.C. Manufacturers Alliance (SCMA) leadership gave a powerful overview of how the two organizations will work together for the betterment of manufacturing in South Carolina.

LMC chairman Sean McLernon of STEALTH Concealment Solutions shared his perspective on the LMC and how it benefits local manufacturers. He commented on the value of the programs, cost savings, resources, and most importantly, he stressed that the LMC supports its members.

"The LMC exists to serve [our membership], and if we fail to do that, we risk our survival as a relevant entity," added McLernon.

SCMA president & CEO Lewis Gossett spoke about the challenges and opportunities facing manufacturers. He also shared a video highlighting the "Made in South Carolina" campaign. SCMA Board of Directors chairman Mark Prospert of The Timken Company expressed his support of the new partnership with the LMC. Also in attendance was 1st Vice Chairman of the SCMA Board, Derick Close of Springs Creative.



A well-known supporter of business and industry, Speaker Bobby Harrell enthusiastically greeted the crowd and delivered an engaging keynote address. He reinforced his support of economic development efforts to better South Carolina, including the expansion of Charleston's port. He also emphasized the need for state government do more to help existing industries, and particularly manufacturers, and not just focus on attracting new businesses. His message was well received by the crowd.

The event concluded with comments from the LMC's executive director, Jennifer DeWitt, who emphasized the importance of industry and encouraged the audience to embrace manufacturing by working together throughout the year to support the needs of local industry.

Charleston Area Union Organizing - Lessons Learned

Contributed by Jim Gray, Jim Gray Consultants, LLC. Contact Jim at: Office (843) 881-4987; Cell (843) 830-1642;
E-mail: JimGrayConsult@aol.com or Web Site: <http://www.JimGrayConsult.com>.

After years of rare and typically unsuccessful union organizing attempts in the Charleston Metro area, the emergence of a new union campaign resulting in an election victory for the union created concern among local union-free employers.

After all, per 2006 year-end Department of Labor statistics, South Carolina acknowledges having the lowest union density (3%) in the USA (vs. 12% nation-wide in the private and public sectors). South Carolina business leaders have for years proclaimed that a low union presence tends to encourage business growth. And the density has been declining since 1935. Perhaps employers did not see eminent risks of organizing based on these trends. Or is it possible that leaders have become complacent?

Lessons learned from modern union campaign strategies include the following:

1. Union organizing has changed. "Top-down" efforts are now present, putting pressure on leadership to accept "Neutrality" and/or "Card Check" in return for concessions at other unionized locations, pressures on union free suppliers, agreement to discontinue sometimes vicious "Corporate Campaigns" (Cintas, Food Lion, Wal-Mart, Tenet Health Services), political pressure (Wackenhut), off-shore leadership and/or merger-related special agreements (First Student) or simply through merger or acquisition where such arrangements currently exist (ALCOA).
2. Unions engage "SALTS" to apply for jobs with the primary purpose of convincing employees to organize on behalf of the union.
3. Unions are supporting and offering millions in political contributions to leading Democratic candidates who support the mandate of "card check" (elimination of the union organizing campaign secret ballot election process currently required by the NLRA). This past year, the "Employee Free Choice Act" passed both the House and Senate, but blocked by a Bush presidential veto. Should the Act pass in 2009 with a new Democratic Party President, union organizing and union membership will likely soar because employers will not be able to oppose a campaign (no opportunity to voice their position on a union presence). In addition, first contracts will be mandated through binding arbitration (within 90 days).

Perhaps more important are reminders of effective practices that tend to help maintain a union free status. Little has changed yet we sometimes lose sight of the basics. Prevention comes through:

1. Creating a solid and participative Safety program.
2. Treating all employees with dignity and respect (instilling trust)
3. Understanding the cost of a union presence (substantial erosion on profits per Employment Policy Foundation 2002 study)
4. Applying policies, procedures and practices in a consistent manner
5. Responding to employee concerns in a timely and sincere manner
6. Striving for "employee engagement"
7. Offering competitive wages and benefits
8. Providing effective employee communications
9. Believing in, articulating and convincingly answering questions regarding the business and employee relations advantages of Union Free
10. Requiring legal and effective screening of applicants
11. Providing meaningful employee development
12. Understanding the "real" meaning of job security (having customers, continuous personal learning and development)
13. Encouraging community involvement and stewardship
14. Educating leaders and shareholders on new organizing trends and related risks to your business.
15. Listening to employees and valuing their input
16. Sensitivity to employee life-balance issues
17. Reinforcing the work of productive and talented employees while removing employees who will not engage themselves with your business



**Are you fully prepared for the changing face of labor relations in the Tri-County area?
Join us for a special program on February 13. Learn more online at www.lmcsc.org.**

If you haven't already updated your records, please make a note of the LMC's new contact information:

Jennifer DeWitt, Executive Director

Mailing Address:

P.O. Box 61569
North Charleston, SC 29419

Office: 843-574-6300

Fax: 843-574-6776

Mobile: 843-513-0639

Email: jdewitt@lmcsc.org

Website: www.lmcsc.org

Physical Location:

Trident Technical College
7000 Rivers Avenue
Bldg. 920, Suite 765C
North Charleston, SC 29406

Meet the Newest LMC Members



Folbot has been producing folding boats continuously since 1933, longer than any other folding kayak

company in the world. Folbot was established in 1933 in London, England by Mr. Jack Kissner. Recognizing that North America was a huge untapped market, Folbot moved to New York City in 1935 where it stayed until 1955, the year the plant was moved to its present location in Charleston, South Carolina. In 1984 the company was purchased by Phil Cotton and a few other shareholders who named Phil as President while the other investors remained silent. With a degree in Product Design, and several years in the textile industry, Phil saw Folbot as the ideal vehicle to implement some of his ideas around composite materials. Phil is not only the President of Folbot, Inc. but serves us well as chief design engineer. His design, the Greenland II, was not only a radical departure from the company's previous products, but it introduced many innovative features to the industry that are still unique to Folbot.

Folbot has been producing boats continuously since 1933, longer than any other folding boat company. Over 250,000 boats have been produced. Many improvements to the original folding boat have been made over the years, but none so dramatic as their current series. Never have they produced a folding boat that requires less maintenance, is stronger and more durable, or that assembles so easily and quickly.



Folbot is located at 4209 Pace Street in Charleston. Contact them at (843)744-3483 or online at www.folbot.com where you can take a tour of the plant, as well as see their product line.



Selden Mast Inc. is a member of the Selden Group, the world's largest manufacturer of sailboat masts. Being one of the six production facilities world-

wide, Selden Mast Inc. of Charleston S.C., provides Dinghy, Keelboat and Yacht masts for the North American, South American and Caribbean markets. Selden Mast Inc. also distributes a wide range of sailboat hardware through a dealer network of over 150 dealers in the United States. Selden has been established in Charleston, South Carolina since 1998, providing Yacht mast and rigging packages to over 15 Boat Builders in North and South America, including Hunter Marine and Catalina Yachts.



Selden is excited to announce its most recent expansion, a 15,000 sq. ft. production facility in Charleston, which will house Selden Mast Inc.'s Dinghy and Keelboat Division. Production for Selden's North American Dinghy and Keelboat clientele will begin in December 2007.

Selden Mast is located at 4668 Franchise Street in North Charleston. Contact them at (843) 760-6278 or visit online at www.seldenmast.com.



2008 Events - Visit www.lmcsc.org for full event details and updated listings

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| January 16 | Manufacturers Roundtable - Presentation from New Carolina on Manufacturing Clusters in the Lowcountry |
| January 18 | Lowcountry Lean Alliance Steering Committee Meeting |
| February 13 | "Understanding & Managing the Changing Landscape of Labor Relations" - Special Seminar for Manufacturers |
| February 20 | GETRAG Precision Gear Plant Tour |
| February 28 | "Managing Air Permitting Requirements" - Environmental Series, Session I |
| March TBA | Manufacturers Roundtable - Topic TBA |
| April 24 | Annual Golf Event at Wescott Plantation and BBQ Dinner Social |
| Spring TBA | "Water/Stormwater Regulations" - Environmental Series, Session II |
| June TBA | Economic Development and Tax Incentives- Presented by Burnet R. Maybank, III, Nexsen Pruet |

Contact Jennifer DeWitt at 843-574-6300 or jdewitt@lmcsc.org with questions or to register by phone.



2008 Events

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|-------------------|---|
| January 28 - 29 | SCMA Winter Membership & Board Meeting – The Marriott, Columbia, SC |
| February 25 - 27 | Lean Manufacturing Conference – The Radisson Hotel, Columbia, SC |
| March 19 | Plant Safety Conference – The Radisson Hotel, Columbia, SC |
| March 27 – 29 | Annual Meeting – The Sanctuary Hotel, Kiawah Island |
| April 16 – 18 | Plant Managers Division Meeting – The Marriott, Myrtle Beach |
| May 15 | "Made in SC" Day at State House |
| May 19 | SCMA Golf Classic – Musgrove Mill Golf Club, Clinton, SC |
| May 27 | Logistics Seminar – Charleston Place Hotel, Charleston, SC |
| June 22 - 24 | Joint Fiber Buyers Division Meeting – The Marriott, Myrtle Beach |
| September 11 – 13 | Human Resources Division Meeting – The Marriott, Myrtle Beach |



Visit the SCMA online and register for events at www.myscma.com.

P.O. Box 61569
North Charleston, SC 29419-1569
www.lmcsc.org

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