



# tma news bulletin

THE VOICE OF ILLINOIS MANUFACTURING



**CAREERS IN  
MANUFACTURING**  
BUSTING MYTHS  
ENLIGHTENING FUTURES



# tma news bulletin

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## technology & manufacturing association

The Technology & Manufacturing Association (TMA) was founded in 1925 by eight small manufacturing companies who believed they could better themselves by associating with one another. Through the years, members established programs and services that would help their businesses grow and prosper, train their employees, and provide medical and retirement benefits. As a result of these efforts, TMA has grown into a 1,000 member not-for-profit organization of precision manufacturing and supplier companies in the greater Chicago area.

TMA is governed by a Board of Directors, composed of executives from member firms. A full-time professional staff works closely with the Board and its committees and trust.

As a leading voice in an evolving manufacturing industry TMA cultivates and strengthens our members by providing them programs and services in order to thrive as individuals, companies, and as a business community. TMA is the leading voice for manufacturing and a major contributor to economic growth and opportunity.

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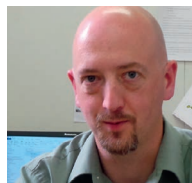
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# message from the president



Dear TMA Friends,

Since becoming President of TMA, no subject has absorbed more energy, led to more meetings, been the subject of more concern, or been more resistant to simple, linear solutions than the issue of workforce development.

It doesn't seem to make sense. America still has significant unemployment, and workforce participation is at the lowest level in years. There are people who could enter the workforce, but somehow choose not to.

America's future - like its past - is in growing manufacturing. Why doesn't the political leadership, the educational establishment, the media, the workforce itself understand the simple truth that to grow real wealth, you have to produce something?

Why are otherwise thoughtful, hardworking parents allowing (encouraging) their children to pay seemingly obscene college tuition to take courses that sometimes fail the laugh test and earn degrees that often lead to the unemployment line? It's because they don't understand the opportunities in engineering and manufacturing!

The iconic comic strip character Pogo once said; "We have met the enemy, and it is us." Today the "us" are the education bureaucrats, the supine politicians, and the parents. It is up to "us" as manufacturers to change all of that.

You and your employees - along with us, your Association - must begin to loudly shout in unison that there are good careers in manufacturing, there is a bright future in manufacturing, and there is fulfillment in manufacturing. If we're waiting for someone else to do it, we're waiting in vain.

All of us need to be resolved to talk-the-talk, walk-the-walk and tell-the-tale. As leaders, TMA owners and managers need to reinforce their commitment to competitive starting wages, to fair employee benefits, and to safe working conditions. We need to redouble our willingness to train those with potential and find real growth opportunities for those who work for us. And, most importantly, we need to talk about it. We need to shout our success stories until our message is heard.

Finally, we need to stop accepting excuses. We need to resolve to stop asking for cooperation and begin demanding change. We need to stop accepting substandard education and begin insisting on the kind of curriculum we know America needs to stay productive and competitive.

I know, you're thinking "big talk." And that's what those who accept the status quo think we're about. But they're wrong. The American manufacturer won the Second World War, "produced" the Soviet Union into oblivion, and gave the world the highest standard of living ever achieved. American manufacturing is more than big talk. It's big action and bigger results!

  
Steve Rauschenberger



cover story  
**From Shop Floor  
Office: Busting the  
Manufacturing  
Fernando Ortiz | Ch**

“MythBusters,” one of the Discovery Channel’s most popular shows, features two guys who reconstruct hard-to-believe legends to find if the stories are true.

There’s an array of commonly-held beliefs about manufacturing and the jobs the industry offers that are in serious need of being busted – starting with the #1 misunderstanding which purports that manufacturing is a dead-end job.

The vice-president and general manager of Roberts Swiss, Fernando Ortiz, would be the first witness to strike down the manufacturing dead-end-job myth.

At age 18, Ortiz was focused on a career as a certified public accountant until the day his dad took him to visit a new car display. Ortiz’s father used their common fascination with beautiful cars to entice his son to pursue a job with him at Roberts Swiss.

“You’ll have the opportunity to work while you’re learning and going to school to be a

CPA,” Ortiz said his father told him.

Ortiz started as a delivery truck driver while sweeping floors as needed. Five months later, when the shipping clerk fell ill, Ortiz was asked to supervise shipping.

“I got the process to get the orders out the door efficiently,” Ortiz said in a “Making Chips” podcast a year ago. “The office personnel noticed what I was doing in shipping and said maybe they should bring me up to the front office to organize it.”

Soon he began learning to do job quotes and soon after, the company owner asked Ortiz to oversee the certification process to get Roberts Swiss up to the medical industry’s specifications. He started in quality control, and then managed company operations.

Manufacturing was no dead-end job for Fernando Ortiz. Twenty-four years later, he’s Robert Swiss’ vice president and general manager.

Recognized as an industry leader, Ortiz is completing his one-year term as Chairman

of TMA’s Board of Directors.

“I am seeing and doing things a guy like me would never have imagined,” Ortiz said.

Success stories like Ortiz’s inspire those on the shop floor and others in boardrooms.

Still, the search for people to fill manufacturing job opportunities is becoming more and more intense. Employers are doing what they can to attract young talent.

In many cases, company owners have not invested in training high-skilled workers to replace the baby boomers that are retiring.

While automation and off-shoring is squelching the demand for low-skilled workers, the need for tool and die, mold-making and advanced machining continues to grow. Forward-thinking small- and medium-sized companies now demand well-rounded, machine-experienced personnel that show potential to climb to administrative positions.

That ability to move up in manufacturing is two-sided, though.

# to Front e Myths of Chairman of TMA

EAR OF  
GRESS

Not only must company owners and board of directors welcome input from talented, trained craftsmen on the shop floor and be more and more aware of workers' potential, employees must do their part to show value and be noticed for advancement.

Greta Salamando, who assists in directing TMA's Education Foundation, visits schools and civic organizations, encouraging students and parents to consider manufacturing careers.

She tells kids they must plan to improve and invest in themselves after high school, whether or not they're choosing college. However, she reminds them, in a manufacturing career, improvement can be done at a more flexible pace.

"Maybe they're tired of taking classes in high school and they just don't want to write any more papers," Salamando tells students. "Instead, maybe they'll take a college course or two, or a TMA class where they're not writing papers, but getting some hands-on experience and learning that way."

On the other hand, Salamando tells students if they want to pursue an engineering career, they could get their education at a slower pace and work for a company at the same time that will help pay for that degree.

"Then they would move up without having the debt a college education would demand," she said.

And a growing number of manufacturers are doing just that - investing in their employees by paying for classes and a salary, while they hone their machine skills at the same time.

Armin Industries in South Elgin outlines their newbie program in a brochure they distribute at schools and colleges.

"The first 30 days will be spent shadowing a senior toolmaker. During this period, time will be spent disassembling molds and learning about the various types of molds and mold components," the brochure says.

The next 11 months at Armin are spent in all areas of mold-building under a senior toolmaker's watchful eye. The trainees then work to develop tool-making skills, and gain experience in milling and drilling, as well as in assembly.

Then the next nine months are spent in tool-making and CNC. The final six months of Armin's training program concentrates on skills development in the trainee's chosen career path.

By then, after six scheduled performance reviews, a trainee could be making \$22 per hour. And, if that's not enough, during the training, the students are required to take two classes per semester, for which Armin pays tuition expenses.

"Companies that will be more successful in finding people to fill

those jobs are finding it necessary to step up their game," TMA's Salamando said.

Other companies are beefing up health care programs to build team spirit and create more positive work environments. A-1 Tool in Melrose Park filled extra plant floor space with a workout gym to encourage their employees to be healthier and more productive.

But even with all these company enticements, the responsibility ultimately falls back on workers to advance their careers.

Roberts Swiss' Ortiz says when he was moving up the ladder, he was eager to learn all he could.

"Take advantage of the opportunities and the lessons you're learning - it's important to soak up information and gather knowledge," Ortiz said.

That, and a "little grace" is crucial, he says.

"I attribute much of my success to a little grace. If you work hard, doors open," and opportunities present themselves."

So, the myth that "manufacturing jobs are dead-end" is conclusively false and hopefully, busted.

Indeed, manufacturing jobs can be solid foundations for careers with unlimited possibilities.

Next myth? ●



TMA Chairman Ortiz congratulates a graduate of TMA's Related Theory program.



## member profile

# From Shop Flo

## Justin Kurlowski

### Chicago Waterjet, Inc.

Justin was looking for a career where he could learn more and advance when he heard about the opening at Chicago Waterjet.

Soon after he started sweeping floors, one of the shop guys quit, and Justin was asked if he'd like to operate a machine. He jumped at the chance, and encourages others to always be ready to learn new skills.

"If you're willing to learn, you can go up the ranks fast," Justin said. "But if you stay complacent or comfortable with what you're doing, then you're never really going to move up. You've got to be willing to learn."

As shop foreman, Kurlowski now programs and operates the waterjet cutters along with making sure customers get the attention and assistance they need. In their small shop, he's also becoming familiar with the company's business.

"I like being involved in making the parts, but I am interested in both sides," he said. "I also like quoting jobs and making sure customers are taken care of, and that we respond to them quickly."

Waterjets can be used to make any type of 2-D custom part, and can cut project sizes up to 80 by 160 inches. Waterjets can cut a broader range of materials than laser jets, including copper, plastic, ceramic and glass, up to 6 inches thick.

"We do small, one-time jobs, as well as larger orders – depending on what the customer needs," he said.

Justin likes the work he does so much that he sees himself in ten years possibly owning his own business. He says he has never been interested in sitting at a desk,

By Fran Eaton .....

In the "Age of Extinction," the fourth in the popular Transformer movie series, one of Optimus Prime's two swords is destroyed by Decepticon Galvatron's chest grinder.

Optimus then acquires a knightly longsword as his weapon of choice – one among six other swords featured in the 2014 hit.

So, you may be wondering, what does that have to do with a profile of a Technology & Manufacturing Association member?

One of those Transformer swords originated at Elk Grove Village's Chicago Waterjet, Inc.

"We got a call from a person associated with the film's production, needing us to cut a sword they would use computer-generated imagery (CGI) with," Justin Kurlowski, Chicago Waterjet's shop foreman, told TMA during a recent visit.

The Transformer sword was just one of the interesting projects the 26-year-old Justin has worked on over the past three and a half years he's been at Chicago Waterjet.

The company is also called on now and then by the TV series "Chicago PD" to use their water jets to cut a part for the filming rig. They also cut structural parts for the New Year Eve's star dropped at Chicago's downtown celebration.

Justin and his colleagues at Chicago Waterjet have had a part in making prototypes and original parts for several interesting projects, including one that's now in outer space. Justin says his work is rewarding.

"I like knowing about the parts we're cutting – how they're being made and where they're going to be used," he said. "It's one of the best parts of machine shop work."

Justin started at Chicago Waterjet sweeping floors part-time in 2012. He'd left an assembly job at a plastics factory, and

# or to Movie Swords

staring into a computer day after day.

Manufacturing and technology is a field more high schoolers should consider, he said. Machinists will always be in demand, and even as production robotics develop, there will be a need for designers and programmers to feed them directions.

“There’s always going to be hands-on jobs. Automated jobs still need programmers,” he said. “There’s just a shortage of people willing to be trained.”

And that’s a shame, because working in a machine shop could launch a great career, Justin said.

“I feel like a majority of younger people see jobs like this as a dead end, but it’s good to start with a job like this,” he said. “You

could move from starting jobs and go to school to learn more. It’s a shame most kids think an office job is the place to be.”

While Justin does spend some of his time behind a desk in an office shared with Operations Manager Dave Mrakitsch, he was clearly much more comfortable on the shop floor, displaying some of the projects he’s currently working on.

Students need to ask themselves important questions to determine the best path after high school, he said.

“Do you want to go to college? Do you need to make your own money to go to college? You need to make money and go to college part time? Those are some of the questions they should ask,” he said.

The choices are plenty – especially in manufacturing – if there’s a will to work and learn.

“There are lots of opportunities,” Kurlowski said. “If you’re going to get into a machine shop, don’t go in there saying ‘This is my job, I’m going to come in here and do this every day.’ Always try to be learning at the job, ask questions ... that’s how you learn and move up the ranks.”

And before you know it, you, too, could be involved in something as exciting as the movie industry, making Transformer swords.

Chicago Waterjet is located at 2452 American Lane in Elk Grove Village, Illinois and on the web at [ChicagoWaterjet.com](http://ChicagoWaterjet.com). ●



# 2016 STATE OF THE STATE

GOV. BRUCE RAUNER & ILLINOIS MANUFACTURING



**M**anufacturing was one of the first topics Illinois Governor Bruce Rauner mentioned at his 2016 State of the State Address on January 27, 2016. The following is the portion addressing manufacturing:

“Today we are gathered to discuss our great state of Illinois: our opportunities, our challenges, our goals for the future. We were all elected to do a job. Our job is to improve the quality of life for ALL the people of Illinois.

That means more economic opportunity, to increase real incomes for all families: higher pay and lower cost of living for everyone.

The KEY to that is excellent education and vocational training, combined with multiple career opportunities made available by companies competing to hire workers.

Illinois is a wonderful place. Our people, our work ethic, our sense of community, our dedication to helping each other, our commitment to giving back, are absolutely extraordinary. It's what makes our state a great place to live.

We have the hardest working people in America; we have the best strategic location of any state. The most fertile fields and best agriculture. We are the transportation hub of America. We have the commercial capital of the Midwest – the heart of America - in Chicago.

We were the manufacturing center of America, and we had much of the best infrastructure in the country.

We have the ability to lead the nation in growth and opportunity.

And yet, jobs and people are leaving our state. And we watch other states emerge from the Great Recession, while our employment and growth stagnates. We have fewer jobs





today than we had at the turn of this century. Our average working family is making less than they were 8 years ago. We are virtually tied for the highest property taxes in America, and we have far more layers of government and mountains of debt at every level.

Unfortunately, Illinois' economy has been split in two, one part with modest growth, the other in decline. There are areas within 90 minutes of O'Hare Airport that compete with other expensive mega-cities around the world. Thanks to access to global transportation infrastructure, first class universities, and world-class cultural amenities, white-collar communities in the Chicago area have mostly been able to overcome the financial mismanagement that is now strangling Chicago and Cook County.

But it's difficult in the rest of the state: Harvey, Blue Island, Kankakee, Rockford, East Moline, Peoria, Decatur, Danville, Mt. Vernon, and Marion. Those communities have to compete with other states like Indiana, Wisconsin, Iowa, Tennessee, Texas and South Carolina. And too often, we've been losing.

In recent years, we've lost more than 300,000 manufacturing jobs.

Many of you have argued that we shouldn't try to compete with other states, because that would be a race to the bottom.

Well, the numbers prove otherwise.



House Speaker Mike Madigan (upper left); Senate President John Cullerton (upper right); Governor Bruce Rauner (lower center).

Factory workers in Indiana, Wisconsin, Iowa, Tennessee, and South Carolina, when you adjust for the cost of living, now make more than workers in Illinois. That's unacceptable!

Factory workers in Texas are now making more than Illinois folks, even without adjusting for the cost of living.

That's outrageous! We should be kicking Texas' tail!

But the numbers don't lie. We are losing the race for good paying jobs.

And as jobs have moved to other states, we have a smaller tax base and less money to invest in education, infrastructure and quality of life here.

Instead of letting Indiana and Texas take our workers, let's go compete and take their jobs!

Illinois' existing policies were meant to help working people and the middle class, but are now having just the opposite effect.

To see more people employed at high pay, we need to stop crushing employers. To create good jobs, we need more job creators.

I understand that union leaders and trial lawyers are putting pressure on you to keep the status quo-- but if we don't offer a competitive environment for businesses, pretty soon the unions won't have any more jobs to unionize and the trial lawyers won't have any more businesses to sue.

All I'm asking for is a return to balance in this state -- 'cause right now, we don't have competitive balance and jobs are leaving.

To bring good jobs to Illinois, we have to make Illinois a place where it is good to do business. We must fix our workers comp system, labor regulations, liability costs, and property taxes that make us uncompetitive, and push job creators out.

The cost of worker's comp is the biggest factor driving our job losses. If we simply aligned our workers' comp costs with those of a state like Massachusetts -- which is hardly a bastion of conservatism -- we can save state and local taxpayers over \$300 million per year, while protecting those who suffer workplace injuries, and grow more careers at higher wages.

Let's get it done!" ●

## member profile

# Busting Myths & Breaking Through

## Colin Cosgrove

### Laystrom Manufacturing Co.

By Fran Eaton .....

The first thing Laystrom Manufacturing Company's new president sees when he comes into his office every morning is a whiteboard on the wall. On that whiteboard are two arrows – one green, pointing up, and one red, pointing down.

The green arrow reminds Colin Cosgrove that it's his job to increase sales and the red arrow reminds him to decrease costs.

"That about sums up my job at Laystrom Manufacturing," the 41-year-old said when TMA visited his office.

Laystrom, founded in 1951, is a full-service provider of precision sheet metal fabrications and component parts, value-added assemblies, and low and high volume metal stampings. The third-generation company, which had originally been involved in metal stamping, expanded to sheet metal fabricating in the 1980's.

Bob Laystrom, one of the founder's grandsons, brought Cosgrove into the company as a sales manager. After six years at Laystrom, Cosgrove moved to Acme Industries for two and a half years. He was then asked to return to Laystrom, where this month he became president of the company.

"I learned a lot at Acme and the other companies," Cosgrove said. "I appreciate every person along the way that invested time helping me become better at my work. That includes men like Virgil Delay, Guy Cassidy, Fred Young and, more than anyone, Bob Laystrom."

Unlike many others, Cosgrove started in manufacturing with no special training. He got his first job in America in 1994 at age 20, when he migrated to the U.S. from the west coast of Ireland.

"A cousin of mine knew the vice president of a manufacturing company, and he gave me the job at the floor level," Cosgrove said.

"I don't see that I offered anything exceptional," he said just before becoming Laystrom's first non-family president. "I hope that encourages others just getting started."

Cosgrove works with Laystrom Manufacturing's 60 employees, who come from diverse backgrounds. Since October last year, they have been meeting altogether in a huddle every morning to discuss the day's work ahead.

"We got the idea from Craig Zoberis at Fusion OEM," Cosgrove said. "And the team is seeing more how we all work together to meet our goals."

The new interaction among Laystrom workers has been positive. While it's important to train the next generation of machine operators and toolmakers the skills they need to do their jobs





well, Cosgrove says it's also important to provide skills on how to think as a part of a team.

"For instance, an operator could do his job and just pass on the product's problems to the next person," Cosgrove said. "But if he has the ability to think and understand that he has an opportunity for input, perhaps he could figure out how to correct the issue, make suggestions to correct it, and not just pass it off."

"We want our team to think of their responsibilities to fellow employees, to our customers and shareholders. That will happen," Cosgrove said while pointing to the whiteboard in his office, "If they're doing their work with these core values of safety, respect, collaboration, and continuous improvement in mind every day."

Keeping those important qualities in mind, over days, weeks, months and years, will cause them to become part of a strong workforce at Laystrom – not just doing a job, but living within a career.

Cosgrove says that a substantial part of his leadership philosophy comes from people he's met through TMA's network. While some manufacturers hesitate to network with others because they may compete for the same business, Cosgrove says he's found that there is a great deal to be learned from people with common experiences, and that sustained business and customer satisfaction today is based on a company's ability to deliver what they promise with top quality execution – not only in specific service and product specialties.

"A lot of people push to find their marketing niche, their singular

areas of expertise," he said, "but if a company isn't doing fundamental blocking and tackling – you're not going to succeed."

Laystrom Manufacturing deals with the challenges of being located in a Chicago residential neighborhood, where property taxes are high and new regulations place more pressure on the company's bottom line.

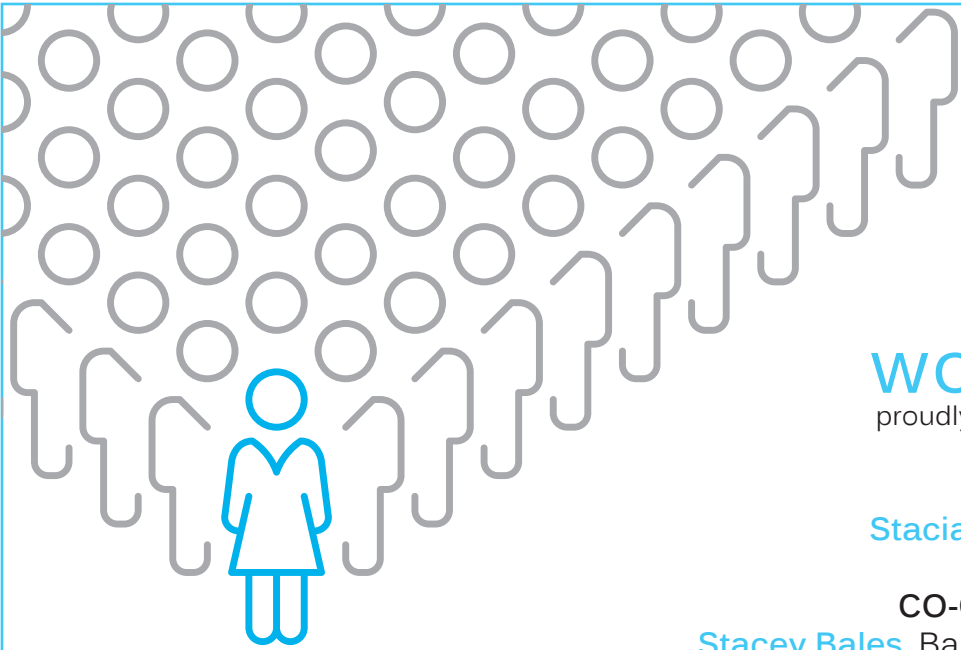
From time to time, there has been discussion about moving out of Chicago because all those negatives put companies like Laystrom at a disadvantage.

"From pure business and cost perspective, if you have someone just 50 miles away over in Indiana that has a completely different cost structure and is able to offer the same work for lower prices, the customer in Kentucky doesn't care if we're near great restaurants – they're focused on the bottom line," Cosgrove said. "That's why we have to excel every day at our jobs and deliver a different level of value to that customer."

Despite the challenges, most important to Cosgrove is that his daughters – ages 3 and 1 – grow up to see through his life experience that hard work allowed the opportunity for him to climb from a shop floor to the executive level.

"That's endemic to America," he said. "It really is the land of opportunity."

Laystrom Manufacturing is located at 3900 West Palmer in Chicago, among a middle class row of bungalows and it can be found on the Internet at [www.laystrom.com](http://www.laystrom.com) . ●



## WOMEN IN TMA

proudly congratulate their new officers

### CHAIR

**Stacia Hobson**, Image Industries

### CO-CHAIR & VICE PRESIDENT

**Stacey Bales**, Bales Metal Surface Solutions

### SECRETARY

**Jennifer Piacenza**, Palatine Welding

# How will you Clarify, Simplify and Achieve your Vision?

## Get Traction!

"We made a go at implementing EOS on our own with less than satisfactory results. Since working with Clark we have been posting record results and our team has gelled as never before and morale is sky high! My wife can't believe that I'm working shorter days yet accomplishing much more than I did pre-EOS. Working with Clark has proven to be a great move." - Jason Surber, ATF-Inc



### CLARK NEUHOFF

Certified EOS Implementer

847-680-6550

[Clark.neuhoff@sextant-us.com](mailto:Clark.neuhoff@sextant-us.com)

TMA Member



# tma | events

## FEBRUARY 18

### HR Peer Groups

Join fellow HR peers in the Schaumburg and Alsip areas to discuss the topic: "On-boarding New Employees - Orientation, Mandated Training, and Setting the Stage for Success."

TIME: 8am-10am / 1pm-3pm

COST: Free

LOCATION: Schaumburg / Alsip

## FEBRUARY 18

### Owner's Circle Dinner

Exclusively for Owners, Presidents and company executives of manufacturing members. Come join your peers to discuss the current business climate, share stories and swap strategies over dinner.

TIME: 5:30pm - 9:00pm

COST: \$100

LOCATION: Hinsdale

## MARCH 3

### TMA Annual Business Meeting

Plan to attend the TMA Annual Business Meeting where the officers and staff will review with members the audited statements of the Association; elect new members to the TMA Board of Directors; install the new TMA Officers and review changes to the bylaws. If you're unable to attend, download a proxy from our website ([tmaillinois.org](http://tmaillinois.org)) and return it to exercise your vote.

TIME: 3:00pm - 5:00pm

COST: Free

LOCATION: TMA Schaumburg

## tma | february calendar sponsor



USM, Inc. is one of the largest metal recyclers in North America specializing in non-ferrous, ferrous, used beverage cans (UBC), high temperature alloys and precious metals.

## MARCH 5

### TMA Annual Meeting Dinner

TMA's 90th Annual Meeting Dinner celebration will be held at the Sofitel Chicago Water Tower. Along with a reception and dinner, we'll recognize the new and retiring board members, and the incoming and outgoing officers. In addition, we'll be celebrating the recipients of the Rose Mottl, Winzeler, and Young Leader awards followed by an after party.

LOCATION: Sofitel Chicago Water Tower

TIME: 6:00pm - 12:00am

COST: \$165/person

LOCATION: Sofitel - Chicago

## MARCH 8

### Sales & Marketing Peer Group

Join your peers to discuss challenges and strategies of sales and marketing in a manufacturing environment. Peer Groups are free to all manufacturing members.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: TMA Schaumburg

## MARCH 10

### Lunch & Tour: Peerless-AV

Peerless-AV is a leading designer, manufacturer and distributor of audiovisual solutions. Based in Aurora, Illinois, they manufacture over 3,600 products. Join fellow TMA members in a tour of their facility.

TIME: 11:30am - 1:30pm

COST: \$35 (includes lunch)

LOCATION: Aurora

## MARCH 24

### IT Peer Group

Join fellow IT professionals to discuss issues being confronted, and develop solutions and best practices. The group will meet at motherG in Itasca.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Itasca

## MARCH 24

### Millennials, Wages and the Economy

The second in a three-part series on millennials and manufacturing, this event features William Strauss, Senior Economist and Economic Advisor for the Federal Reserve Bank of Chicago.

TIME: 4:30pm - 7:00pm

COST: \$20

LOCATION: Hoffman Estates

## tma | new members

### E & C Custom Plastics

Addison, IL

[www.ecplastics.com](http://www.ecplastics.com)

### Precise Laser Waterjet & Stamping

North Aurora, IL

[www.precisestamping.com](http://www.precisestamping.com)

### Sloan Valve

Franklin Park, IL

[www.sloanvalve.com](http://www.sloanvalve.com)

### SME Technologies Electrical

Addison, IL

224/622-8569

### Village of Gurnee

Gurnee, IL

[www.village.gurnee.il.us](http://www.village.gurnee.il.us)



TMA Benefit Services, Inc. (TMA-BSI) is the only insurance agency in Illinois that is owned by the manufacturing community. A full service insurance agency providing group health, life, dental, disability and personal insurance products, TMA-BSI can meet the unique needs of manufacturers.

To find out more, contact Brian Wohlfeil at [bwohlfeil@tmaillinois.org](mailto:bwohlfeil@tmaillinois.org) or 847.993.2122.

# tma | training

## MARCH & APRIL

### COMING SOON

#### MAZAK 3-AXIS TRAINING

Basic Setup, Operation & Programming



This course will combine theory and hands-on training in the setup, operation, and Mazatrol programming language of a Mazak VCU 500A CNC machine with the Mazatrol Matrix 2 control. Course content includes:

#### CONTROL FUNCTIONS

- Display overview
- Data setting methods
- Displays related to machine setup, machine operation, tool layout, and program creation

#### MACHINE SETUP

- Setting tool offsets
- Setting work offsets
- Entering tool data

#### PROGRAM CREATION

- Workpiece coordinate systems (WPC)
- Point, line, and face machining
- M codes
- Sub programs
- Tool priority function

**DATES:** M/W, 3/7 – 4/27

**TIME:** 6:00pm – 9:00pm

**REGISTER:** [education@tmaillinois.org](mailto:education@tmaillinois.org)  
or 847-825-1120

## MARCH 2016

### Introduction to Mastercam (Mill Only)

3/5, 3/12 & 3/19 | 8:00am – 3:00pm

This 21-hour introductory seminar will cover all aspects of operation, system orientation, operator interface, configuration, and 2D geometry construction for the CNC mill.

### Forklift Safety 'Train the Trainer'

3/7 | 1:00pm – 4:00pm

This 'Train the Trainer' program will help clarify OSHA regulations covering forklift safety and operation. Participants will leave the session equipped with the knowledge and resources to train their forklift operators.

### HR 'Fast Track' Supervisor Series

3/8, 3/15, 3/22 & 3/29 | 1:30pm – 3:30pm

Most supervisors are promoted into their positions because of their technical ability. This series is designed to strengthen the supervisor's ability to work effectively with their people. The skills you will learn in this series will allow you to manage more effectively while staying compliant with various state and federal laws.

### Overview of the New ISO 9001:2015 Quality Management System Standard

3/18 | 8:00am – 12:00pm

This half-day seminar will evaluate the new ISO 9001:2015 Quality Management System Standard. In addition, specific guidance and direction will be provided with regard to the "intent of the standard" and the most effective method of integrating the new requirements.

## APRIL 2016

### 3D Milling

4/2, 4/9, & 4/16 | 8:00am – 3:00pm

This 21-hour course will focus on transitioning from G code to CAM programming. Students will use Mastercam to program and machine new projects varying in degrees of complexity.

### Basic Blueprint Reading

4/30 & 5/7 | 8:00am – 4:00pm

This 16-hour introductory program explains the importance of engineering drawings in manufacturing and describes how drawings are portrayed and information communicated.

TMA has been cited in numerous media outlets of late. During an interview with Greg Bishop of the **Illinois News Network**, TMA President Steve Rauschenberger said January's job loss report was troubling.

*"A lot of people believe the United States is poised on being dragged into a recession by the rest of the world," he said "But, for Illinois, the most troubling part is how we're underperforming the rest of the Midwest and the nation."*

Rauschenberger said a good deal of the blame lies on the state's tax structure, particularly its property taxes.

*"We have a property tax system that penalizes job creators. Over time, what that does is drives manufacturers to lower cost locations. ...Even if there were quick reforms, it's going to take three to five years to start rebuilding the middle class-producing jobs that we all want but don't have the public policy to support. ...We need reforms now, but we also need to be patient and let those policies help restore Illinois' competitiveness to the level we were at in the '90s."*

The INN story appeared in **The Southern**, the **Alton Daily News**, **Suburban Life**, the **Journal-Courier** and **WJBC** radio in Bloomington.

There was also a mention in the **Daily Herald** after columnist Kerry Lester spoke to President Rauschenberger about the governor's "State of the State" speech in January. Lester wrote:

*"I got a blast from the past this week when I saw former state Sen. Steve Rauschenberger's name pop up on a news release. ...The Elgin Republican is president of the Schaumburg-based Technology and Manufacturing Association and says he misses 'some of the people down there (in Springfield) but I don't miss the process.'"*

The TMA Legislative Scorecard was also discussed on **AM 560 WIND** when President Rauschenberger was interviewed on their popular morning drive-time show.




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Served in the U.S. Marine Corps





## Supreme Court Halts Implementation of Carbon Dioxide Emission Regulations

By Michael Bastasch

In early February, the U.S. Supreme Court delivered a major blow to President Barack Obama's global warming agenda by halting the implementation of a key Environmental Protection Agency (EPA) regulation on carbon dioxide emissions.

The court won't allow the EPA to implement its so-called Clean Power Plan (CPP), which aims to reduce carbon dioxide emissions from power plants 32 percent by 2030. This is a big win for the 29 states suing the federal government to stop a rule expected to cripple the coal industry.

"Five justices of the Supreme Court agreed with North Dakota and other parties that EPA's regulation would impose massive irreparable harms on North Dakota and the rest of the country and that there was a substantial likelihood EPA was acting unlawfully," Paul Seby, an attorney with law firm Greenberg Traurig representing the state of North Dakota, told The Daily

Caller News Foundation.

States asked the Supreme Court to halt implementation of the CPP after a lower court rejected their appeal in January. Now, West Virginia Attorney General Patrick Morrisey and the Obama administration will make their oral arguments on the merits of the law in front of federal judges in June.

"Make no mistake – this is a great victory for West Virginia," said Morrisey, who is leading the states against the EPA, in a statement on the announcement.

Morrisey argues the CPP amounts to "double regulating" by the EPA, since coal-fired power plants — the main target of the rule — are already being regulated under another provision of the Clean Air Act. States also argue the CPP is in effect a federal takeover of their energy policies.

"We are thrilled that the Supreme Court realized the rule's immediate impact and froze its implementation, protecting workers and saving countless dollars as our fight against its legality continues,"

Morrisey said.

This is the second major EPA regulation to be held up by the courts in recent months. Last year, federal judges issued a stay on an agency rule redefining "waters of the United States" — this sparked backlash from nearly every industry from farmers to energy producers.

But defeating the CPP in court may not be as easy as states think, since the Obama administration will likely argue striking down these rules would go against international commitments made by the U.S. in Paris last year.

In December, the U.S. joined nearly 200 countries in pledging to reduce carbon dioxide emissions to fight global warming. Obama promised to cut emissions 26 to 28 percent by 2025.

The Obama administration, however, may have problems of its own because it has not gotten the agreement ratified by the Senate — a key requirement for a legally binding treaty. This has only added to the confusion of whether or not the United Nations Paris deal is legally a treaty or not.

"This will be a fatal blow to the president's climate agenda," Tom Pyle, president of the Institute for Energy Research, told TheDCNF.

"This shows just how far the Obama administration has gone — they went too far," Pyle said. ●

From the Daily Caller. Used by permission.



# January 2016: Banner Month for Manufacturing Jobs

By Matt LaWell

The good news is that the American unemployment rate dropped below 5% for the first time since February 2008, according to new numbers released by the Bureau of Labor Statistics. The better news is that manufacturing created almost as many new jobs in January as it did in all of 2015.

There is some not-as-good news, too, of course: Hiring is slowing down, evidenced by the addition of 151,000 new jobs in January, a little more than three-quarters of the 197,000 in the forecast. China and oil are still weak, and recent reports indicated that the economy might have hit an air pocket after a strong year for job creation — 2.65 million new jobs in 2015, and close to 14 million the last six years — but these numbers indicate an economy chugging along. Call it a B or B-minus.

“For those looking for confirmation that the U.S. economy may be headed for a recession, this morning’s report will surely disappoint,” TD Economics senior economist Michael Dolega said. “Sure, the headline payroll gain slowed from the red-hot fourth-quarter pace, but much of it was to be expected given the overly warm start to winter.”

The weakness, Dolega said, appears concentrated in temporary help, which cut about 25,000 of the jobs it added in December.

The report was markedly better for manufacturing than for plenty of other industries, with 29,000 new jobs reported in January. (A little comparison: manufacturing added just 33,000 jobs in all of 2015, and all of them popped up in the fourth quarter.) Four straight months with a

net gain — and the strongest single month since November 2014 — are worth at least a little celebration.

“The stronger-than-expected gains in manufacturing employment provide a hint of optimism for a sector that has been hard-hit by global headwinds over the course of the year,” National Association of Manufacturers chief economist Chad Moutray said. “The reduction in the unemployment rate suggests that the labor market continues to move in the right direction.”

“Pro-manufacturing policies ... will help ensure manufacturers continue to grow and compete.”

The quick numerical breakdown: Durable goods manufacturers added 17,000 jobs, while nondurable added 12,000. Average weekly earnings increased 0.56% to \$1,042.33, with a year-over-year increase of 1.8% (though that can relate directly to a slight increase in hours, from 40.6 to 40.7). Overtime hours remained at 3.3 per week. The industry unemployment rate dropped

to 4.3%, down from 5.2% in January 2015.

In related news, new U.S. factory orders slumped in December, down 2.9% and dropping for the fourth time in five months. Machinery orders were particularly hard-hit, plummeting 5.6% with a 78.2% drop in orders for mining, oil field and gas field equipment.

“The decline in the unemployment rate and surprisingly soft gains for manufacturing might seem to undercut” the argument to hold off raising short-term rates until April or June, Moutray said, and that provides “signs of a possible turnaround.”

Will the Federal Reserve raise those rates at its March meeting? Will manufacturing add more new jobs for a fifth straight month in February? Are we headed for a plateau, a turnaround, or something else? If nothing else, stay tuned. ●

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## TMA ANNUAL BUSINESS MEETING

MARCH 3, 2016

Plan to attend the TMA Annual Business Meeting where the officers and staff will review with members the audited statements of the Association; elect new members to the TMA Board of Directors; install the new TMA Officers and review changes to the bylaws. If you're unable to attend, download a proxy from our website ([tmaillinois.org](http://tmaillinois.org)) and return it to exercise your vote.

TIME: 3:00pm - 5:00pm

LOCATION: TMA Schaumburg

JOIN US FOR THE  
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90<sup>TH</sup>

ANNUAL MEETING  
DINNER

SATURDAY, MARCH 5, 2016

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WATER TOWER

20 E. CHESTNUT STREET, CHICAGO, IL  
*Valet parking available*

TICKETS: \$165 TABLES OF 10: \$1,500

*Reception, dinner and after party*

DRESS: BUSINESS

### EVENING AGENDA

6:00PM

RECEPTION

7:00PM

DINNER

EXECUTIVE CHEF GREG BIGGERS

8:00PM

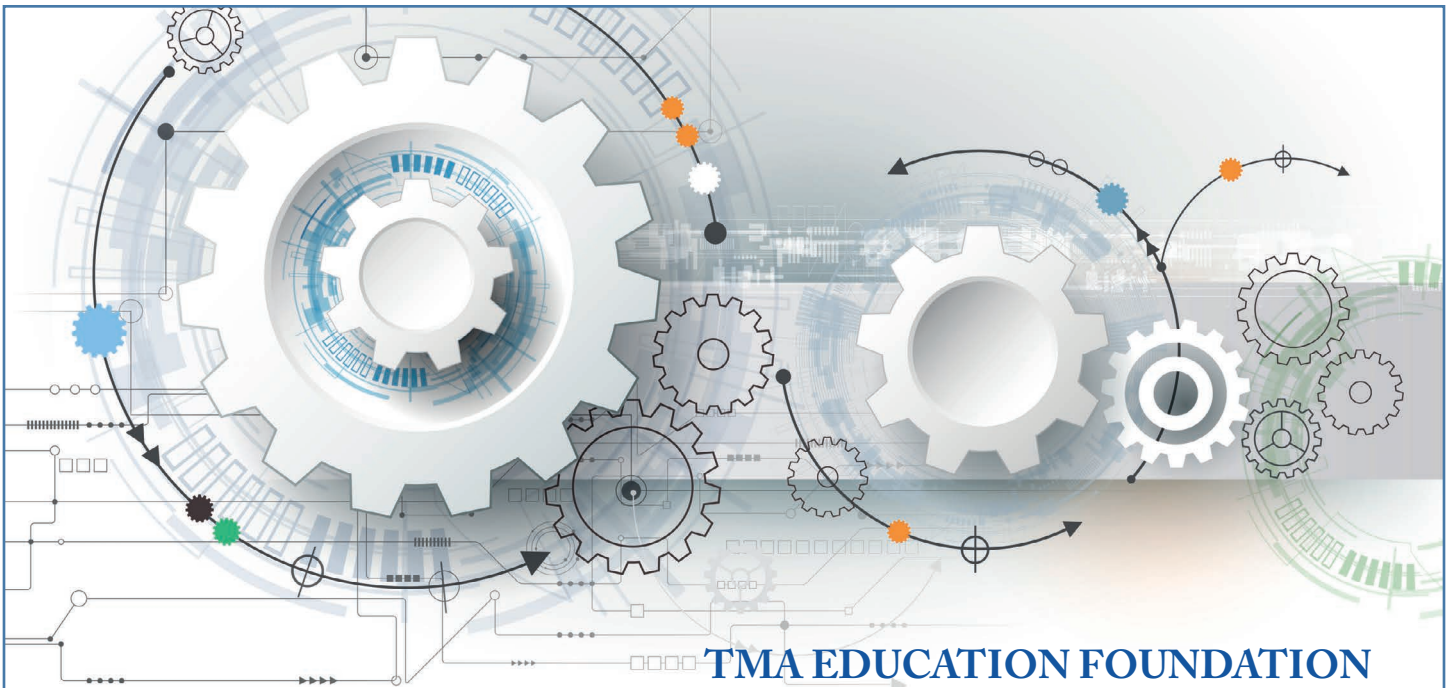
PROGRAM & AWARDS

8:45PM

AFTER PARTY

Contact Meghan Gray at 847.282.4714 or [mgray@tmaillinois.org](mailto:mgray@tmaillinois.org) to reserve your seat

*Please RSVP by Friday, February 26th*



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