

tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING

WHAT MANUFACTURERS CAN EXPECT IN THE UPCOMING ILLINOIS GENERAL ASSEMBLY

NEW LAWS
THAT ILLINOIS
MANUFACTURERS
SHOULD BE AWARE OF

TMA LEGISLATIVE
SCORECARD





tma news bulletin

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technology & manufacturing association

Founded in 1925, the Technology & Manufacturing Association (TMA) represents and supports manufacturers in the Chicago metropolitan area and surrounding counties in northern Illinois, northern Indiana, and southern Wisconsin. TMA has almost 1,000 members representing over 32,000 employees and nearly 26 million square feet of manufacturing plant.

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

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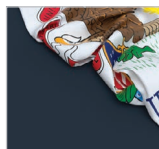
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tma | new members

Welcome to the newest members of the Technology & Manufacturing Association

Automation Systems
Melrose Park, IL
www.weassemble4u.com

Cembre, Inc.
Schaumburg, IL
www.cembre.com

Ceratizit Chicago, Inc.
Schaumburg, IL
847-923-2115

Cozzi Recycling
Bellwood, IL
www.cozzirecycling.com

Designhawk Innovations LLC
Chicago, IL
www.designhawkllc.com

E.J. Cady & Company
Wheeling, IL
www.ejcady.com

EKIM Manufacturing Corporation
Berwyn, IL
www.ekimmfg.com

Epic Payments System
Schererville, IN
www.epicpaymentsystems.com

Freudenberg Household Products
Aurora, IL
630-270-1515

Globetec Group
South Elgin, IL
www.globetec.com

Illinois Lock Company
Wheeling, IL
www.illinoislock.com

Linx Global Mfg., LLC
Chicago, IL
www.linx-global.com

Rockford Quality Grinding, Inc.
Rockford, IL
www.rockfordqualitygrinding.com

Slide Products, Inc.
Wheeling, IL
www.slideproducts.com

Standard Refrigeration
Wood Dale, IL
www.stanref.com

Swimmer Integrated Marketing by Design, Inc.
Prospect Heights, IL
www.swimmerchicago.com

Tebots, Inc.
Huntley, IL
www.tebots.com

message from the president



TMA Members & Friends,

New Year, new Governor, new Congressional majority, but the same old problems. This month's *News Bulletin* highlights the new state laws that could affect TMA members. We also cover what may be in the pipeline down in Springfield under Governor Pritzker.

It seems certain that the new Congress, the new Governor, and the new state legislators are all likely to be less supportive of employers and businesses in general. We have our work cut out for us. When you get a chance, review the TMA

Legislative Scorecard and see how your state senator and state representative was recorded on issues of importance to manufacturing. I think you may be disappointed in them.

Under the leadership of Zach Mottl, TMA's Government Relations Committee has set a goal of "educating" elected officials (local & state) throughout our area on the scope, impact, and importance of manufacturing and the challenges we face operating in Illinois. The working title for this effort is TMA's "Manufacturing Academy." Stay tuned as we roll out this effort, and be prepared to help us invite your local mayor, your school board president, your state senator etc. We have been patient too long. It is time we asked our officials to listen.

As we face new challenges in 2019, please know that the staff and Board of your Association are ready to engage, and that they all appreciate your membership and support.

Steve Rauschenberger

tma | 2019 partners

gold partners



silver partner



bronze partners



We wish to thank the TMA PARTNERS who generously invest in the organization in order to further the services provided members.

WHAT MANUFACTURERS CAN EXPECT IN THE UPCOMING ILLINOIS GENERAL ASSEMBLY

U.S. manufacturing has been enjoying a renaissance with record growth, productivity, and employment. But the industry outlook isn't as optimistic when it comes to manufacturers in Illinois, where continued concern about taxation, regulation and public policy negatively impact the business environment.

Included in this News Bulletin is TMA's most recent Illinois Legislative Scorecard. It shows that the majority of political leaders continue to be ill-informed about, and therefore hostile toward, manufacturing.

According to TMA lobbyist Jay Shattuck, the expansion of one-party control of the state will change the atmosphere at the Capitol. "Signs of things to come for manufacturers from the General Assembly and J.B. Pritzker became evident in the veto session after the election," Shattuck said. "Several workplace issues that could have been voted upon were put over to 2019 to allow political credit to go to the new governor."

In addition to a new, inexperienced, majority-party governor, nearly one of four state lawmakers sworn into office this year will be new to the process.

"Many have little understanding of the risk and investment manufacturers undertake in doing business in Illinois," Shattuck said. "Some see business as a cow to milk, some as a cow to be slaughtered. Too few see business as the source of economic security and growth."

It is unlikely the Illinois Democrat Party will veer away from its historical anti-business and anti-manufacturing

positions, so Illinois manufacturers can expect to be bombarded with policies that will have negative impact on the state's businesses.

That's why TMA members should be vigilant, active and interested in information coming from the association, Shattuck says.

Numerous issues negatively impacting manufacturers over the last four years were vetoed by now former Governor Rauner. "We anticipate that these vetoed issues will be revived, and without education and pushback, could quickly become law. That's why advocacy by TMA is so critical at this time, Shattuck said.

At the top of the Democrat majority's legislative list are additional anti-business regulations, as well as legalized cannabis, expanded gambling, and threats to tax incentives for manufacturing.

Shattuck says he expects the state legislature to reconsider workplace mandates such as:

- Employers required to pay employees' sick time off
- Family and Medical Leave Act expanded to include smaller businesses and require the time off be paid
- Employee work schedules established and implemented according to new state specifications.
- State's minimum wage raised.

He says Illinois manufacturers should also expect the legislature to pass into law wage policies such as:

- Increased criminal penalties for violation of the Wage Payment & Collection Act, including barring of state contractors for five years from bidding on any state procurement for violating certain Illinois employment laws, any comparable laws in other states or the federal FLSA.
- Creation of wage lien rights against corporate officers and a company owner's personal property.

Illinois Workers' Compensation law is likely to be changed to codify current negative case law for "causation" and "traveling employee" – policies that will expand employers' liability.

Employment discrimination policies expected to be considered with House Speaker Mike Madigan and

Senate President John Cullerton leading the way include:

- Prohibiting an employer from seeking information about a job applicant's wage, salary and benefit history, reducing employer defenses and increased financial penalties and remedies under the Equal Pay Act.
- Prohibiting sexual harassment settlements from including or agreeing to include any term or condition that would prevent the disclosure of the underlying facts and circumstances of the claim or action unless the condition of confidentiality is the plaintiff's preference or other specified conditions are met.
- Changing the definition of "employee" under the Illinois Human Rights Act to include independent contractors.
- Expanding "employer" definition under the Illinois Human Rights Act to include employers of one or more employees.
- Creating the Limitations on Forced Arbitration Act restricting the use of forced arbitration agreements on entities doing business with the State.

Environment and energy issues expected to be addressed in the upcoming legislative session include:

- Manufacturers being required to notify residents when seeking air or water permits.
- Energy costs being shifted from residential consumers to commercial and industrial consumers.
- Tightening Illinois environmental laws to be as stringent as federal laws as of 1/19/2017.

Another state income tax hike is expected, and manufacturing sale and use tax incentives could also be modified or eliminated.

On page 14 is a list of new Illinois laws that impact manufacturing and have already gone into effect.

To be up to date and fully informed about state policy changes and proposals, contact Dennis LaComb at dlacomb@tmaillinois.org or check TMA's news site at www.tmanews.com.



DISTRICT 214 STUDENTS ENHANCE THEIR KNOWLEDGE OF MANUFACTURING



From DISTRICT 214

Dawn Monarca is only 17 but already knows how to operate high-tech manufacturing equipment to build robots and high-mileage vehicles.

Some of the equipment, donated by industry partners, have given High School District 214 students like Monarca opportunities to build their skills and enhance their knowledge in manufacturing and engineering.

“It’s really nice to know (organizations) are funding us so we can get real world experiences,” said Monarca, “and so we can know what the field is like when we’re older and get jobs.”

With support from industry organizations and businesses, District 214’s manufacturing and engineering curriculum exposes students like Monarca to the latest trends and tools in the field, and increases their opportunities for success in internships and careers.

The charitable arm of the Technology & Manufacturing Association, or TMA, for example, has provided more than \$120,000 over two decades to District 214 schools to help invest in students and their futures. TMA’s Education Foundation supports high school manufacturing training programs as one approach to addressing the shortage of skilled workers in the industry. A report from Deloitte found that the skills gap in manufacturing will leave 2 million jobs unfilled through 2025.

Over the years, TMA’s foundation has supported equipment in District 214 classrooms, including manual and CNC lathes, mills and 3D printers.

This year, TMA’s Education Foundation donated \$14,500

to Rolling Meadows High School, funds that went to a CNC HAAS mini mill, an industry standard machine. And last year, the foundation donated just over \$30,000 to pay for a milling machine and manual lathes at John Hersey, Rolling Meadows and Wheeling high schools.

“Without TMA’s support – both their expertise and generous donations of equipment – our District 214 programs would not be as successful,” said Dan Ludwigsen, Hersey’s career and technical education division head. “TMA is truly changing lives for the better by showing our students advanced manufacturing. This has opened up possibilities for our students that may not have been known in the past. When you visit District 214 schools and see what our classrooms have to offer, it is in large part due to the generosity of TMA.”

Pantelis Anton, a District 214 senior, said he’s thankful for the experiences he has had to better understand the manufacturing industry. As a student, he learned how to operate ShopBots, plasma cutters, manual and CNC mills, as well as lathes.

“We’re very fortunate to have these machines because even some companies don’t have them,” he said. “We’ll be ahead of the game, and I’m very thankful.”

TAX CHANGES MANUFACTURERS NEED TO CONSIDER NOW

The Tax Cuts and Jobs Act made significant changes to tax laws that impact manufacturers.

Understand the different implications impacting investments and growth and ensure your manufacturing company is taking advantage of the new provisions before time runs out.

DOWNLOAD 6 STRATEGIES
www.dhjj.com/tax-strategies-for-manufacturers



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Illinois Manufacturing Facts

Manufacturers in Illinois account for 12.6 percent of the total output in the state, employing 9.5 percent of the workforce. Total output from manufacturing was \$103.75 billion in 2017. In addition, there were 572.7 manufacturing employees in Illinois in 2017, with an average annual compensation of \$85,087 in 2016.

Manufacturing Output and Firms

Total Manufacturing Output (\$billions, 2017)
(Percent share of total gross state product) \$103.75
12.6%

Manufacturing Firms in Illinois (2015) 12,453

Employment and Compensation

Manufacturing Employment (2017)
(Percent share of nonfarm employment) 572.7
9.5%

Average Annual Compensation
(Manufacturing, 2016) \$85,087
(Nonfarm Businesses, 2016) \$53,679

Sources: U.S. Bureau of Economic Analysis and the U.S. Census Bureau

Figure 1: Illinois Manufacturing Output, in Billions of Dollars, 2005–2017

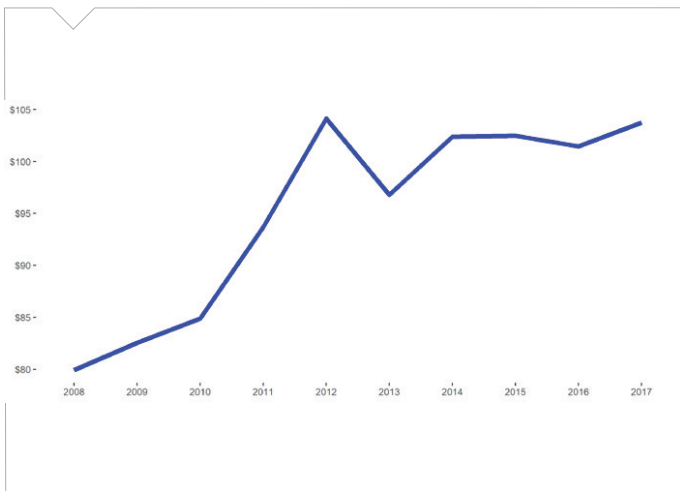


Figure 2: Top 10 Illinois Manufacturing Sectors, in Millions of Dollars, 2016

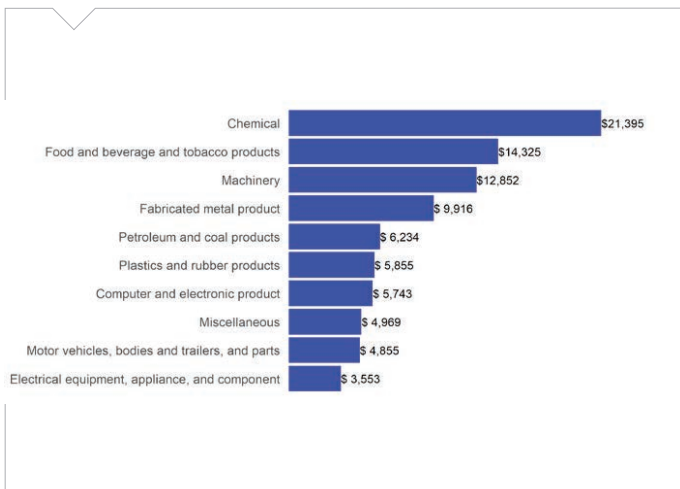
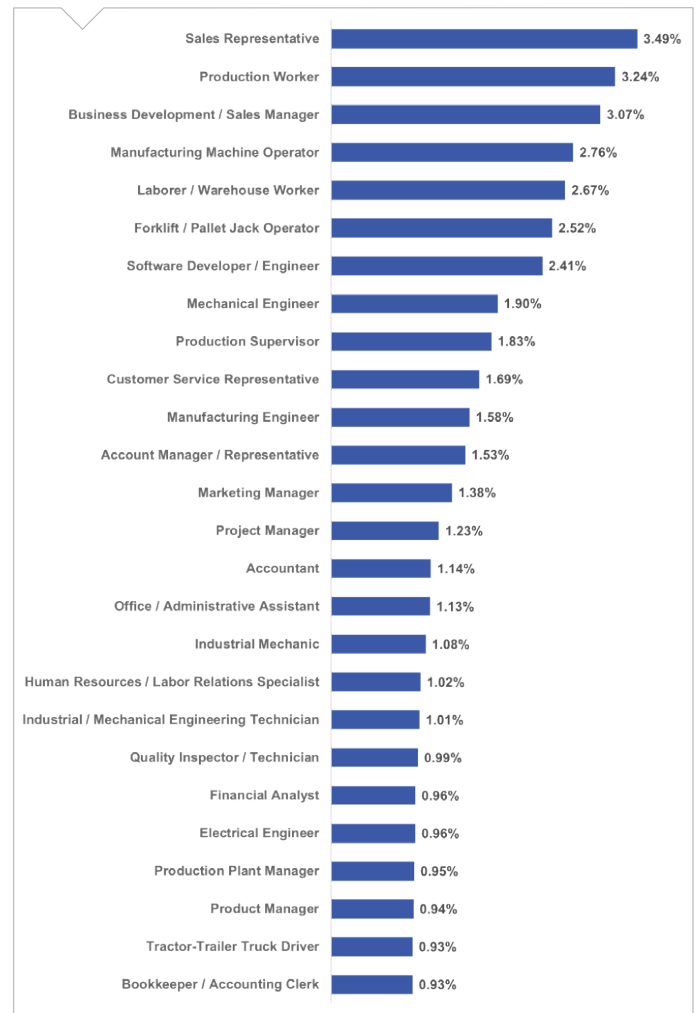


Figure 3: Top 25 Manufacturing Job Titles over the Past 12 Months in Illinois



Source: Burning Glass Technologies, Labor Insights



ADAPTING TO DEMAND ALLOWS THIRD-GENERATION BUSINESS TO THRIVE

REB BANAS
President
Stanley Spring & Stamping Corp.

By FRAN EATON

“Adaptable,” “versatile,” “profitable,” “creative” -- all words that describe manufacturers that survive and thrive from generation to generation.

And those are the words that describe Stanley Spring and Stamping Corporation, a Chicago-based manufacturer that Reb Banas’ grandfather Stanley, a Polish immigrant, started up as World War II closed down.

“My grandfather started in 1944 with a hand coiler in his garage while working for another spring company,” Reb Banas told News Bulletin. “He then rented a three-flat with a manual elevator near where the Chicago Stadium now stands, before moving to this location on West Foster.”

Banas’ father Ron and his uncle Stan took over the business in 1954.

Today, as a third-generation member of the Banas Family, Reb says he is proud Stanley Spring and Stamping is one of the largest family-owned producers of custom springs, stampings, wire forms and fasteners in the world, serving many different industries.

Industry changes demand versatility

The business has thrived during some of manufacturing history’s most rapidly developing and dramatically-changing time periods. Starting with producing springs, Stanley Spring and Stamping added and changed its services to meet the industry’s demands.

“As business turned, so did our customers,” Reb Banas said. “At one time we were making wires for Zenith, RCA and Magnavox TVs, as well as washers and dryers. Then along came plasma and flat screens and that work went offshore, as did the customers. We had to adapt to the demands – as every manufacturer does.”

Stanley Spring and Stamping boasts a large, diverse customer base – from electronics to consumer appliances to outdoor power equipment and seatbacks for chairs.

“There are springs in your glove compartments, visors, trunk releases, gas cap releases,” Banas said. “There are springs on sidewalk-edging blades, in electronics behind electrical outlets, cell phone plugs – it’s hard for most people to appreciate where springs are.”

Banas says all manufacturers face the challenge of winning and keeping customers, making their work profitable and finding skilled team members.

“When we find good workers, they stay,” he said. “In the last year, we had three employees celebrate 50 years at Stanley Spring. Our average length of employment is 26 years. Their experience is valuable and crucial to the company’s success.”

Stanley Spring’s team experience permits the company to offer important recommendations on print tolerances,

materials and secondary operations – something every producer wants to keep costs low and production efficient.

Reb says the future is bright for manufacturing as a whole, but some dark clouds on the economic horizon concern him.

“I’m optimistic on the industry and our business, but I’m very pessimistic on the state government. It worries me more than anything. The state’s finances are in such disrepair,” he said, echoing concerns other Illinois manufacturers have voiced in recent months.

Banas said being located in Illinois and also in Cook County and Chicago places three strikes against his company’s outlook. On one hand, his Chicago location has historically hosted a regional network of premiere wire and metal producers.

On the other hand, government demands on business owners by the state, county and city has caused Banas to reconsider and investigate the cost of moving to Wisconsin. He found that not only would such a move upend the company’s access to its 95 skilled employees, moving 500 pieces machinery and setting up a new facility would cost the company at least 40 days of crucial production.

“For us, moving just doesn’t work,” Banas said. However, Stanley Spring expanded recently by setting up a facility in Fort Lauderdale, Florida that focuses on customized projects.

When not overseeing the two Stanley Spring facilities, Reb is busy with his family. Two of his four children are currently in college and the youngest is in junior high school. He stays busy coaching baseball teams, golfing and swimming – a sport in which he competed while studying at Southern Methodist University.

Banas’ office walls are lined with photos of teams, plaques and autographed sports memorabilia. He’s also active with charitable causes such as Misericordia, Evans Scholars Foundation and Loyola Academy.

Rewards of leading 3-generation business

“There’s a sense of accomplishment in buying materials, designing something, selling it at a specific price and making something people are buying. All that contributes to the economy while producing something – and actually making something and selling it at a profit,” Banas said. “That’s all rewarding. Add to that, working with people for years that show up every day to do their jobs. It’s something you never take for granted.”

Evidence once again of Stanley Spring and Stamping’s cultural “adaptability,” “versatility,” “profitability,” “creativity” – and why companies like theirs will be around for generations to come.

Stanley Spring and Stamping is located at 5050 West Foster in Chicago or on the web at www.stanleyspring.com .

TOP 10 MANUFACTURING TRENDS FOR 2019

By JOANNE PHOENIX

10. Investment / funding for SMEs

As established enterprises wrestle with becoming more innovative and agile, 'buying in' that mindset and approach will be an increasingly attractive option. For start-ups and SMEs, the benefit is being able to access funding and support from a wide range of sources and being able to tap into the much wider resources of larger organizations, without necessarily compromising their independence.

Whether through financial investment, accessing IP or simply agreeing a mutual sharing of resources, 2019 will see increased partnerships and collaborations between established manufacturers and smaller operators.

9. Better diversity

2018 saw the continuation of a major conversation and focus on diversity across all levels of society. From a manufacturing perspective, the business case is clear – an organization is likely to perform better financially if its workforce is more diverse. Diversity is going to continue to be top of the agenda for many years to come, and with greater public awareness will come increased government scrutiny and tougher legislation.

Forward thinking businesses will pre-empt this by implementing more rigorous and impactful programmes to accelerate the diversification of their workforces.

8. Workforce of the future

Digitalization holds great promise for manufacturers, yet it is not an off the shelf solution. Any sort of transformation is as much about the people implementing it as it is about

the technology. With digital skills a scarce resource, manufacturers need to be investing now to ensure that they are building a workforce of the future. 2019 will see increased investment in digital training, both internally and in partnership with centres of education, such as universities and accelerators.

Partnering with complementary businesses will also help bring knowledge into businesses in a cost-effective manner.

7. AI/Machine Learning

The increased adoption of IoT will also see an increase in the amount of data that manufacturers produce. Data may be the crude oil of the 21st century, but without the ability to analyze and action based on tangible, accurate insights, it is simply taking up space. This is where artificial intelligence (AI) and machine learning comes in – having the ability to manage volumes of data, generate legible insights and proffer solutions will greatly increase manufacturers' responsiveness, improving efficiency and helping identify new business opportunities.

2019 will see greater levels of importance attached to manufacturers' ability to incorporate AI and machine learning into their operations.

6. 5G rollout

5G will deliver huge improvements in download speeds, latency reduction and the ability to remotely control a vast array of devices. 2019 will be the year that the groundwork and preparation for 5G rollout really picks up, with the potential for the beginning of a limited rollout by the end of the year.



For manufacturers looking to fully invest in IoT this will be a huge gamechanger, giving them true real-time control and insight which will result in being able to make faster, more impactful decisions.

5. Blockchain boom

Almost unheard of by anybody outside the cryptocurrency-sphere until 2017-18, blockchain is now taking the manufacturing world by storm. The coming year will see a direct impact of blockchain on financial operations, boosting speed, security and a cost-effective solution to transactions.

Looking at the supply chain, blockchain technologies will also influence different areas from management, tracking and transaction reporting.

4. AR and VR enhancement

The majority of manufacturers, or those working in the sector, have encountered some form of virtual or augmented reality in recent years. Whether it is quirky start-ups or large-scale global brands, we are set to see more of this technology incorporated into existing processes and products to enhance overall experience.

We will continue to see new companies emerge, identifying innovative ways of adopting it, while established organizations will mine their business to uncover areas of improvement.

3. Cyber security

Cyber threats will continue to dominate technology spending. As companies become more digital, and increase their connected footprint, they will be

increasingly exposed to cyber criminals. At the same time, they need to balance the need for security with the need to be able to innovate.

Businesses will need to develop new ways of securing their operations, with a growing realization that the firewall approach isn't fit for purpose, either in preventing breaches or allowing them to be more agile.

2. IoT expansion

It is widely accepted that the Internet of Things (IoT) market is growing at an exponential rate and becoming the norm for many, with 3.6bn connected devices used for daily tasks this year. In 2019, we can expect this growth to continue to spread.

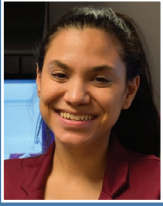
Boosted by 5G connectivity and advances in sensor technology, the manufacturing industry will see more IoT devices than ever before to drive forward the industrial revolution.

1. Industry – university collaboration

There has long been an understanding of the value of industry/university collaborations; however, until recently this was limited to a few select partnerships. In 2019, links between industry and academia will continue to strengthen as both sides seek to use the resources and expertise of the other to enhance their own offerings and increase their understanding of the theoretical and practical applications of new technologies.

*Reprinted from **Global Manufacturing***

MEET THE TMA STAFF



**MERCEDES
YASIN**
FRONT OFFICE
COORDINATOR

The first person you'll see when you enter the Technology & Manufacturing Association's Schaumburg headquarters is likely to be Mercedes Yasin, who serves as the Front Office Coordinator.

TMA *News Bulletin* asked Mercedes to answer a few questions:

Q: If you could have only one superpower, what would it be?

A: *Unlimited magic!*

Q: What was your favorite TV show when growing up?

A: *Definitely, "Fresh Prince of Bel Air" and "Full House"*

Q: What hidden talent do you have that most people at TMA don't know you have?

A: *I am very crafty and I can dance and sing pretty well.*

Q: When did you accept a dare that you later regretted?

A: *The ice bucket challenge...in 20-degree weather.*

Q: What's your favorite task at TMA?

A: *I love working where I know we are helpful to not only companies, but the TMA students as well. Meeting them is just a plus!*

Contact Mercedes at 847-766-7281 or via email at myasin@tmailinois.org



tma | events

January 23

Safety Peer Group

Join your TMA peers to discuss this month's topic: *Fall Protection*. Many of our member's employees complete a wide variety of tasks that expose them to a fall hazard, such as working on elevated platforms, climbing ladders, and using scissor lifts. This meeting will discuss OSHA's expectations to protect our employees from fall hazards, including recent changes to Subpart D, Walking and Working Surfaces. Free to all manufacturing members. Lunch provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Schaumburg, IL

January 23

Veterans Career Fair

TMA is partnering with the Des Plaines Chamber of Commerce Foundation to bring employment opportunities to local veterans and their families. The *Veterans Back to Work Career Fair* is specifically targeting Military Veterans, Spouses, and Dependents in the Chicagoland area who are looking for new work in the region.

TIME: 2:30pm - 6:30pm

LOCATION: Des Plaines, IL

January 30

Lean Peer Group

The TMA Lean Manufacturing Peer Group will help manufacturers early in their journeys expand their understanding of Lean principles. Please join us at Ergoseal for a facilities tour focused on various Lean elements. Please bring your thoughts and needs relating to Lean initiatives. Free to all manufacturing members. Lunch provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Carol Stream, IL

February 5

Effects of Unfairly Traded Imports For Manufacturers

As of recent, there has been a large increase in imports for the Tool & Die Industry as well as the Mold Making Industry. This comes at a time where it is really harming our manufacturing companies. From just 2015 to 2017 alone, the imports of molds have increased by over 80%. Please join us for an informational meeting led by Alan Price and his team at Wiley Rein to outline some of the damages caused to your industry by these imports, and steps to take moving forward. A light breakfast will be served. Manufacturer's only please.

TIME: 8:00am - 10:00am

COST: Free

LOCATION: Schaumburg, IL

February 12

Bring Your Best Advice To Breakfast

Have you ever received a piece of advice that has stuck with you through-out your career? Whether it is about operations, finances, or a simple thought that fuels your decisions? The TMA Young Leaders Committee invites you to join them for a breakfast to share these words of wisdom with your fellow members and spread the knowledge of our industry.

TIME: 7:30am - 9:00am

COST: \$20

LOCATION: Schaumburg, IL

February 13

Ops | Plant Managers Peer Group

Amper Technologies analyzes electricity data to give you real-time insights into each of your machines. This gives you knowledge in regards to your factory performance, so that you may then take action where it matters. Free to all manufacturing members. Lunch provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Chicago, IL

February 21

Sales & Marketing Peer Group

Join your peers to discuss challenges and strategies of sales and marketing in the manufacturing environment. Free to all manufacturing members. Lunch is provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Oak Brook, IL

February 28

TMA Annual Meeting

Join us for the 2019 Annual Meeting of the Technology & Manufacturing Association. At this meeting we'll review the audited statements of the Association, elect new members to the TMA Board of Directors, and install the new TMA Officers. The meeting will be followed by a light lunch.

TIME: 12:00pm - 2:00pm

COST: Free

LOCATION: Schaumburg, IL

March 2

TMA Annual Dinner

The Technology & Manufacturing Association invites you to the 93rd Annual Dinner at the Hyatt Regency in Rosemont, Illinois. Don't miss this incredible event.

TIME: 6:00pm - 12:00am

COST: \$185/ind. | \$1,800 for table of 10

LOCATION: Rosemont, IL

March 12

IT Peer Group

5 ways to prevent getting hacked and losing data, money, or worse. Come and join your fellow TMA members & learn more about security protocols and the importance of them for your company. Free to all members. Lunch provided.

TIME: 11:30am - 1:30pm

COST: Free

LOCATION: Crystal Lake, IL

March 14

Lunch & Tour | FANUC

Join TMA and FANUC America for a unique opportunity to tour the 175,000 square foot FANUC CNC headquarters. Learn about the latest in manufacturing automation including, robotics, CNC technology, IoT and FANUC's world-class aftermarket service and support. Experience more than 15 robotic demonstrations and guided tours.

TIME: 11:30am - 1:30pm

COST: \$35

LOCATION: Hoffman Estates, IL

KNOW SOMEONE WHO STANDS OUT FROM THE REST?

NOMINATE THEM FOR A TMA AWARD!

The **Rose Mottl Leadership in Manufacturing Award** recognizes women who have worked to advance the manufacturing industry and whose efforts serve as an inspiration to current and future generations of women.



The **Young Leaders Award** recognizes individuals who have distinguished themselves as part of the next generation of manufacturers.

If you'd like to nominate someone, contact: Cori D'Onofrio at: cdonofrio@tmailinois.org

Air Services Company

Air Compressor-Sales-Service-Rentals-Parts

Blowers-Vacuum-Chillers-Oil Free Compressors-Nitrogen Generators



L-Series Air Station
Compressor and Dryer



RNC Series Air Dryers



CHL Series Chillers

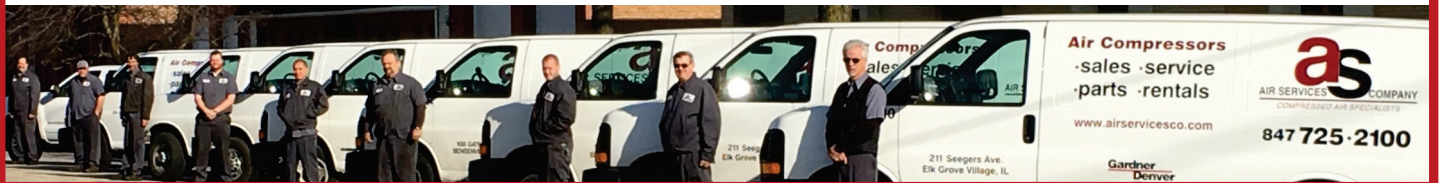


Elmo Rietschle S-VSI Vacuum Pump

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NEW ILLINOIS LAWS MANUFACTURERS SHOULD BE AWARE OF

Below are some new Illinois laws that impact manufacturers.

HB 2617 - Health Insurance: Fertility Preservation

Amends the Illinois Insurance Code to require a policy of accident or health insurance to provide coverage for medically necessary expenses for standard fertility preservation services when a necessary medical treatment may directly or indirectly cause iatrogenic infertility to an enrollee. Prohibits a policy from imposing a deductible, coinsurance, copayment, or any other cost-sharing requirement on coverage for contraceptives and does not apply to coverage of voluntary male sterilization procedures to the extent that such coverage would disqualify a high-deductible health plan from eligibility for a health savings account.

HB 4858 - Industry Development Assistance

Amends the Industrial Development Assistance Law to allow local school districts and community colleges to apply for and receive grants under the Act for the acquisition of land, construction of facilities, and purchase of equipment, dedicated solely to the instruction of occupation in manufacturing. A community college is eligible for a grant if it provides instruction leading to industry-based certificates or degrees, or both, and its application is supported in writing by no less than 25 manufacturing employers.

HB 5247 - Schools: Apprentice Program

Amends the School Code to require the State Board of Education, within 6 months of the effective date, to adopt rules to allow students of any high school in this State who are sixteen years of age or older to participate in registered apprenticeship programs. Requires the rules to include a waiver of all non-academic requirements mandated for graduation from a high school under the Code that would otherwise prohibit or prevent a student from participating in a registered apprenticeship

program. A “registered apprenticeship program” would allow apprentices in the program to earn postsecondary credit toward a certificate or degree.

SB 2999 - Employee Expenses Reimbursement

Amends the Wage Payment and Collection Act to require an employer to reimburse an employee for all necessary expenditures or losses incurred by the employee directly related to services performed for the employer. The expenditure must be within the scope of employment. An employer is not responsible for losses due to an employee’s own negligence, losses due to normal wear, or losses due to theft unless the theft was the result of the employer’s negligence. If an employer has a written expense reimbursement policy that establishes specifications or guidelines for necessary expenditures, then the employer is not liable for the portion of the expenditure amount that exceeds the specifications or guidelines of the policy.

SB 1737 - Insurance Changes

Makes changes to the workers’ compensation insurance rates overseen by the Illinois Department of Insurance (DOI). Those changes will take Illinois from its current competitive marketplace approach to requiring an insurer/rating organization to file its rates, manuals, rules, etc. with DOI 30 days before their use. Also requires workers’ compensation insurers to provide 30 day advance notice of any premium increase of 5% or more.





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TMA Health Solutions is part of the Technology & Manufacturing Association, consisting of over 1,000 members, representing more than 33,000 employees, and approximately 27M square feet of plant. We partner with top providers, including Blue Cross Blue Shield, United Healthcare, Humana, and Aetna; and ensure you receive the unique, cost-effective coverage your company needs and your bottom line demands.

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Join the hundreds of TMA members who take advantage of TMA Health Solutions. Led by industry experts with the ability and dedication to create unique plans to fit the needs of your employees, we will guide you through the complicated health insurance process.

“TMA’s health insurance offerings provided me the **COST-EFFECTIVE** solutions I couldn’t find anywhere else.”

Gabriel Casanas
NEWKO Tool & Engineering

“TMA Health Solutions was the **SMART SOLUTION** for us. My business, my employees, and my industry are taken care of.”

Tom Simeone
Manor Tool & Mfg. Company

“Manufacturing is challenging, but choosing TMA Health Solutions was an **EASY DECISION** for me because I trust my association to advise me in decisions outside my industry.”

Jim Carr
CARR Machine & Tool, Inc.

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ILLINOIS
MANUFACTURING

2018 LEGISLATIVE SCORECARD



TECHNOLOGY & MANUFACTURING ASSOCIATION
1651 WILKENING ROAD | SCHAUMBURG, IL 60173 | www.tmailinois.org

ILLINOIS MANUFACTURING

TECHNOLOGY & MANUFACTURING ASSOCIATION

Founded in 1925, the Technology & Manufacturing Association (TMA) represents and supports manufacturers in the Chicago metropolitan area and surrounding counties in northern Illinois, northern Indiana, and southern Wisconsin.

TMA's mission is to help members achieve profitable growth and business success through advocacy, education, networking, information, programs, and services.

TMA PUBLIC POLICY AGENDA

TAXATION

In a globally-competitive environment, job-creating manufacturers bid for jobs and work against both national and international competition. The level of taxes a business is forced to pay affects winning bids and risks good-paying jobs and economic benefits that result from manufacturing activity. TMA seeks to:

- Gradually phase out the Cook County property tax classification system and put manufacturers on an even-footing with all property tax payers.
- Cap property tax growth until Illinois' rate is at least "average" in the US.
- Reduce cumulative taxation (e.g. income, sales, unemployment, etc.), which negatively impacts competitiveness.

REGULATION

The regulatory burden imposed on job-creating manufacturers results in outlays that must be incorporated in the cost of production. Imposing regulations on the employee/employer relationship results in smaller workforce and non-productive citizens. Similarly, zoning or code requirements that obligate manufacturers to adhere to property standards that relate better to residential neighborhoods increase costs that can cause them to lose competitive bids. TMA seeks to:

- Repeal local government regulations of the employee/employer relationship.
- Require independent review and publication of the cost of new state and local regulations.
- Implement simple appeal and bypass procedures for existing regulations.
- Require local governments to confer with local manufacturers and other employers.

EDUCATION

Illinois operates an extensive and expensive public education system that is funded by some of the highest property taxes in the nation. Despite this investment, job-creating manufacturers report significant frustration with the readiness of graduating students to meet basic job requirements. Additionally, many school leaders lack a realistic understanding of the state's job market and the importance of manufacturing to the region. The expanding "skills-gap" in manufacturing has been identified as one of the most critical threats to our country's economic future. TMA seeks to:

- Engage, encourage, and elect officials who understand and advocate for manufacturing.
- Hold college and school officials accountable for their students' job readiness and competency. Tie future funding of education – at all levels – to demonstrated progress toward goals that provide students with a high quality and useful education.
- Encourage education leaders to meet with employers to understand their needs and perspectives.

Optimism among manufacturers nationwide is at all-time highs, but manufacturers are not similarly hopeful about their futures in the state of Illinois.

In 2015, **42%** of Illinois state representatives had a cumulative score of 75 or better, meaning they were pro-manufacturing. In 2017, only **23%** scored 75 or better, meaning a stunning **77%** voted against bills encouraging manufacturing.

In 2018, **33%** of the Illinois House members scored 70 or more on bills

important to manufacturers, showing a slightly better understanding from the year before of how their votes affect the industry. Still, manufacturing continues to be one of Illinois' most crucial industries.

Those 39 of 118 Illinois House members that acted on their understanding and supported the 19,544 manufacturing firms that provide over half a million jobs statewide and scored 70 or more on TMA's 2018 Legislative Scorecard include:

2018 Score of 90



Dan Brady



Randy Frese



Brad Halbrook



Dave Severin



Tony McCombie



Allen Skillicorn

2018 Score of 80

Patricia Bellock	Norine Hammond	Lindsay Parkhurst
Thomas Bennett	Chad Hays	Robert Pritchard
Peter Breen	Jeanne Ives	Steve Reick
Terri Bryant	Sara Jimenez	Keith Sommer
Tim Butler	Mike McAuliffe	Daniel Swanson
John Cavaletto	David McSweeney	Mike Unes
Jim Durkin	Charles Meier	Grant Wehrli

2018 Score of 70

Mark Batinick	Margo McDermed
Avery Bourne	Bill Mitchell
C.D. Davidsmeyer	David Olsen
Tom Demmer	Nick Sauer
David Harris	Ryan Spain
Jerry Long	Keith Wheeler

2018 Illinois House Bill Descriptions

HB 2771 (Mitchell/Hutchinson) would require employers to provide 40 hours of paid sick time, exempting unionized construction companies, certain railroad employees, school districts, park districts, and City of Chicago sister agencies. An employee would earn sick days after 180 days of employment. Senate passed with 3/5 required vote 31-17. House failed to concur with 3/5 required vote 59 to 50. Returned to Rules 7/2/2018.

TMA Opposed.

HB 4163 (Moeller/Castro) was second attempt in 100th General Assembly under the “Equal Pay” title to prohibit an employer from asking job applicants their wage or salary history and would expand employer vulnerability to civil penalties, including punitive damages and injunctive relief. House passed 87-24. Senate passed 31-16-1. Governor vetoed 9/21/2018. **TMA Opposed.**

HB 4324 (Welch/Lightford) requires the Department of Labor to adjudicate claims under the Wage Payment and Collection Act within 30 days. It causes an employer deposit up to 10% of a disputed wage claim with the IDOL, pending adjudication of the claim. The bill authorizes the placement of a judgment lien upon employer’s real estate. House passed 88 – 3. Senate passed 31 -8. House sponsor has yet to concur. No Governor action taken yet. **TMA Opposed.**

HB 4507 (Gordon-Booth/Koehler) amends Retailers’ Occupation Tax Act by adding an exemption for manufacturing, assembling, or graphic arts machinery or equipment with specific legal requirements. Passed House 97-07. Passed Senate 54-1-1. Governor signed into law 8/22/2018. **TMA Supported.**

HB 4572 (Guzzardi/Castro) would make employers with one or more employees accountable to Illinois Human Rights Act provisions, increasing legal expenses. State law now includes companies with 15 or more employees. House passed 63-37. Senate passed 33-13. Governor vetoed 8/13/2018. **TMA Opposed.**

HB 4858 (Pritchard/Syverson) amends the Industrial Development Assistance Law to allow local school districts and community colleges to apply for and receive grants under the Act for the acquisition of land, construction of

facilities, and purchase of equipment, dedicated solely to the instruction of occupations in manufacturing. House approved 110-0. Senate approved 54-0. Governor signed into law 8/3/2018. **TMA Supported.**

HB 5247 (Pritchard/Weaver) directs State Board of Education to adopt rules allowing high school students 16 years and older to participate in registered manufacturing apprenticeship programs and waive all non-academic requirements mandated for graduation that would otherwise prohibit or prevent a student from participating in a registered apprenticeship program. House passed 111-0. Senate passed 48-0. Signed by Gov 8/20/2018. **TMA Supported.**

SB 20 (Currie/Steans) makes extensive procedural changes to the Illinois Human Rights Act and significant structural changes to the Illinois Human Rights Commission to provide for full-time, professional commissioners. A temporary panel of commissioners also will be responsible for eliminating the backlog of requests for review at the Commission. Senate passed 47-0. House passed 114-0. Governor signed 8/24/2018. **TMA Supported.**

SB 193 (Raoul/Hoffman) created a new Worker Protection Unit within the Office of the Illinois Attorney General to intervene in, initiate, enforce, and defend all criminal or civil legal proceedings on matters and violations relating to the Prevailing Wage Act, the Employee Classification Act, the Minimum Wage Law, the Day and Temporary Labor Services Act, and the Wage Payment and Collection Act. Sent to governor, who vetoed the measure 4/27/2018. In veto override attempt, the Senate passed with required 3/5 vote 39-15. House was unable to gather 3/5 vote 67-49. Veto stands. **TMA Opposed.**

SB 904 (Hastings/Hoffman) would allow medical providers to pursue in circuit court a 1% per month interest penalty on unpaid medical bills, increasing businesses’ obligations in disputed Workers’ Compensation cases. Amended and passed in House 105-11. Senate concurred 38-7-4. Governor vetoed 8/28/2018. **TMA Opposed.**

ILLINOIS HOUSE SCORES

		HB 2771	HB 4163	HB 4324	HB 4507	HB 4572	HB 4858	HB 5247	SB 20	SB 193	SB 904						
TMA Position	PARTY	NO	NO	NO	YES	NO	YES	YES	YES	NO	NO	2018 Score	2017 Score	2016 Score	2015 Score	2014 Score	Lifetime
Ammons	D-103	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	70	na	37
Andersson	R-65	N	Y	Y	Y	Y	Y	Y	Y	N	Y	60	50	91	100	na	75
Andrade	D-40	Y	Y	Y	NV	Y	Y	Y	Y	Y	Y	30	10	39	25	33	27
Arroyo	D-3	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	40	0	26	60	50	35
Batinick	R-97	N	N	Y	Y	Y	Y	Y	Y	N	Y	70	80	78	100	na	82
Beiser	D-111	Y	na	na	na	na	na	na		na		0	10	65	35	35	29
Bellock	R-47	N	N	Y	Y	N	Y	Y	Y	N	Y	80	100	91	100	100	94
Bennett	R-106	N	N	Y	Y	N	Y	Y	Y	N	Y	80	100	100	100	na	95
Bourne	R-95	N	N	E	Y	E	Y	Y	Y	N	Y	70	90	91	100	na	88
Brady	R-105	N	N	Y	Y	N	Y	Y	Y	N	N	90	100	78	100	70	88
Breen	R-48	N	N	Y	Y	N	Y	Y	Y	N	Y	80	100	91	100	na	93
Bristow	D-111	na	Y	Y	Y	N	Y	Y	Y	Y	Y	50	na	na	na	na	50
Bryant	R-115	N	N	Y	Y	N	Y	Y	Y	N	Y	80	50	65	100	na	74
Burke, D.	D-1	Y	Y	Y	NV	Y	Y	NV	Y	Y	Y	20	0	26	20	40	21
Burke, K.	D-36	Y	Y	Y	E	Y	NV	E	Y	Y	Y	10	0	39	25	50	25
Butler	R-87	N	N	Y	Y	N	Y	Y	Y	N	Y	80	90	91	100	na	90
Cabello	R-68	N	N	E	Y	NV	Y	Y	Y	Y	Y	60	70	91	100	65	77
Carroll	D-57	na	NV	Y	Y	Y	Y	Y	Y	Y	Y	40	na	na	na	na	40
Cassidy	D-14	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	40	0	52	25	30	29
Cavaletto	R-107	N	N	Y	Y	N	Y	Y	Y	N	Y	80	70	78	100	70	80
Chapa LaVia	D-83	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	52	25	45	34
Connor	D-85	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	30	na	na	na	35
Conroy	D-46	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	52	25	45	34
Conyears-Ervin	D-10	Y	Y	Y	Y	Y	E	Y	Y	Y	Y	30	10	na	na	na	20
Costello	D-116	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	50	40	52	25	30	39
Crespo	D-44	Y	NV	Y	Y	Y	Y	Y	Y	Y	Y	40	20	52	25	55	38
Currie	D-25	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	60	32
D'Amico	D-15	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	0	39	70	30	36
Davidsmeyer	R-100	E	N	Y	Y	N	Y	Y	Y	N	Y	70	50	91	100	60	74
Davis	D-30	Y	Y	Y	Y	Y	Y	NV	Y	Y	Y	30	10	26	25	45	27
DeLuca	D-80	Y	Y	E	Y	Y	Y	Y	Y	Y	Y	40	10	26	40	10	25
Demmer	R-90	NV	N	Y	Y	N	Y	Y	Y	N	Y	70	90	91	100	100	90
Drury	D-58	Y	Y	E	E	Y	Y	E	Y	NV	Y	20	30	52	65	55	44
Durkin	R-82	N	N	E	Y	N	Y	Y	Y	N	Y	80	100	91	100	100	94
Evans	D-33	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	0	26	25	50	28
Feigenholtz	D-12	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	50	30
Fine	D-17	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	35	30	28
Finnie	D-118	na	Y	Y	Y	N	Y	Y	Y	Y	Y	50	na	na	na	na	50
Flowers	D-31	Y	NV	Y	Y	Y	Y	Y	Y	Y	Y	40	10	52	25	20	29
Ford	D-8	Y	Y	Y	E	Y	Y	E	Y	Y	Y	20	10	26	25	15	19
Fortner	R-49	E	N	E	NV	N	Y	Y	Y	N	Y	60	50	78	85	70	67
Frese	R-94	N	N	E	Y	N	Y	Y	Y	N	N	90	90	100	100	na	95
Gabel	D-18	Y	Y	E	Y	E	E	Y	Y	Y	Y	30	10	26	25	40	26
Gordon-Booth	D-92	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	39	25	40	30
Greenwood	D-114	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	na	na	na	25
Guzzardi	D-39	E	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	15	na	23
Halbrook	R-102	N	N	N	N	N	Y	Y	Y	N	N	90	100	na	na	na	95
Halpin	D-72	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	30	20	na	na	na	25
Hammond	R-93	N	N	Y	Y	N	Y	Y	Y	N	Y	80	60	100	100	70	82
Harper	D-6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	na	na	25
Harris, D.	R-53	N	N	Y	Y	NV	Y	Y	Y	N	Y	70	50	78	85	90	74
Harris, G.	D-13	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	50	30
Hays	R-104	N	N	Y	Y	N	Y	Y	Y	N	Y	80	50	91	100	80	80
Hernandez	D-24	Y	Y	E	Y	E	E	Y	Y	Y	Y	30	10	39	25	50	30
Hoffman	D-113	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	40	10	39	25	35	30
Hurley	D-36	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	40	28
Ives	R-42	N	E	N	N	N	Y	Y	Y	N	N	80	80	100	83	90	87
Jesiel	R-61	NV	N	E	NV	NV	Y	Y	Y	N	Y	50	80	26	85	na	60
Jimenez	R-99	N	N	Y	Y	N	Y	Y	Y	N	Y	80	50	78	na	na	70
Jones	D-29	A	Y	NV	Y	Y	Y	Y	Y	Y	Y	40	10	13	15	50	27
Kifowit	D-84	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	20	39	25	45	34

		HB 2771	HB 4163	HB 4324	HB 4507	HB 4572	HB 4858	HB 5247	SB 20	SB 193	SB 904						
TMA Position	PARTY	NO	NO	NO	YES	NO	YES	YES	YES	NO	NO	2018 Score	2017 Score	2016 Score	2015 Score	2014 Score	Lifetime
Lang	D-16	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	90	45	42
Lilly	D-78	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	39	100	100	58
Long	R-76	N	N	Y	Y	N	Y	Y	Y	N	Y	70	90	na	na	na	80
Speaker Madigan	D-22	Y	Y	A	NV	Y	Y	Y	NV	Y	Y	20	10	26	0	45	20
Mah	D-2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	na	na	na	25
Manley	D-98	Y	Y	Y	Y	Y	NV	Y	Y	Y	Y	30	20	52	15	55	34
Martwick	D-19	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	30	26
Mayfield	D-60	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	20	39	35	30	32
McAuliffe	R-20	N	N	Y	Y	N	Y	Y	Y	N	Y	80	70	65	95	60	74
McCombie	R-71	N	N	Y	Y	N	Y	Y	Y	N	N	90	90	na	na	na	90
McDermed	R-37	N	Y	NV	Y	N	Y	Y	Y	N	Y	70	80	100	100	na	88
McSweeney	R-52	N	N	Y	Y	N	Y	Y	Y	N	Y	80	100	91	75	85	86
Meier	R-108	N	N	Y	Y	N	Y	Y	Y	N	Y	80	60	100	100	70	82
Mitchell, B.	R-101	N	N	Y	Y	N	Y	Y	Y	NV	Y	70	40	52	100	70	66
Mitchell, C.	D-26	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	50	30
Moeller	D-43	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	26	50	30
Morrison	R-54	N	N	E	N	E	Y	Y	NV	N	N	60	90	91	85	85	82
Moylan	D-55	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	30	52	25	45	38
Mussman	D-56	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	30	52	25	55	40
Nekritz	D-57	E	na	na	na	na	na	na	na	na	na	0	10	39	25	50	25
Olsen	R-81	N	N	Y	Y	NV	Y	Y	Y	N	Y	70	90	na	na	na	80
Parkhurst	R-79	N	N	Y	Y	N	Y	Y	Y	N	Y	80	90	na	na	na	85
Phelps	D-118	N	na	na	na	na	na	na	na	na	na	10	30	52	25	50	33
Phillips	R-110	N	E	E	E	E	Y	E	NV	N	N	40	60	91	85	na	69
Pritchard	R-70	N	N	Y	Y	N	Y	Y	Y	N	Y	80	50	100	100	80	82
Reick	R-63	N	N	Y	Y	N	Y	Y	Y	N	Y	80	90	na	na	na	85
Reis	R-109	N	N	E	E	E	Y	E	Y	N	N	60	70	78	100	70	76
Riley	D-38	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	0	26	25	40	26
Rita	D-28	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	30	26
Sauer	R-51	N	N	E	Y	E	Y	Y	Y	N	Y	70	80	na	na	na	75
Scherer	D-96	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	20	39	25	25	30
Sente	D-59	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	50	30	52	25	65	44
Severin	R-117	N	N	Y	Y	N	Y	Y	Y	N	N	90	60	na	na	na	75
Sims	D-34	Y	na	na	na	na	na	na	na	na	na	0	30	52	25	20	25
Skillicorn	R-66	N	N	N	N	N	Y	Y	Y	N	N	90	100	na	na	na	95
Slaughter	D-27	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	0	na	na	na	20
Smith, N.	D-34	na	Y	NV	Y	Y	Y	Y	Y	Y	Y	40	na	na	na	na	40
Sommer	R-88	E	N	Y	Y	N	Y	Y	Y	N	N	80	90	91	100	80	88
Sosnowski	R-69	N	N	E	Y	E	E	Y	Y	N	NV	60	100	100	100	85	89
Soto	D-4	A	Y	A	E	A	Y	E	Y	Y	Y	20	10	13	20	45	22
Spain	R-73	N	N	E	Y	E	Y	Y	Y	N	Y	70	100	na	na	na	85
Stewart	R-89	N	N	Y	Y	NV	E	Y	Y	N	Y	60	80	91	100	100	86
Stratton	D-5	Y	Y	Y	E	Y	Y	E	Y	Y	Y	20	10	na	na	na	15
Stuart	D-112	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	30	30	na	na	na	30
Swanson	R-74	N	N	Y	Y	N	Y	Y	Y	N	Y	80	90	na	na	na	85
Tabares	D-21	Y	Y	Y	Y	Y	Y	Y	E	Y	E	30	10	39	25	50	31
Thapedi	D-32	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	40	30	29
Turner	D-9	Y	Y	Y	NV	Y	Y	Y	Y	Y	Y	30	10	26	30	65	32
Unes	R-91	N	N	Y	Y	N	Y	Y	Y	N	Y	80	40	91	85	70	73
Wallace	D-67	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	52	25	na	32
Walsh, L.	D-86	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	30	26
Wehrli	R-41	N	N	E	Y	N	Y	Y	Y	N	Y	80	70	100	85	na	84
Welch	D-7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	26	25	30	26
Welter	R-75	NV	N	E	Y	Y	Y	Y	Y	N	Y	60	70	na	na	na	65
Wheeler, B.	R-64	E	N	E	N	Y	Y	Y	Y	N	Y	50	70	78	100	90	78
Wheeler, K.	R-50	N	N	Y	NV	N	Y	Y	Y	N	Y	70	100	100	100	na	93
Williams	D-11	E	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	0	39	70	40	38
Willis	D-77	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	39	25	55	34
Winger	R-45	N	N	Y	N	NV	Y	Y	Y	N	Y	60	50	91	100	na	75
Yingling	D-62	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	30	52	25	45	38
Zalewski	D-23	Y	Y	Y	Y	E	Y	Y	Y	Y	Y	40	0	26	25	45	27

In 2015, **39%** of Illinois state senators scored 75 or better, meaning they understood and supported legislation helping manufacturing. In 2017, only **22%** of Illinois state senators scored 75 or better, meaning a stunning **78%** in the Illinois Senate voted against bills that encouraged manufacturing.

In 2018, **24%** of the state's upper chamber showed their interest in

supporting manufacturing and opening the way for more expansion by scoring 70 or more on TMA's annual scorecard. While the numbers supporting the industry didn't substantially increase this year, Illinois senators showed an understanding of the industry's needs with higher scores as a whole – with two senators scoring perfectly on bills affecting manufacturing.

2018 Score of 100



Jason Barickman



Jil Tracy

2018 Score of 90



Chapin Rose



Jim Oberweis

2018 Score of 80

Tim Bivins
Bill Brady
Mike Connelly
Dale Righter
Dave Syverson
Chuck Weaver

2018 Score of 70

Sam McCann
Kyle McCarter
Karen McConaughay
Paul Schimpf

2018 Illinois Senate Bill Descriptions

HB 2771 (Mitchell/Hutchinson) would require employers to provide 40 hours of paid sick time, exempting unionized construction companies, certain railroad employees, school districts, park districts, and City of Chicago sister agencies. An employee would earn sick days after 180 days of employment. Senate passed with 3/5 required vote 31-17. House failed to concur with 3/5 required vote 59 to 50. Returned to Rules 7/2/2018. **TMA Opposed.**

HB 4163 (Moeller/Castro) was second attempt in 100th General Assembly under the “Equal Pay” title to prohibit an employer from asking job applicants their wage or salary history and would expand employer vulnerability to civil penalties, including punitive damages and injunctive relief. House passed 87-24. Senate passed 31-16-1. Governor vetoed 9/21/2018. **TMA Opposed.**

HB 4324 (Welch/Lightford) requires the Department of Labor to adjudicate claims under the Wage Payment and Collection Act within 30 days. It causes an employer deposit up to 10% of a disputed wage claim with the IDOL, pending adjudication of the claim. The bill authorizes the placement of a judgment lien upon employer’s real estate. House passed 88 – 3. Senate passed 31 -8. House sponsor has yet to concur. No Governor action taken yet. **TMA Opposed.**

HB 4507 (Gordon-Booth/Koehler) amends Retailers’ Occupation Tax Act by adding an exemption for manufacturing, assembling, or graphic arts machinery or equipment with specific legal requirements. Passed House 97-07. Passed Senate 54-1-1. Governor signed into law 8/22/2018. **TMA Supported.**

HB 4572 (Guzzardi/Castro) would make employers with one or more employees accountable to Illinois Human Rights Act provisions, increasing legal expenses. State law now includes companies with 15 or more employees. House passed 63-37. Senate passed 33-13. Governor vetoed 8/13/2018. **TMA Opposed.**

HB 4858 (Pritchard/Syverson) amends the Industrial Development Assistance Law to allow local school districts and community colleges to apply for and receive grants under the Act for the acquisition of land, construction of facilities, and purchase of equipment, dedicated solely to the instruction of occupations

in manufacturing. House approved 110-0. Senate approved 54-0. Governor signed into law 8/3/2018. **TMA Supported.**

HB 5247 (Pritchard/Weaver) directs State Board of Education to adopt rules allowing high school students 16 years and older to participate in registered manufacturing apprenticeship programs and waive all non-academic requirements mandated for graduation that would otherwise prohibit or prevent a student from participating in a registered apprenticeship program. House passed 111-0. Senate passed 48-0. Signed by Gov 8/20/2018. **TMA Supported.**

SB 20 (Currie/Steans) makes extensive procedural changes to the Illinois Human Rights Act and significant structural changes to the Illinois Human Rights Commission to provide for full-time, professional commissioners. A temporary panel of commissioners also will be responsible for eliminating the backlog of requests for review at the Commission. Senate passed 47-0. House passed 114-0. Governor signed 8/24/2018. **TMA Supported.**

SB 193 (Raoul/Hoffman) created a new Worker Protection Unit within the Office of the Illinois Attorney General to intervene in, initiate, enforce, and defend all criminal or civil legal proceedings on matters and violations relating to the Prevailing Wage Act, the Employee Classification Act, the Minimum Wage Law, the Day and Temporary Labor Services Act, and the Wage Payment and Collection Act. Sent to governor, who vetoed the measure 4/27/2018. In veto override attempt, the Senate passed with required 3/5 vote 39-15. House was unable to gather 3/5 vote 67-49. Veto stands. **TMA Opposed.**

SB 904 (Hastings/Hoffman) would allow medical providers to pursue in circuit court a 1% per month interest penalty on unpaid medical bills, increasing businesses’ obligations in disputed Workers’ Compensation cases. Amended and passed in House 105-11. Senate concurred 38-7-4. Governor vetoed 8/28/2018. **TMA Opposed.**

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ILLINOIS SENATE SCORES

	PARTY	HB 2771	HB 4163	HB 4324	HB 4507	HB 4572	HB 4858	HB 5247	SB 20	SB 193	SB 904						
TMA Position		NO	NO	NO	YES	NO	YES	YES	YES	NO	NO	2018 Score	2017 Score	2016 Score	2015 Score	2014 Score	LIFETIME
Althoff	R-32	NV	N	N	Y	NV	Y	Y	NV	N	Y	60	90	84	100	100	87
Anderson	R-36	NV	NV	N	Y	NV	Y	Y	NV	Y	Y	40	50	42	100	na	58
Aquino	D-2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	na	na	na	25
Barickman	R-53	N	N	N	Y	N	Y	Y	Y	N	N	100	100	84	100	75	92
Bennett	D-52	NV	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	20	42	50	na	38
Bertino-Tarrant	D-49	Y	P	Y	Y	NV	Y	Y	Y	Y	Y	40	10	14	50	20	27
Biss	D-9	Y	Y	Y	Y	Y	Y	NV	Y	Y	Y	30	10	28	50	55	35
Bivins	R-45	N	N	NV	Y	N	Y	Y	NV	N	N	80	100	84	100	75	88
Brady	R-44	N	N	N	Y	N	Y	Y	NV	N	Y	80	100	70	100	85	87
Bush	D-31	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	56	50	33	38
Castro	D-22	Y	Y	NV	Y	Y	Y	NV	Y	Y	Y	30	10	na	na	na	20
Clayborne	D-57	Y	Y	Y	Y	Y	Y	Y	Y	Y	P	40	10	29	50	25	31
Collins	D-16	Y	Y	Y	Y	Y	NV	Y	Y	Y	Y	30	10	28	50	50	34
Connelly	R-21	N	NV	N	Y	N	Y	Y	Y	N	Y	80	100	100	95	95	94
President Cullerton	D-6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	50	36
Cullerton, T.	D-23	Y	Y	Y	Y	Y	Y	NV	Y	Y	NV	30	50	42	50	35	41
Cunningham	D-18	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	50	36
Curran	R-41	na	Y	N	na	NV	Y	Y	Y	Y	P	40	na	na	na	na	40
Fowler	R-59	NV	N	N	Y	NV	Y	Y	NV	N	Y	60	60	na	na	na	60
Haine	D-56	NV	N	Y	Y	N	Y	Y	Y	Y	Y	60	0	70	75	55	52
Harmon	D-39	Y	Y	Y	Y	Y	Y	Y	Y	Y	NV	40	10	28	50	45	35
Harris	D-15	NV	NV	NV	Y	NV	Y	NV	Y	Y	NV	30	10	28	55	45	34
Hastings	D-19	NV	NV	Y	Y	Y	Y	NV	Y	Y	Y	30	10	28	75	45	38
Holmes	D-42	Y	Y	Y	Y	Y	Y	Y	Y	Y	NV	40	10	28	50	35	33
Hunter	D-3	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	35	33
Hutchinson	D-40	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	35	33
Jones, E.	D-14	Y	Y	Y	Y	Y	NV	Y	Y	Y	Y	30	10	28	50	35	30
Koehler	D-46	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	30	32
Landek	D-12	NV	NV	P	Y	Y	Y	NV	Y	Y	N	40	10	42	80	60	46
Lightford	D-4	Y	Y	Y	Y	Y	Y	NV	Y	Y	Y	30	10	28	50	15	27
Link	D-30	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	42	50	35	35
Manar	D-48	Y	NV	Y	Y	Y	Y	Y	Y	Y	Y	40	10	56	50	30	37
Martinez	D-20	Y	Y	NV	Y	Y	Y	Y	Y	Y	Y	40	10	42	50	30	34
McCann	R-50	N	Y	N	Y	N	Y	Y	Y	NV	Y	70	50	56	100	65	68
McCarter	R-54	N	N	N	NV	N	Y	Y	NV	N	NV	70	50	100	100	80	80
McConchie	R-26	NV	NV	NV	NV	NV	NV	Y	NV	NV	NV	10	90	84	na	na	61
McConaughay	R	N	N	N	Y	NV	Y	Y	Y	NV	Y	70	90	100	100	80	88
McGuire	D-43	Y	NV	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	50	30	32
Morrison	D-29	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	40	56	50	30	43
Mulroe	D-10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	28	40	35	31
Muñoz	D-1	Y	Y	Y	Y	Y	NV	Y	Y	Y	Y	30	10	28	65	45	36
Murphy	D-28	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	42	na	na	31
Nybo	R-24	N	NV	N	Y	NV	Y	NV	Y	N	Y	60	60	70	100	na	73
Oberweis	R-25	N	N	N	N	N	Y	Y	Y	N	N	90	40	84	100	100	83
Radogno	R-41	N	na	na	na	na	na	na	na	na	na	10	100	84	100	100	79
Raoul	D-13	Y	Y	NV	Y	Y	Y	NV	NV	Y	Y	20	10	28	35	35	26
Rezin	R-38	NV	N	NV	Y	NV	Y	Y	NV	N	P	50	30	56	100	100	67
Righter	R-55	N	N	NV	NV	N	Y	Y	Y	N	N	80	60	100	100	70	82
Rooney	R-27	N	NV	N	P	NV	Y	Y	NV	N	NV	50	100	na	na	na	75
Rose	R-51	N	N	N	Y	N	Y	Y	Y	N	Y	90	100	84	100	65	88
Sandoval	D-11	Y	NV	Y	Y	Y	Y	Y	Y	Y	NV	40	10	28	25	10	23
Schimpf	R-58	N	N	N	Y	NV	Y	Y	Y	NV	Y	70	90	na	na	na	80
Silverstein	D-8	Y	Y	NV	Y	Y	NV	NV	Y	Y	NV	20	10	42	45	45	32
Sims	D-17	na	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	na	na	na	na	40
Stadelman	D-34	NV	Y	Y	Y	NV	Y	NV	Y	Y	Y	30	0	42	50	65	37
Steans	D-7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	40	10	42	50	50	38
Syverson	R-35	N	N	N	Y	N	Y	Y	NV	NV	N	80	90	84	85	90	86
Tracy	R-47	N	N	N	Y	N	Y	Y	Y	N	N	100	100	na	na	na	100
Trotter	D-17	Y	na	na	na	na	na	na	na	na	na	0	10	28	50	25	23
Van Pelt	D-5	Y	Y	Y	Y	Y	Y	Y	Y	Y	NV	40	10	42	45	50	37
Weaver	R-37	N	N	N	Y	N	Y	Y	NV	N	P	80	100	100	na	na	93

ILLINOIS SENATE SCORES

HIGHEST TO LOWEST

Barickman	100
Tracy	100
Oberweis	90
Rose	90
Bivins	80
Brady	80
Connelly	80
Righter	80
Syverson	80
Weaver	80
McCann	70
McCarter	70
McConnaughay	70
Schimpf	70
Althoff	60
Fowler	60
Haine	60
Nybo	60
Rezin	50
Rooney	50
Anderson	40
Aquino	40
Bennett	40
Bertino-Tarrant	40
Bush	40
Clayborne	40
President Cullerton	40
Cunningham	40
Curran	40
Harmon	40
Holmes	40
Hunter	40
Hutchinson	40
Koehler	40
Landek	40
Link	40
Manar	40
Martinez	40
McGuire	40
Morrison	40
Mulroe	40
Murphy	40
Sandoval	40
Sims	40
Steans	40
Van Pelt	40
Biss	30
Castro	30
Collins	30
Cullerton, T.	30
Harris	30
Hastings	30
Jones, E.	30
Lightford	30
Muñoz	30
Stadelman	30
Raoul	20
Silverstein	20
Silverstein	20
McConchie	10
Trotter	0

ILLINOIS HOUSE SCORES

HIGHEST TO LOWEST

Brady	90	Crespo	40
Frese	90	Currie	40
Halbrook	90	D'Amico	40
McCombie	90	DeLuca	40
Severin	90	Evans	40
Skillicorn	90	Feigenholtz	40
Bellock	80	Fine	40
Bennett	80	Flowers	40
Breen	80	Gordon-Booth	40
Bryant	80	Greenwood	40
Butler	80	Guzzardi	40
Cavaletto	80	Harper	40
Durkin	80	Harris, G.	40
Hammond	80	Hoffman	40
Hays	80	Hurley	40
Ives	80	Jones	40
Jimenez	80	Kifowit	40
McAuliffe	80	Lang	40
McSweeney	80	Lilly	40
Meier	80	Mah	40
Parkhurst	80	Martwick	40
Pritchard	80	Mayfield	40
Reick	80	Mitchell, C.	40
Sommer	80	Moeller	40
Swanson	80	Moylan	40
Unes	80	Mussman	40
Wehrli	80	Phillips	40
Batinick	70	Riley	40
Bourne	70	Rita	40
Davidsmeyer	70	Scherer	40
Demmer	70	Slaughter	40
Harris, D.	70	Smith, N.	40
Long	70	Thapedi	40
McDermed	70	Wallace	40
Mitchell, B.	70	Walsh, L.	40
Olsen	70	Welch	40
Sauer	70	Williams	40
Spain	70	Willis	40
Wheeler, K.	70	Yingling	40
Andersson	60	Zalewski	40
Cabello	60	Andrade	30
Fortner	60	Conyears-Ervin	30
Morrison	60	Davis	30
Reis	60	Gabel	30
Sosnowski	60	Halpin	30
Stewart	60	Hernandez	30
Welter	60	Manley	30
Winger	60	Stuart	30
Bristow	50	Tabares	30
Costello	50	Turner	30
Finnie	50	Burke, D.	20
Jesiel	50	Drury	20
Sente	50	Ford	20
Wheeler, B.	50	Speaker Madigan	20
Ammons	40	Soto	20
Arroyo	40	Stratton	20
Carroll	40	Burke, K.	10
Cassidy	40	Phelps	10
Chapa LaVia	40	Beiser	0
Connor	40	Nekritz	0
Conroy	40		

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