

# THE RECORD

Published by the National Tooling and Machining Association

## ECONOMIC TRENDS & GLOBALIZATION IN MANUFACTURING

### INSIDE THIS ISSUE

The New Advanced Manufacturing  
Practices and Educational  
Development (AMPED) Program - pp 6-7

Getting Creative to Fill  
Manufacturing Jobs - p 8

*and so much more...*



NATIONAL TOOLING AND MACHINING ASSOCIATION



# HEIDENHAIN



## TNC 640 – High-End Control for Milling and Turning Operations

The TNC 640 from HEIDENHAIN: for the first time, milling and turning are combined in one TNC. Now users can switch as desired between milling and turning—within the same NC program. Switchover is independent of the machine kinematics. It automatically takes the respective operating mode into account and without any additional action.

HEIDENHAIN CORPORATION, 333 East State Parkway, Schaumburg IL, 60173 847-490-1191 [www.heidenhain.us](http://www.heidenhain.us)

Angle Encoders + Linear Encoders + Contouring Controls + Subsequent Electronics + Length Gauges + Rotary Encoders

## Table of Contents

Chairman's Letter	4
-------------------	---

### IN THE NEWS

The New Advanced Manufacturing Practices and Educational Development (AMPED) Program	6-7
--	-----

### FEATURES

Getting Creative to Fill Manufacturing Jobs	8
10 Above All Politics - Training America's Workers	10
Taking the Reshoring Message and Strategies to the Hill	12
States Also Expand Overtime Rules	13
The Reshoring Initiative	14

### CHAPTER NEWS

LA/NTMA on Making Chips Podcast	16
---------------------------------	----

### MEMBER NEWS

Honoring Quentin O. Bensink	18
Honoring Lee Abbonizio	18

## THE RECORD

### OPERATIONS & EDITORIAL

Doug DeRose, Interim President  
James Mayer, Editor

### NTMA EXECUTIVE COMMITTEE

Mark Lashinske, Chairman  
*Modern Industries Inc. - Phoenix, AZ*

Alan Ortnor, Vice Chairman  
*Sirois Tool Co., Inc. - Berlin, CT*

Samuel Griffith, Board Member  
*National Jet Company - Cumberland, MD*

Mark Vaughn, Board Member  
*Vaughn Manufacturing Co., Inc. - Nashville, TN*

Gillen Young, Board Member  
*Custom Tool - Cookeville, TN*

Tom Sothard, External Board Member  
Debbie Holton, External Board Member

### ADVERTISING INQUIRIES

To advertise in The Record, or for information on publishing your corporate newsletter or sales literature, contact NTMA at (216) 264-2847 or [jmayer@ntma.org](mailto:jmayer@ntma.org) for advertising and editorial content.

### DESIGN & LAYOUT

Bluebird Branding  
[www.bluebirdbranding.com](http://www.bluebirdbranding.com)

© 2019 NTMA  
Volume 43 / No 7



## Welcome New Members

### Steve Elliott

Dugan Tool & Die Company

### Western Lake Erie Chapter

[www.dugantool.net](http://www.dugantool.net)

### Kyle J. Gates

Ellwood National Forge

### NWPA Chapter

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

### Jon Schaeffer

Genesis Precision

### Arizona Chapter

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

### Jason Harrelson

Harrelson, LLC

### Rocky Mountain Chapter

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

### Nathan Bourgeois

Ouroboros Fabrication, LLC

### Rocky Mountain Chapter

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

### Manuel Silva

Pro Tooling

### General Texas

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

### Kevin Kroos

Tool Tech, LLC

### DRMA Chapter

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

### Tuscano Machine, LLC

Wesley Tuscano

### General MT Member

## Upcoming NTMA & Partner Events



### Chapter Leadership Summit

January 26-28, 2020

Orlando, FL



### Spring Conference

March 9-11

Cleveland, OH



### International Tech Tour

April 18-25

Japan

# Letter From Our Chairman

NTMA Members,

*It has been an honor and a pleasure to be the chairman of the NTMA. I would like to shed some light to our members on our current state and the future state of the NTMA.*

So let's get into our association operations and what's going on. I would like to give a little bit of information of some past and current actions, and what we see as a bright future.

The last few months of 2019 have been both challenging and exciting regarding the changing of our President. Last year Dean Bartles took over as the President, however, come March he gave us his resignation on good terms. We then selected Doug DeRose as our interim President. We worked with Doug through the summer to stabilize the association. Once we settled in with the current issues, we started the process of getting resumes for the President position. We are committed to the process of doing what is right for the NTMA and staff. We started the restructuring by creating a strategic plan that would give more value to our members, direction to staff, and a pathway for the search of the President.

The EC is in the process of reviewing these strategic Goals and Objectives as well as creating Action Plans. To the right (next page) is a high level overview of our strategic plan for your understanding.

There are also some exciting things going on regarding Grainger, NAM healthcare program, NTMA events, Association to Association collaboration, NTMA-U, and the NRL.

With Grainger the sales are up 13% over prior year and year to date sales are up by 6.8%. The Grainger program is available to our members and associates for participation and discounted pricing.

The National Association of Manufacturers (NAM), a partner association, has allowed us to take advantage of their healthcare program. The NAM healthcare program is offered by United Health Care and is managed by Mercer. NAM is the plan sponsor and the plan has been reviewed by the agent we worked with to set our plan. Jim Dustin with NFP thinks this is a fantastic solution for NTMA.

AMPED is working on pricing structure for the NTMA-U portals. Also included is all of the education and training pricing, like books, pre-apprenticeships, material, testing, and courses. AMPED has a basic apprenticeship model with a 2 to 4 year program.

We have also hired a marketing firm, Bluebird Branding. Bluebird will be doing our layout for the Record and updating our marketing collateral.

Regarding the NRL, the team is working out the details on partnering with other competition to help encourage students to participate in robotic competition. We have received a commitment from HAAS Automation and Markforged to donate their new CNC tabletop educational machine and Mark II 3D Printer, respectively, for the NRL raffle this year. Please participate in this year's fund raising event.

Again, I would like to thank everyone for their time and support to the NTMA. May we see you soon at a national event, and may God bless our precision manufacturing industry and our member companies.

Sincerley,



Mark Lashinske

## OUR MISSION

NTMA connects our members in the U.S. precision manufacturing industry. We provide opportunities that leverage their collective experiences and ingenuity to improve the capabilities of all members through the accelerated adoption of tools, technologies, and best practices. Speaking and acting with one voice, we advocate for our industry and provide learning resources for our members.

## OUR VISION

The U.S. precision manufacturing industry is regarded as "world-class" by our customer and stakeholder communities.

# NTMA STRATEGIC PLAN



## Build Community

We will create a diverse community of manufacturers that support each other, share resources and expertise and promote the importance of the US precision manufacturing sector to our economy and national defense

## Facilitate Communication & Connection

We will freely share information in all forms (digital, print, social) and drive connection at all levels: national, local. And provide value to Chapters and members at-large

## Enable World Class Capabilities

We will create a world-class framework, tools and resources for our members that provides a pathway to excellence in business.

## Equip the Workforce With Education & Skills

We will utilize NTMA Conferences, AMPED and the NTMA training system to provide a skilled industry workforce that ensures a strong future for US Precision manufacturing.

## Explore Partnerships & Collaboration

We will look to collaborate with other organizations where we can provide additional value to members and increase NTMA reach, revenue and industry impact



# The Advanced Manufacturing Practices and Educational Development (AMPED) Program - *Heading Into Phase II*

By Bill Padnos, Workforce Development Manager

Over the next year, we are going to hear candidates pontificate that the price of college is increasing almost 8 times faster than wages. Americans owe over \$1.56 trillion in student loan debt, which is \$521 billion more than the total US credit card debt. How did we put ourselves into this situation? It may be due to the simple fact the average yearly salary for an individual with a Bachelor's Degree is almost \$25,000 more than a person with a High School Diploma. Students do not think about the financial hardship of having to pay off their student loans upon

educational opportunities that involve apprenticeships, certificates and associate degrees. This candidate said that as a nation we should encourage students to explore careers in the trades that do not require 4-year degrees. In the speech, there was no mention of free tuition nor wiping away student loans outside of talking about the ability to refinance college loans like a mortgage. The speech was focused on the fact that a journeyman machinist's average salary is the same as an individual with a Bachelor's Degree without the debt weighing them down. Who do you think will be

post-secondary educational pathways. People are waking up and the needle is starting to move in our direction.

At the National Coalition of Advanced Technology Centers, one of the speakers noted that his wife works at a 4-year university in Minnesota. She had just received an email to a story about how universities need to start promoting the importance of a 4-year degree because enrollments are shrinking because as students are learning about the value of a community college education.

I remember attending a roundtable led by the US Chamber of Commerce Foundation on workforce development. One of the participants was a professor at Harvard who stated that 70% of the executive secretaries at Fortune 500 companies would not qualify for their current position because they did not have a 4-year degree at the time of being hired. He noted that as a society we are putting too much emphasis on obtaining degrees rather than valuing the actual skills and aptitude of a candidate.

The manufacturing industry has always been at the forefront in understanding the importance of aptitude and the ability of the individual to learn a new skill. It seems that the rest of the world is starting to see it as well. We are not experiencing a tidal wave of young people seeking apprenticeship programs and enrolling in advanced manufacturing programs at community colleges. But, we are seeing positive results that should encourage all of us that we can do more.

graduation – they think about the fraternity parties, football tailgates, spring break, and independence of college life. That is why candidates will seek cheers and accolades from the masses when they promote free college and student loan forgiveness.

Last night, I heard a candidate's stump speech in which they endorsed the value of post-secondary

more able to purchase a car or a home after 4 years of education – a machinist or a Liberal Arts major?

I will not mention the candidate's name in this article or what office he or she is running for. I wanted to use this as an example on how we as an association need to take the lead with other manufacturing associations in continuing our fight to promote non-traditional

Each year, MFG Day changes the perception of manufacturing in this country in September and October. Hundreds of thousands of students participate in tours and activities at close to 3,000 manufacturing companies across the United States. But, changing perceptions does not mean that the skills gap will magically close. It is up to every manufacturing company that opens their doors for an



MFG Day event to take a leadership role in guiding the students who were interested in the tour toward the pathway to a career in manufacturing.

As an organization, NTMA is able to be a force in helping to change the perception of manufacturing careers and educational pathways. We are in the forefront with other manufacturing associations in being successful in Phase One of closing the skills gap. Students do think that manufacturing is cool, but that does not mean that they will alter their career trajectory. It is one thing to think that it would be amazing to be able to operate a CNC machine; it is another to believe that you have the skill to do it.

Phase Two in closing the skills gap is all about continued engagement and that can only be done if you take the

lead on a local level. Do not judge the success of your MFG Day event based on the number of students that tour your shop. Your success should be measured by the number of students and teachers that you have stayed connected to 6 months later. Have the students come back to tour your facility with their parents? Did you set up a Pre-Apprenticeship program within that school? Have you offered for your employees to serve as mentors on a manufacturing project-based learning opportunity?

The NTMA has the materials and resources for you to access in order to be successful in Phase Two. We can provide you with the curriculum and workbooks to implement a Pre-Apprenticeship program at your local high school. We definitely have the best manufacturing project-based learning opportunity to engage students

in the National Robotics League program. We can even provide you with PowerPoint slides on how to promote manufacturing careers to parents.

In the coming months, we will be working to update our messaging and the NTMA web site to make sure that you have access to the resources and materials you need to be successful in implementing a Phase Two program at your company. Do not worry if you have not been an active participant in any Phase One programs. You can jump over that Phase if you are ready to be a part of the action. Do not wait any longer to act because the shop down the street may already be two steps ahead of you in securing their future.



# EXPERIENCE THE ECONOMY OF QUALITY

Invest in world-class **BIG DAISHOWA** Tool Holding to eliminate inconsistent tool changes, increase tool life and reduce cycle time.

**southtec®**

SEE US AT SOUTHTEC 2019 — BOOTH 1419



# BIG KAISER



Tool Holders | Boring Tools | Cutting Tools | Workholding | Tool Measuring | [bigkaiser.com](http://bigkaiser.com)

# Getting Creative to Fill Manufacturing Jobs

By Nathan Coin, Aerotek Director

Manufacturing represents 11.4 percent of the nation's GDP and contributes more than \$6 trillion in annual revenue. However, manufacturing is facing a talent shortage that, if not addressed, could undermine the industry.

Over the next decade, nearly 4.6 million manufacturing jobs will need to be filled in the U.S. Ensuring we have enough workers to accommodate the growth demands innovative solutions, according to Aerotek experts, who offer recommendations on how employers can recruit and retain a qualified workforce.

## EMPLOYMENT TRENDS

"There are three major trends driving employment in the manufacturing industry today," notes Lindsay Green, director of strategic sales for Aerotek. "Job openings have increased, pay rates are going up, and the number of people looking for jobs in manufacturing has decreased."

"Competition has always been a crucial factor in determining what manufacturing employers are paying their workforce," she explains. "But more recently, new employers to the marketplace are offering significantly more to recruit workers and it's changing the industry landscape. In a market traditionally paying \$11/hour, for instance, employers are competing with newcomers paying \$16/hour."

That dynamic is creating an extra level of tension. "Employers are responding by increasing wages — 10 percent, 20 percent... but it can't happen overnight," Green says.

"In this era of record-low unemployment, I've found that manufacturers are much more invested today in learning what factors will influence workers in deciding to take one offer over another and it often involves compensation," agrees Sammy Schurr, a strategic account executive who specializes in the industry. "Location is another consideration... people won't drive further for a job that pays the same.

Facilities that have access to public transportation can have a significant hiring advantage." However, she notes, manufacturers that are further away or who lack access to public transportation can level the playing field by offering incentives.

## HOW TO BE AN EMPLOYER OF CHOICE

Green counsels her clients on how to improve their "pitch" to potential employees by developing and communicating a compelling employee value proposition (EVP). "Candidates want to know why they should choose you instead of your competitors," she says. Make sure your EVP is authentic and compelling — clearly articulating your mission, culture, benefits and future opportunities.

## MANUFACTURING IS FACING A TALENT SHORTAGE THAT, IF NOT ADDRESSED, COULD UNDERMINE THE INDUSTRY.

Offering career and skill development opportunities for new and existing employees can help boost a company's visibility, value and reputation, notes Schurr. Some manufacturers are investing in paid training to create their own qualified candidates, she adds. "They hire people with great potential instead of insisting on only candidates with the perfect skills or experience, then they provide training to bring them up to full speed."

## KEEP AN EYE ON TURNOVER

"Retention is the flip side of recruiting — and one that's nearly as important to the bottom line," Green notes. "If employers are hiring workers but not keeping them, they're doing a lot of work to stay in the same

place," she says. "An employee base that's constantly churning is never up to full productivity, and the costs of replacing a leaving worker average up to 33 percent of a worker's annual salary," according to HR Dive. She adds, "knowing how many workers are leaving and why can go a long way toward helping employers see the whole picture of their workforce. We conduct exit interviews so we can find out why workers are leaving and where they're going to help employers identify and respond to specific issues."

Green also addresses these issues in the strategic business reviews she holds regularly with her manufacturing clients. "Some employers don't always see how attrition, productivity and total cost relate to each other," she says, "so we share a broad range of data — from industry trends to specific statistics on their workforce in particular. We also urge them to look at their production output to see the impact understaffing, continuous onboarding and churn can cause."

## CONTINGENT TALENT OPTIONS

Workforce planning plays a huge part in managing costs while maintaining productivity. "Manufacturers that have a variable workload may choose to hire contingent employees so they have flexibility," Schurr says, "instead of hiring when business is up and laying off when business is down." Recently, she says, she has seen an uptick in manufacturers converting more contract employees to permanent status, possibly in response to the low unemployment rate.

## CONCLUSION

Manufacturers have their work cut out for them, accommodating a competitive employment environment and rising labor costs. However, by implementing strategies like managing attrition and offering paid training, they can keep their business well-staffed and growing.



# Search Machines Smarter

Techspex is the world's largest database of new machine tools with specifications of over 8,600 machines from more than 600 builders.



Machine Type:

- ☐ Machining Center
- ☐ Drill/Tap
- ☐ Boring Mill
- ☐ Milling Machine

Spindle: Milling

Direction: V or H

# of Main Spindles:

Max. HP:

Top RPM:

# TECHSPEX

The Machine Tool Search Engine

IN PARTNERSHIP WITH:

**Modern  
Machine  
Shop**

[techspex.com](http://techspex.com)

SOURCE: Hwacheon

# Above All Politics – Training America’s Workers

By Omar Nashashibi, The Franklin Partnership, LLP – September 26, 2019

The resiliency of manufacturing in America as the engine that drives the world’s economy is questioned by few. A study by Deloitte and the Manufacturing Institute expects 2.4 million manufacturing job to go unfilled through 2028. How will we fill this manufacturing pipeline to ensure the U.S. remains the leader in technologies, efficiencies, and innovation?

With its Made in China 2025 threat more real than ever, the People’s Republic of China is clear in its determination to replace the U.S. as the global leader in advanced manufacturing, artificial intelligence, and autonomous and electrical vehicles. While robots and automation may fuel Manufacturing 4.0, it is human capital, investment in local communities, and continuous training of employees that will keep the U.S. ahead of the competition.

American politics are more partisan than ever with voters gravitating towards their political camps as they seek validation of their ideals. Where does this leave manufacturing in America and job training, a traditionally bipartisan issue?

As a lobbyist for twenty years in Washington, D.C. and now working with my fourth Presidential administration, the nation’s capital is more divided than ever. Politicians are more interested in putting points on the board than accomplishing changes to advance our economy. Too often, they are about winning and not doing.

At the height of political partisanship following President Trump’s 2016 surprise election, Republicans and Democrats in 2018 unanimously came together and passed into law a bill supported by the NTMA to increase funds for Career and Technical Education programs and create incentives for public-private partnerships to promote and inform the public about manufacturing careers.

The NTMA today is on record working across party lines with any serious policymaker willing to advance manufacturing in America and promote training and careers in the field. Even the likes of Democratic White

House candidate Sen. Elizabeth Warren (D-MA) are supporting NTMA’s efforts to pass legislation requiring that colleges and universities publicly report student debt and default levels, post-graduation employment statistics, and potential earnings should a student successfully graduate.

The NTMA is also navigating a difficult political environment in Washington encouraging lawmakers to put partisanship aside and pass into law legislation to address the disparity between four year institutions and career training programs by ensuring certifications, credentials, and short term skills courses receive the resources they need to support the demand of manufacturers and potential employees. Consis-

remind them to do their jobs – support manufacturing in America. The NTMA is leading the way on apprenticeships, skills training, exposing students to manufacturing careers through the National Robotics League, and providing companies and trainees the flexibility they need through online training courses. While half of life is “showing up”, 100 percent of politics is having a seat at the table – changing Washington requires maximum participation. NTMA needs its members to tell their U.S. Senators and Representatives to stand up for manufacturing in America, to fight for job training funds, and to promote the family sustaining careers NTMA members have to offer. To make a difference you must force your politicians to care. Supporters of manufacturing careers should

## 230,000

In October 2008, at the onset of the Great Recession and a month prior to President Obama’s election, the U.S. government reported 230,000 manufacturing job openings.

## 135,000

In October 2009, as the global economy seemingly collapsed around us, data showed 135,000 manufacturing job openings.

tently, throughout much of 2019, the government reported an average of half a million manufacturing job openings. We need to recruit, train, and place the next generation of manufacturers but we need help convincing lawmakers in Washington to make the policy changes needed to support our communities, families, and local industries.

As the political environment continues to deteriorate with Democrats in the U.S. House advancing impeachment proceedings, the timeline to move bipartisan bills supporting manufacturing job training face obstacles, despite being among the few non-partisan issues on which politicians can agree. As we enter the election season, now is the time when manufacturers have the attention of candidates for office and must

contact their Senators and ask they pass legislation to encourage short term skills training, treat technical certifications equally with four year degrees, and make students, parents, and educators aware of the opportunities available in manufacturing.

In an era where few issues generate any bipartisan support, career technical education programs may be among the last issues bridging the partisan gap and holding the manufacturing economy together.

Omar Nashashibi is a founding partner at The Franklin Partnership, LLP, a bi-partisan government relations firm retained by the National Tooling and Machining Association in Washington, D.C.



# 522,000

That is the number of manufacturing job openings as of July 2019 in the U.S. according to the Department of Labor's Job Openings and Labor Turnovers Survey.



# Harry Moser: Taking the Reshoring Message and Strategies to the Hill

Cynthia Kustush, Senior Editor - MoldMaking Technology

**Recently appointed to serve on the U.S. Investment Advisory Council, Harry Moser shares his goals for bringing reshoring to the forefront of the Council's agenda.**

When I received the announcement about the appointment of Harry Moser to the U.S. Investment Advisory Council (IAC), I immediately reached out to him to find out what the appointment entails and how he sees himself making a difference.

Moser, who is founder and president of The Reshoring Initiative, is one of 25 individuals who have been appointed to serve on the IAC. The organization was first chartered in 2016, and has made recommendations on issues including infrastructure investment priorities, improving U.S. workforce development initiatives, and creating/improving digital tools to support economic development. Many of these recommendations are being acted on by various arms of the Department of Commerce, which is currently being led by Secretary of Commerce Wilbur Ross.

According to a press release issued by SelectUSA, an arm of the U.S. Department of Commerce's International Trade Administration which promotes and facilitates business investment in the United States, the United States is home to more foreign direct investment (FDI) than any other country in the world, with a total stock of FDI valued at more than \$4 trillion, according to the latest data. FDI supports nearly 14 million American jobs, and was responsible for \$370 billion in U.S. goods exports in 2016. Harry Moser wants to make reshoring manufacturing to the U.S. just as successful.

"One of my goals is to get the Department of Commerce to be as effective in enabling reshoring as they are in enabling FDI," he says. "To put it in perspective, last year about 145,000 jobs were announced as coming back as a combination of

reshoring and FDI. That's the second highest number on record. But in that mix it's typically something like 55 percent FDI and 45 percent reshoring; and it seems like the foreign companies better appreciate the value of producing in the U.S. for the U.S. market than the American companies do."

Moser says it is an ideal time to get those U.S. head-quartered companies to understand what the foreign companies, especially the Japanese companies, do, and that is that there is a huge economic advantage to producing near the customer.

"If you consider all the cars sold in the U.S. and which ones have the highest U.S.-made content, it is typically Toyota," he says. "This is because the Japanese, with their lean emphasis and the Toyota production system, understand all the waste associated with bringing components and other supplies in from all over the world versus making them at a manufacturing cost almost as low right next door. In addition they then have immediate delivery and easy communication and cooperation as well as less inventory. So my job as I see it is to help SelectUSA in the Commerce Department communicate that more effectively to the U.S. companies so that they can make better decisions."

Moser refers to the success of the Sourcing Fair that was held at Amerimold this year, saying it is an example of companies understanding the value of U.S. manufacturing. "Three American companies were looking for moldmakers and molders in the U.S. instead of abroad, and so they were showing initiative in cooperation with Gardner to get that accomplished. Gardner can take some credit for being an important player in this, but we can't stop there. We have to keep working on pushing it forward, now."



## NEXT STEPS

Moser says the Council is set to meet two times a year. Once will be on a somewhat random day while the other will most likely occur in conjunction with the annual SelectUSA Investment Summit, which takes place in Washington DC during the second week in June. In between meetings, Moser says members of the Council will be divided up to serve on various committees. "These committees will feed information into the group as a whole or into the Commerce Department as to how to make specific things happen better. I think to facilitate that all the members have been invited to send in topics for the whole council to work on and these topics might tell them what the committees will be."

The new Council members were told they should only send in topics that the Commerce Department can implement, Moser says. "So it doesn't do any good to say cut the corporate tax rate to 10 percent because congress has to do that and the Commerce Department can't do it," he explains. It stands to reason that Moser will propose figuring out how to get the USA accelerated on reshoring and how to get companies trained on the use of total cost so they can make better decisions.

"I think it's a question of training and education," he concludes, adding that he knows just how to go about it. MMT will be checking back with Harry Moser to find out if how his plan is working out, so stay tuned.

## States Also Expand Overtime Rules

By Omar Nashashibi, The Franklin Partnership

While most employers around the country will soon have to comply with the updated Department of Labor (DOL) regulations extending overtime pay to 1.3 million additional workers, employers in several states must comply with state, rather than federal, standards. Numerous states have, or soon might be, setting their own overtime thresholds above the new federal requirements recently released. Employers based in those states, or with multistate organizations, must meet the standard in each individual state should it be higher than the federal standard.

- *California's salary threshold is tied to the minimum wage, which has been increasing annually since 2017. Beginning on January 1, 2020, the threshold will increase to \$54,080 a year for businesses with at least 26 employees and \$49,920 for those with 25 and under employees.*

- *In New York, the minimum salary threshold differs by region. On December 31, 2019, overtime salary threshold for all employers in New York City will rise to \$58,500, while the threshold for employers in Nassau, Suffolk and Westchester counties will increase to \$50,700. For employers in all other New York counties, the threshold will be \$46,020.*

- *Maine's annual salary threshold for exempt workers is 3,000 times the state minimum wage. In 2020, that figure will increase from the current threshold of \$33,000 to \$36,000.*

- *Several more states are considering similar proposals, including Colorado, Washington and Pennsylvania.*

The new rule issued by the DOL would increase the salary threshold for employers subject to the federal standard to \$35,568, up from the current threshold, set in 2004, of \$23,660.

# VERICUT®

CNC Machine Simulation Software

CNC Machine  
Simulation, Verification,  
& Optimization  
Software



## SAVE TIME • SAVE MONEY SAVE YOUR MACHINES





Right the first time. Every time.

9000 Research Dr, Irvine, California 92618  
(949) 753-1050 • info@cgttech.com





# The Reshoring Initiative, PMA, AMT and NTMA Launch 3rd Annual National Metalworking Reshoring Award

**McLean, VA — Four leading manufacturing associations have announced the 3rd Annual National Metalworking Reshoring Award.**

Companies that have successfully reshored products, parts or tooling made primarily by metal forming, fabricating, casting, or machining, including additive manufacturing, are invited to apply. The Reshoring Initiative, the PMA, NTMA, and AMT are pleased to sponsor this competition. To be eligible for the award, the work must have been reshored between January 1, 2013, and May 31, 2020, from outside North America to North America. Reshoring includes work that is produced either in-house or outsourced.

**Applications must be submitted by June 30, 2020. To view award details and enter to win, visit [www.amtonline.org/reshoringaward](http://www.amtonline.org/reshoringaward).**

“In 2018 over 1,300 companies announced they were shifting jobs to the U.S. from offshore, up 38% from 2017. Jobs reshored since 2010 account for 3.3% of total U.S. manufacturing employment,” said Harry Moser, founder and president of the Reshoring Initiative. “There is still time for companies to decide to reshore and be eligible for the award. We also hope that other associations will choose to support similar awards to show that their industries are also now successfully reshoring.”

Sherrill Manufacturing received the 2019 National Metalworking Reshoring Award in recognition of the company's success in bringing manufacturing back home to the United States. Sherrill's success demonstrates that it is feasible to reshore completely lost product categories. When Oneida Limited ceased operations, all U.S. flatware production had been lost, primarily to Asia. Sherrill Mfg. took over the Oneida flatware factory, launched innovative products under the Liberty Tabletop brand, and found a more efficient way to market those products.

**Questions about the National Metalworking Reshoring Award can be directed to Harry Moser at 847-867-1144 or [harry.moser@reshorennow.org](mailto:harry.moser@reshorennow.org).**

The 2020 National Metalworking Reshoring Award will be presented next fall during IMTS 2020.

The Reshoring Initiative, founded in early 2010, helps manufacturers realize that local production, in some cases, reduces their total cost of ownership of purchased parts and tooling. The Initiative also trains suppliers how to sell against lower priced offshore competitors.

**PMA** — An inaugural sponsor of the National Reshoring Award, is the full-service trade association representing the North American metalforming industry—the industry that creates precision metal products using stamping, fabricating, spinning, slide forming, and roll forming technologies, and other value-added processes. Its nearly 900 member companies also include suppliers of equipment, materials, and services to the industry.

**AMT** — The Association For Manufacturing Technology represents U.S. builders and distributors of manufacturing technology — the advanced machinery, devices, and digital equipment that U.S. manufacturing relies on to be productive, innovative, and competitive. AMT acts as the industry's voice to speed the pace of innovation, increase global competitiveness, and develop manufacturing's advanced workforce of tomorrow.

**NTMA** — The voice for the precision manufacturing and tool and die industries in the United States. Backed by nearly 1,300 member companies, representing more than \$30 billion in sales, NTMA provides an array of benefits to members and the industry including advocacy in Washington, training and education programs and networking events nationwide.

IMTS 2020 will be the 33rd edition of the premier manufacturing technology show in North America. IMTS 2018 hosted the highest number of exhibiting companies ever (2,563) and was the largest in number of registrations (129,415) and in net square feet of exhibit space (1,424,232) at the McCormick Place complex. IMTS is held every even-numbered year in Chicago and attracts buyers and sellers from 117 countries.



#### Contact for Reshoring Award

Harry Moser - The Reshoring Initiative  
[harry.moser@reshorennow.org](mailto:harry.moser@reshorennow.org)  
 847-867-1144



# Coming Soon! NAM Health Care.

EASIER EMPLOYEE BENEFITS  
OFFERINGS AND ENROLLMENT  
WILL BE JUST A CLICK AWAY!



**Health • Dental • Vision • Life Insurance**

Through NTMA's affiliate membership with the National Association of Manufacturers (NAM) we are now able to offer NAM Health Care! This new benefits offering simplifies the health care experience for both you and your employees through a convenient, easy-to-use web-based platform.

NAM Health Care allows smaller member companies to band together to take advantage of product flexibilities, enrollment efficiencies and administrative cost savings previously only available to larger companies.

***Coming Soon!***

***Online Enrollment for 2020 Plans • Fully ACA-Compliant***

NAM Health Care is fully ACA-compliant, administered by Mercer and sponsored by the National Association of Manufacturers (NAM), of which the National Tooling and Machining Association (NTMA) is an affiliate member. Plans are not available to member employers in all states.

**Program Administered by Mercer Health & Benefits Administration LLC**

AR Insurance License #100102691 | CA Insurance License #0G39709

In CA d/b/a Mercer Health & Benefits Insurance Services LLC



## LA/NTMA on Making Chips Podcast

LA/NTMA & The California Manufacturing Workforce Foundation were recently interviewed on the Making Chips podcast promoting NTMA membership and the continued need for skilled labor in this industry. The NTMA Training Centers hosted the event and the Making Chips crew toured the Center.

To listen to each of the podcasts, visit:  
<https://www.makingchips.com/listen>



## NTMA/AMT TECHNOLOGY AWARDS

THE NTMA/AMT TECHNOLOGY AWARDS ARE A DEVELOPMENT OF THE NTMA TECHNOLOGY TEAM INITIATIVE TO BRING VALUE TO MEMBERS. THE INTENT OF THESE AWARDS IS TO RECOGNIZE NTMA/AMT MEMBER COMPANIES THAT ARE WORKING TO ADVANCE THEIR COMPANY IN EITHER TECHNOLOGY/BEST PRACTICES OR BUSINESS/CULTURAL PRACTICES.

### WINNERS IN EACH CATEGORY RECEIVE:

- SOCIAL MEDIA EXPOSURE THROUGH ALL NTMA AND AMT PLATFORMS
- TWO-PAGE SPREAD IN THE RECORD
- PRESENTATION AT THE MFG MEETING OR FALL CONFERENCE
- FREE REGISTRATION AT THE FG MEETING OR FALL CONFERENCE
- \$1,200 REWARD
- WEBINAR
- TRAVEL PAID UP TO \$1,000
- PLAQUE TO BE GIVEN OUT AT EITHER THE MFG MEETING OR THE FALL CONFERENCE
- IF APPLICABLE, NATIONAL ASSOCIATE MEMBER (NAM) TO PROVIDE EXPOSURE FOR WINNER ON ALL NAM PLATFORMS

If you would like a nomination form for either category, please email Linda Warner at [lwarn@ntma.org](mailto:lwarn@ntma.org)  
 Submission deadline is December 15, 2019





# 2020

# NTMA CALENDAR OF EVENTS



NATIONAL TOOLING AND MACHINING ASSOCIATION

## Chapter Leadership Summit

**January 26-28 – Orlando, FL**

*Connect, Learn, Lead. Chapter Leadership Summit is all about maximizing your NTMA membership at the local level. Learn ways to engage your chapter and build your regional coalition for stronger companies and a stronger industry.*

## Spring Conference

**March 9-11 – Cleveland, OH**

*Strategize, revitalize and let NTMA equip you and your business with the tools you'll need to succeed. Join NTMA during our Spring Conference offering business development sessions, educational speakers, and our highly rated roundtable discussions and networking events – these are conferences not to miss!*

## International Tech Tour

**April 18-25 – Japan**

*Take this opportunity to learn and observe global best practices that can be applied in your own company. We've scheduled strategic stops and tours to highlight some of Japan's most successful manufacturing companies.*

## Emerging Leaders Conference

**April 27-29 – Kansas City, MO**

*To ensure the future successes of our businesses and our industry, we have to build the future today. NTMA gathers the best and brightest up-and-coming industry leaders to network, share knowledge and brainstorm about tomorrow's manufacturing industry.*

## Legislative Conference

**May 4-6 – Washington, D.C**

*There's power in our collective voice. Join NTMA member companies from across the country as we converge in Washington to meet with legislators and policy makers.*

## NRL Competition

**May 14-16 – Akron, OH**

*Crunching metal, flying sparks — it's a gladiator-style competition between robots designed and built by students. Come witness tomorrow's workforce in action today. It's a battle of epic proportions that truly is a win for both students and industry.*

## Summer Conference

**June 15-17 – Phoenix, AZ**

*Strategize, revitalize and let NTMA equip you and your business with the tools you'll need to succeed. Join NTMA during our Summer Conference offering business development sessions, educational speakers, and our highly rated roundtable discussions and networking events – these are conferences not to miss!*

## Annual Fall Conference

**October 27-30 – Kansas City, MO**

*NTMA's signature event is not to be missed! Our annual conference pulls together all that is great about NTMA into three days packed with networking, advocacy, and learning. You'll enjoy nationally acclaimed speakers, roundtable discussions, social events, and sessions designed to educate and inspire — consider it an opportunity to recharge both personally and professionally.*

**Please Contact Kristen from our Events Team for more information and to register:**

**Kristen Hrusch [khrusch@ntma.org](mailto:khrusch@ntma.org) – 216-264-2845 Or visit: [www.ntma.org/upcoming-events](http://www.ntma.org/upcoming-events)**

## 2020 NTMA Membership Directory is Now Open to All Members

Reach the premier precision custom manufacturers in the U.S. and make your listings stand out from the rest. Advertising opportunities are open. Take advantage of this advance notice to secure your preferred location and lock in your discount.

### For additional information, please contact:

Kelly LaMarca at 216-264-2837 or email [klamarca@ntma.org](mailto:klamarca@ntma.org)  
Sandy Bailey at 216-264-2825 or email [sbailey@ntma.org](mailto:sbailey@ntma.org)



**Know a great example of excellence in our industry?**

The LA/NTMA is soliciting responses for its Manufacturer of the Year award. Now in its 3rd year, this prestigious award celebrates companies that are excelling in processes, product development, and application pertaining to precision tooling and machining. This award is given out once a year to a member of the Los Angeles Chapter of the NTMA and is celebrated at the annual installation dinner that takes place every January.

Past recipients include Axiss Corporation & Q-Mark Manufacturing.

**For more information and to apply, contact Chapter Administrator, Kaity Van Amersfort: 949-369-7309 or [admin@lantma.org](mailto:admin@lantma.org).**

## Honoring Quentin O. Bensink 1939 – 2019

Quentin O. Bensink, 79, of Clymer, N.Y., died on Sunday, September 8, 2019, at home, with his family at his side. Quentin was born on December 8, 1939, in Clymer, the son of James G. and Mildred Clark Bensink.



He grew up in Clymer, attended Clymer schools and graduated from Clymer High School. He was the owner of Ripley Machine & Tool, a precision grinding and machining company located in Ripley, N.Y. Quentin was a longtime active member of the Abbe Reformed Church in Clymer, where he taught Sunday school for many years and served on various church committees.

Active in Freemasonry, he was a member of the Olive Lodge, No. 575, F & AM and the Order of the Eastern Star, Acacia Chapter No. 96. An avid sports enthusiast, he especially enjoyed golf and auto racing. Quentin was a supporter and sponsor of Brent Rhebergen and his 07R racing team. He enjoyed antique cars and was proud of his collection of vintage Chevy antique automobiles. He was also a Lifetime Member of the Clymer Vol. Fire Dept. In his later years, his passion turned to following his grandkids' basketball games and "refereeing/coaching" from the stands!

Quentin is survived by: his wife of 59 years, Judy Compton Bensink; his daughter, Laurie (Robert) Reinwald, of Clymer; his son, Scott (Karen) Bensink, of Findley Lake; seven grandchildren, Andrew, Danielle, and Christine Reinwald, Albert Bensink, Alex (Alyssa) Lictus, Andrea (Chad) Ball, and Daniel (Katie) Lictus; two great-grandchildren, Elliana Lictus and Brook Ball; his sister, Phyllis Meehl; and several nieces and nephews.

Besides his parents, Quentin was predeceased by three brothers; Irwin, Vincent and Everett Bensink; and his sister, Audrey Doyle.

In lieu of flowers, memorial contributions in Quentin's memory may be made to: The Better Place Ministry, P.O. Box 532, Jamestown, NY 14701.

Quentin was a unique man and will be missed by his family and all who knew him. He was a successful businessman, community volunteer, sportsman, churchman and above all, family man.

Quentin lived his life under the Grace and Blessings of his Lord and Savior Jesus Christ, and he desired to witness that truth to all! 1 John 1:7 – "If we walk in the Light as he is in the Light...the blood of Jesus Christ his Son cleanses us from all sin."

## Honoring Lee Abbonizio 1931 – 2019

It is with great sadness that we are announcing the passing of Lee Abbonizio, founder of Linmark Machine Products, Inc., located in Union, Missouri. Lee started business in 1969 and his legacy continues as Linmark is celebrating their 50th anniversary this year. Lee was also instrumental with other business owners in the Union/Washington area in bringing a teacher

to the Four Rivers Career Center for the machine tool program. This dedication lives on as area businesses continue to employ students from this program.

We extend to Monica, his wife, and all his family and friends our deepest sympathies during their time of sorrow.





## The Value of Membership

[www.ntma.org/member-benefits](http://www.ntma.org/member-benefits)

Membership pays dividends back to your business and when you use the programs below, your dues pay for themselves.

To say it simply, the NTMA gets it. We understand your challenges in today's economy. We recognize that many of you face a talent gap, with necessary skills in short supply. And we know that there's a gap between the reality of our industry and the public's perception of it.



Shipping Program



Metal Working Supply Program



Jobs Program



Manufacturing Solution Program



Health Insurance Program

**\$35B**

Represented in Annual Sales



Rental Car Program



Energy Procurement Program



Office Supplies Program



Retirement Plan Program

**38K**

Employees Represented

For an complete overview of our programs and events, visit [www.ntma.org](http://www.ntma.org)



NATIONAL TOOLING AND MACHINING ASSOCIATION

1375 Rockside Rd.  
Cleveland, OH 44134

## Manufacturing America's Future

**Have an interesting story  
you would like to share with  
other NTMA members?**

Each issue of The Record will feature one or more stories  
from members that fit the month's theme.

The submission deadline will be the first  
of the month prior to the publication date  
(September 1 for the October issue).

Email to James Mayer at [jmayer@ntma.org](mailto:jmayer@ntma.org).

**Upcoming Record Themes:**

**October**

Economic Trends & Globalization in Manufacturing

**November**

Benefits of Membership

**December**

Year in Review



**What's Your Story?**

