

The Cope...



INCMA's Monthly Newsletter

August 2018

TEXAS FINDS INDIVIDUAL LIABLE FOR CORPORATE ENVIRONMENTAL VIOLATIONS

From the lawfirm of Taft/:
For the first time, the Texas Supreme Court has ruled that a corporate officer can be held personally liable for civil penalties for environmental violations. State v. Morello, ___ S.W.3d ___, No. 16-0457, 2018 WL 1025685 (Tex. Feb. 23, 2018). Even for corporate officers, the Texas Supreme Court held that "an individual cannot use the corporate form as a shield when he or she has personally participated in the prohibited conduct that violates the statute." Id. at *5. The site's former owner operated a pipe-manufacturing facility that caused groundwater contamination. Part of the former owner's hazardous waste permit required it to close various waste impoundments as part of a compliance plan. Bernard Morello formed White Lion Holdings, LLC and purchased the site at a bankruptcy auction with full knowledge of the contamination and established White Lion Holdings, LLC. [Click here for the full article.](#)

LAST CALL: 2018 MEMBER DINNER & GOLF OUTING REGISTER NOW!

LAST CALL to register for INCMA's 2018 Member Dinner and Golf Outing to be held on August 27th and 28th in Marion, IN. A reception and dinner with special guest Indiana Senate Candidate Mike Braun will be held Monday evening followed by the



annual golf outing the next day. Register now for the dinner as well as for the outing to play or sponsor! [Click here for more information.](#) We look forward to another excellent gathering for fun and networking! Special thanks to our Gold sponsors which to date include:

- Plymouth Foundry
- HA International
- Constellation Energy
- Pillar Group Risk Mgmt
- ASK Chemicals
- Bahr Bros. Mfg.

- KERAMIDA, Inc.
- Hiler Industries

INDIEC ENERGY CONFERENCE

INCMA's partner on many issues, the Indiana Industrial Energy Consumers (INDIEC) will be hosting their 2018 Energy Conference on Wednesday Oct. 10th in Indianapolis. Topics to be addressed include:

- *The Ever Shifting Generation Mix
- *Natural Gas Implications of LNG Exports
- *Current & Future Intersections of Wholesale Electric Markets and Public Policies
- *Battery Energy Storage
- *Indiana Climate Assessment: An Informational Roadmap...and more. [Click here for more information](#)

MANUFACTURERS PROVIDE CREATIVE BENEFITS TO LURE WORKERS

HR DIVE - Talent shortages in skilled manufacturing plants across the U.S. are forcing business to get creative and dole out perks to attract job seekers, The New York Times reported. In addition to offering

common benefits packages, some manufacturers have created onsite daycares and healthcare providers to attract workers away from metro markets so they can keep the plants running. For many rural manufacturing plants, large and small, the struggle to attain and maintain head count is a full-time proposition. Some offer a free healthcare clinic for employees and their families; others give cash bonuses for referrals. To attract younger workers, many are revamping their facilities and cafeterias, even adding pool tables to entice. Overtime hours are increasing as business tries to avoid refusing orders with labor shortages. One company reported a required amount of overtime for every worker, including the president, per month. [Read the summary here.](#) Or go the New York Times for the complete [original story.](#)

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