



SEPTEMBER 2006 Calendar of Events

September 7

CMFI Board of Directors Meeting.
Rosewood Restaurant, Rosemont. 6:00 PM

September 14

Joint CMFI/AESF Member Meeting.
The Wellington Restaurant, Arlington Heights,
IL. 6:00 PM

September 18-21

AESF SUR/FIN. Midwest Airlines Center,
Milwaukee, WI. To register or for more
information: www.aesf.org

October 5

CMFI Board of Directors Meeting.
Rosewood Restaurant, Rosemont. 6:00 PM

October 26

CMFI Member Meeting. Grazie Restaurant, Des
Plaines. 6:00 PM

POSITIONS AVAILABLE

Largest metal polisher in Southeast urgently seeks metal polishers with 2+ years experience of mechanical, semi automatics and/or hand tools as part of expansion plans in Charlotte, NC. Good rates and benefits available. Fax resume to: 704-393-2791 or e-mail: info@hhpolishinginc.com and mark for attention of General Manager.

JOINT CMFI/AESF MEMBER MEETING

PLEASE NOTE SPECIAL DATE/PLACE

Date: September 14, 2006
6:00-9:00PM

Location: Wellington Restaurant
2121 S. Arlington Heights Road
Arlington Heights, IL

Price: \$ 30.00 .PAYABLE AT THE DOOR

**FOR RESERVATIONS: Contact Ray Horton
@ 815-742-9797**

POST-AUCTION ELECTRIC RESTRUCTURING SEMINAR

Mark Harada, Director of Business Development,
Constellation NewEnergy

The Illinois electricity market is being restructured to reflect market energy prices and predicated on the results of the September, 2006 wholesale auction. The new rates go into effect January 2007. This new rate structure allows you great opportunities to control your future electric costs. But, the strategy and timetable you employ will be critical to how your solution meets your business and budget goals. If you have not yet secured your 2007/2008 electricity prices, you need to act now and this program will help you answer some important questions.

In his role of Director of Business Development, Mr. Harada oversees the sales & business development activities of Constellation NewEnergy's Illinois office. He has over five years of retail energy experience with large industrial and commercial customers in Illinois.

CMFI WEB SITE UP AND RUNNING

The CMFI web site www.chicagometalfinishers.org OR www.chicagometalfinishers.com is now complete and we'd love to have you take and look and let us know what you think. We're definitely interested in getting your feedback regarding how user friendly the site is; whether we've missed any important information; other items you'd like to see included in the future; or just anything you'd like to share with us.

Some of the items you can find there are:

- The updated CMFI Member Directory, Processes, and a Change of Information Form
- Annual Compliance Calendar
- Current Industry Legislation
- Past Copies of the Newsletter
- Links to National Associations and Government Agencies
- Current Board of Directors
- Past Award Winners
- Constitute and Bylaws
- CMFI Member Application
- CMFI Code of Ethics

Special thanks to:

Matt Delawder (SWD, Inc.) who was responsible for the initial layout and the Member Directory, in particular and to

Marshall Handelsman and the other nice folks at Cornerstone Systems for hosting the site and their invaluable assistance.

DOES YOUR COMPANY QUALIFY FOR GOVERNMENT GRANTS?

Quite possibly, your company may be eligible for government grants, so read on.

Trade Adjustment Assistance Center

Trade Adjustment Assistance for Firms (TAA) is a program sponsored by the U.S. Department of Commerce and designed for manufacturers that have lost sales, employees, and customers due to

foreign competition. Assistance comes in the form of cost shared projects to improve the firm's competitive position. The program dates back to the 1974 Trade Act.

This unique, useful source of manufacturing assistance offers a 50/50 cost sharing of projects aimed at enhancing American manufacturers' ability to compete within the global market. Eligible firms can receive up to \$150,000 in project assistance with a maximum TAA cost share of \$75,000. The amount the program can cost share is dependent upon the demand on program, funding level and company size and sales. Funds are applied toward the cost of consultants, engineers, or other outside professional service providers a firm chooses to implement projects.

Some examples of management consulting engagements cost-shared through the Trade Adjustment Assistance Program are:

- ISO/QS 9000 Preparation & Registration
- Quality Assurance
- Product Development, Design & Testing
- Product Certification (CE Mark, UL, etc.)
- Operations Analysis
- Manufacturing Technology Review
- Productivity Improvement
- Process Engineering
- Production Planning, Scheduling & Control
- Inventory Management
- Statistical Process Control
- Work Methods & Standards
- Facility & Equipment Review, Selection & Layout
- Cellular Manufacturing Design & Implementation
- CAD/CAM Selection & Implementation
- Material Handling Methods

Interested firms should contact their local Trade Adjustment Assistance Center (TAAC) to get started. Applied Strategies International LTD (ASI) is the TAAC for Illinois, Iowa, Minnesota and Wisconsin. ASI has administered the TAA Program in the Midwest Region for over 23 years. For additional program information, visit <http://www.taacenters.org>

OSHA OFFERS "BEST PRACTICES GUIDE" TO DEVELOPING WORKPLACE FIRST AID PROGRAMS

There are a number of elements to include when planning a first aid program for a particular workplace. OSHA has issued a document to help employers and employees develop such programs: **Best Practices Guide: Fundamentals of a Workplace First-Aid Program.**

"Workplace first-aid program is a key component of any comprehensive safety and health management system," said OSHA Administrator Ed Foulke. "Our new guide offers practical information on how to help employers plan and implement first-aid programs as well as effective training."

The new OSHA guide identifies four essential elements for first-aid programs to be effective and successful; management leadership and employee involvement, worksite analysis, hazard prevention and control, and safety and health training.

The guide details the primary components of a first-aid program at the workplace. They include:

1. Identifying and assessing workplace risks.
2. Designing a program that:
 - Aims to minimize the outcome of accidents or exposures;
 - Complies with OSHA requirements relating to first aid; and
 - Includes sufficient quantities of appropriate and readily accessible first-aid supplies and first-aid equipment, such as bandages and automated external defibrillators.
3. Assigns and trains first-aid providers who:
 - receive first-aid training suitable to the specific workplace; and
 - receive periodic refresher courses on first-aid skills and knowledge.
 - Instructing all workers about the program, including what to do if a coworker is injured or ill. Policies and program should be in writing.
 - Evaluating and modifying program to keep it current, including regular assessment of the first-aid training course.

The guide also includes best practices for planning and conducting safe and effective first-aid training. OSHA recommends that training courses include instruction in general and workplace hazard-specific knowledge and skills, incorporating automated external defibrillator (AED) training into CPR training if an AED is available at the work site, and periodically repeat first-aid training to help maintain and update knowledge and skills.

There were 5,703 work-related fatalities in private industry in 2004. In that same year there were 4.3 million total workplace injuries and illnesses, of which 1.3 million resulted in days away from work.

Occupational illnesses, injuries and fatalities in 2004 cost the United States' economy \$142.2 billion, according to National Safety Council estimates. The average cost per occupational fatality in 2004 exceeded one million dollars.

The guide can be accessed at

<http://www.osha.gov/Publications/OSHA3317first-aid.pdf>.

For additional information, see OSHA's Safety and Health Topics page on Medical and First Aid at <http://www.osha.gov/SLTC/medicalfirstaid/index.html>

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TWO FREQUENTLY ASKED HUMAN RESOURCE QUESTIONS

Q. Is my company entitled to obtain Motor Vehicle Reports for employees required to use a vehicle in performance of their job?

A. Yes, as long as the employee consents to such a background check in compliance with the Fair Credit Reporting Act.

Q. Can I offer comp time in lieu of overtime payment to my non-exempt or exempt employees?

A. If you are a private employer, meaning a non-governmental entity, federal wage and hour laws require the payment of overtime for non-exempt employees working in excess of forty hours in a week. Compensatory time typically is not an acceptable payment vehicle. Congress has considered legislation which would permit private employers to offer compensatory time in lieu of cash payments for overtime, but this proposed change to the Fair Labor Standards Act has not yet become law.

“What Your Chemical Supplier Should Tell You But Doesn’t”

is an abstract of a talk given by Jack Berg, President of Serfilco, Ltd. The paper outlines procedures that platers have followed over the past 50 years. In spite of the affect of improvements in both chemistry and equipment, such information is not disseminated in a fashion so as to minimize labor, solution loss, emissions, waste treatment and money. The paper illustrates examples from platers who have solved problems relating to some of the above items.

You can request a free copy of the talk by contacting Lil Hutchinson at Serfilco, 2900 MacArthur Blvd., Northbrook, IL 60062. 847-509-2900; or 800-323-5431
