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**STRENGTHEN YOUR PEOPLE
...STRENGTHEN YOUR BUSINESS**

MAKING NIMS WORK FOR YOUR COMPANY

by Meredith Goff

Are you taking full advantage of NIMS in your shop? If not, it's something you should consider. A highly trained, tested and proven workforce means quality assurance -- whatever the product.

All of the NIMS exams certify against the national industry standards, and the exams are industry

designed and written. The National Institute for Metalworking Skills has

(Continued on page 9)

MARK YOUR CALENDAR

NTMF Golf Tournament
Hill Crest Country Club
Lower Burrell, PA
August 27, 2010

NTMA Fall Conference & PMA Annual Meeting
Amelia Island, FL
October 6-10, 2010

In 1995 The National Institute for Metalworking Skills was formed to develop and maintain a globally competitive workforce. NIMS sets the skills standards for the industry, certifies individual skills against the standards and accredits training programs that meet NIMS quality requirements. NIMS offers nationally recognized certifications in manufacturing skills with lifetime validation.

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- Job Planning, Benchwork, and Layout
- Manual Milling
- Manual Turning Between Centers
- Manual Turning with Chucking
- Manual Surface Grinding
- Manual Drill Press Operations
- CNC Turning: Programming Setup & Operation
- CNC Milling: Programming Setup & Operation
- CNC Turning: Operator
- CNC Milling: Operator

NCC LAUNCHES TRAINING PROGRAMS

by Barbara Womack

New Century Careers (NCC) recently launched a new training program aimed exclusively at dislocated workers. The program is designed to train dislocated workers in a variety of skills for placement in industries in the Energy Supply Chain, as well as companies in support of these industries. Individuals participating in the program must meet certain eligibility requirements. Prospective employees can be provided with customized training to gain the skills employers would like them to have prior to their start date.

NCC offers a variety of subsidized training opportunities aimed at putting people back to work and improving the skills of existing employees. In addition to the dislocated worker program, grant subsidies are often available for

the training of incumbent employees. Courses typically are provided in consortia, but customized training may be offered.

These subsidies are available for short-term training to eliminate gaps in skills and improve the productivity of your workforce.

Training is available for those seeking entry-level machining skills. This is a six-month, hands-on training program that is free to qualified participants.

For information on the dislocated worker re-employment program or other training opportunities, contact Daniel Webb at 412-258-6623 or via e-mail at webb@ncsquared.com.

Workers Compensation Insurance through the NTMA

Kevin Hartford



Sometimes, especially during challenging cost-cutting times, we become so immersed in the forest we lose sight of the trees. With that

in mind I think it's time to take a look at one of the many value-added services our association has to offer. In this issue I'd like to look at our Workers Comp Insurance.

When our company, Alle-Kiski Industries, joined the NTMA several years ago one of the most attractive aspects of membership was the Workers Comp Insurance, which is provided by our friends at PMA Insurance. In fact, the money we saved on our Workers Comp Insurance more than paid for our NTMA membership. Even in today's competitive insurance market our insurance plan more than holds its own against the competition and when you take into account all of the other services the NTMA has to offer, well it's incredibly cost effective.

Here are a few key facts of our Workers Comp Insurance Plan:

Over \$2 million in Workers Compensation premiums for NTMA allows us to offer an aggressive rate structure plus scheduled credit (where applicable)

Sub-class rate filing for Machine Shops with Precision Machining (less than 50%) of payroll

Group Dividend: 25% returned since 2002

Over 100 members currently access the NTMA Group Workers Compensation program

The PMA Insurance Group is a premier carrier of Workers Compensation in Pennsylvania.

We have a local, full-service office in downtown Pittsburgh.

The PMA Insurance Group has serviced clients since 1915. We have

serviced NTMA Group programs since 1980.

We have a dedicated NTMA service team that includes: Risk Control, Underwriting and Claims.

Our chapter has an excellent relationship with PMA's Senior Consultant, Mark Zukowski, who many of you have gotten to know quite well. Mark is not only an excellent insurance resource for

our chapter, but he's also a treat to work with.

When you examine what you receive for your membership fees, with insurance alone, you have an

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We'll examine the other outstanding services the NTMA provides in futures newsletters.



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Changes to the Year One Curriculum

Phyllis Miller



I am proud to announce that the Pittsburgh Chapter of the NTMA is upgrading the Year One curriculum for the 2010-2011 school year of the NTMA Apprenticeship Program. Year One consists of 72 hours of "Technology of Machine Tools" (TMT), 36 hours of Blueprint Reading I and 36 hours of General Math.

We are changing the TMT textbook to Machining and CNC Technology by Michael Fitzpatrick to correspond with the increasing importance of CNC machining in the metalworking industry.

To give you some history, when the NTMA program began in the Pittsburgh area, each affiliated vo-tech school used its own curriculum. This meant that two apprentices graduating from two different schools received totally different related instruction. To develop a more cohesive program, in 2002 we gratefully accepted New Century Career's offer to combine the curriculums into one through a grant opportunity. Thanks to Bob Pollice's hard work,

we've used this curriculum at the three vo-tech schools for the past eight years.

In addition to the fact that the curriculum needed to be updated after eight years, it needed to include more-detailed lesson plans. As new instructors are hired into the program, they are unfamiliar with the textbooks and the curriculum. The skeletal lesson plans we have now are difficult for the instructors to plan their lessons around. I have to give the instructors credit for doing such a great job week after week with such little material to go by.

Once the chapter's Board of Directors agreed to fund the curriculum project, the Steering Committee put the Year One curriculum out for bid. Again I have to give credit to the committee members for their interest, involvement and dedication. We received three outstanding bids that made our decision extremely difficult.

After much discussion and consideration, we awarded the contract to REF Technical Training Services in Connellsville. Veteran and well-respected former

(Continued on page 11)



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Fixing America's Economy II

Submitted by Dave Frengel,
Governmental Affairs Chair

*Michael Stumo, CEO of The Coalition for a Prosperous America forwarded the following message to anyone who is concerned about the future of our economy. The coalition is asking for your support of the **Fixing America's Economy II: Rebuilding American Jobs, Wealth and Power.***

In 2008 and 2009, over 300 organizations, companies, officials, candidates and prominent individuals signed on to a document called "Fixing America's Economy." That document was a collective effort to identify the root causes of the Great Recession and the solutions to restructure our economy to not only recover, but to grow jobs, wealth and income. "Fixing America's Economy" also served as a template for diverse interests to speak with one voice, rather than sector by sector, when advocating their shared concerns and positions to our elected officials.

In November 2009, many organizations, companies and concerned citizens gathered in Washington, D.C. to update the document. After a lot of work and discussion, we distilled our many views into a one-page document that goes to the heart of the structural problems in the U.S. economy. Insufficient attention is being paid to the root causes of those problems, which include our unbalanced trade and the lack of any coherent national economic strategy. More signatories mean more consideration of these issues in the upcoming election. This is not a CPA document, and you do not have to be affiliated with the CPA to sign on to it -- although we hope you will. We will use it in our own advocacy and hope you will also do so. Feel free to use this document as you see fit, secure in the knowledge that it is broadly supported by American farmers, ranchers, workers and manufacturers.

You can sign on to Fixing America's Economy II on behalf of your organization, your company, and/or yourself. Several prominent manufacturing companies have promoted this document to their employees. FAE II gains significance as the number of signatories on it

increase.

Please also pass this information along to others.

The text of the document is on the following page and can be found at www.prosperousamerica.org with a link to add your signature.

(Continued on page 6)



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Fixing America's Economy (cont.)

(Continued from page 4)

WEALTH AND POWER

America's economy faces an ongoing structural crisis that contributed directly to the 2008-9 financial meltdown and limits the scope for a sustained recovery. The old means of economic growth - over-consumption, off-shoring, and borrowing - have seriously undermined the national interest. To resume sustainable growth, generate jobs and pay down our spiraling debt, we need to make fundamental changes in the American economy. We also face a profound political crisis. Our governmental system currently lacks the ability to articulate and pursue ambitious national goals.

A bold national vision is needed to equip America to compete successfully in a global economy. America must reorganize its creative, financial and governmental resources to meet a few fundamental challenges coherently, effectively and urgently. A successful strategy will improve the standard of living for current and future American families, restore value to our currency, realign corporate with national interests, and reinforce the U.S. position as the



paramount world leader.

To that end, we challenge all holders and seekers of public office to commit to the solutions presented here.

ESTABLISH a comprehensive national economic strategy centered on investment and production -- of agricultural and manufactured goods and services - in the United States.

REBALANCE our international trade by achieving genuine reciprocity, especially with systems of state capitalism whose practices are beyond the reach of existing international rules and domestic law. This must include a review of all existing international agreements, as well as establishment by law of higher standards for future international agreements.

NULLIFY the subsidy effects of currency misalignments by the application of effective trade measures.

MODERNIZE the U.S. tax system to provide competitive incentives to invest in this country, ensure that imports pay their fair share of taxes, and remove government-

imposed cost impediments to American exports.

DEVELOP and IMPLEMENT a national infrastructure plan to convert our communications, transportation and

(Continued on page 9)

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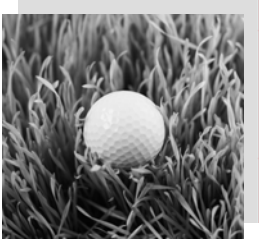


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Prevent Golf Injuries

Submitted by Mark Zukowski
PMA Insurance Group



Many people consider golf a low-level physical activity without the possibility of injury ever happening to them. But, there is a potential risk of suffering serious injuries to the elbow, spine, knee, hip or wrist.

One of the best ways for you to stretch your muscles and avoid injury might be considered old-fashioned. Before your round of golf, engage in some simple stretching exercises, and then get a bucket of balls and hit a few golf balls on the driving range. It not only will help your game, but will make you healthier in the long run. Here are some common golf injuries and some preventive measures to protect yourself against injury.

GOLFER'S ELBOW

Leading the list of injuries is golfer's elbow, and one of the best ways to avoid elbow problems is to strengthen the forearm muscles and slow the swing so that there will be less shock in the arm when the ball is hit by the golfer.

To avoid golfer's elbow, the American Academy of Orthopedic Surgeons suggests these simple exercises to help build up your forearm muscles.

Squeeze a tennis ball -- Squeezing a tennis ball for five minutes at a time is a simple, effective exercise that will strengthen your forearm muscles.

Wrist curls -- Use a lightweight dumbbell. Lower the weight to the end of your fingers, and then curl the weight back into your palm, followed by curling up your wrist to lift the weight an inch or two higher. Perform 10 repetitions with one arm, and then repeat with the other arm.

Reverse wrist curls -Use a lightweight dumbbell. Place your hands in front of you, palm side down. Using your wrist, lift the weight up and down. Hold the arm that you are exercising above your elbow with your other hand in order to limit the motion to your forearm. Perform 10 repetitions with one arm, and then repeat with the other arm.

LOW BACK PAIN

Another common complaint among golfers, low back pain, can be caused by a poor swing. The rotational stresses of the golf swing can place considerable pressure on the spine and muscles.

Also, poor flexibility and muscle strength can cause minor strains in the back that can easily become severe injuries. Here are some simple exercises to help strengthen lower back muscles and prevent injuries.

Rowing --Firmly tie the ends of rubber tubing. Place it around an object that is shoulder height (like a door hinge). Standing with your arms straight out in front of you, grasp the tubing and slowly pull it toward your chest. Release slowly. Perform three sets of 10 repetitions, at least three times a week.

Pull Downs --With the rubber tubing still around the door hinge, kneel and hold the tubing over your head. Pull down slowly toward your chest, bending your elbows as you lower your arms. Raise the tubing slowly over your head. Perform three sets of 10 repetitions, at least three times a week.

THESE COMPANIES SPONSORED THE NTMF GOLF TOURNAMENT IN 2009

Will your company's name be here next year?

A special thank you to the following companies who supported our foundation's golf tournament in 2009:

**Jennison Manufacturing &
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Plan to play hookie from work

Friday, August 27, 2010

The NTMF Annual Golf Tournament
Hill Crest Country Club
Lower Burrell, PA

Register by e-mailing:
office@pghntma.org



NIMS (cont.)

(Continued from page 1)

developed 24 skills standards covering 52 different skill areas of credentials to earn. NIMS exams are all competency based. They require successful completion of a performance evaluation, as well as an online theory exam. The performance portion is often the creation of a part from a print or executing tasks on a given machine. The online test is a timed multiple choice exam. Upon completion of both portions, the candidate will receive a certificate in the mail in the area of certification, as well as a card to carry in their wallet.

Requiring NIMS credentials is becoming more prevalent in the industry each year and it is the goal of NIMS to have credentials as a national requirement. As for now, many of the companies that work with NIMS use our credentials for hiring and training requirements, as well as incentives for raises and promotions. Colleges and vocational schools use NIMS tests as competency knowledge assessments, as mid terms and final exams. Some schools also require NIMS credentials for program completion or graduation. Many programs are becoming NIMS-accredited, which is the certification of the entire training program. Accredited programs are meet all of NIMS industry standards and quality requirements.

Education programs and schools that earn NIMS

credentials are competing at national trade competitions around the country. NIMS recently returned from the National SkillsUSA Championship in Kansas City where secondary and post-secondary students competed in the Precision Machining Technology Competition. The 2010 gold medalists were both students who had successfully earned a number of NIMS credentials from NIMS Accredited Programs.

NIMS is working to continue to progress the American manufacturing workforce by developing other training methods. Approved by the Department of Labor, NIMS has also developed a new Competency-based Apprenticeship Program, which is changing the old method of time-based requirements to using NIMS standards and testing to represent knowledge. A NIMS Certified Machinist is an apprentice that has shown successful completion of these skill certifications for apprenticeship.

NIMS is improving the manufacturing education and training to ensure the future successes of American manufacturing. This year NIMS gave out its 25,000th credential to an apprentice from Baltimore, Maryland. The certifications that NIMS has developed have been victorious in changing the industry all together, and NIMS will continue to grow and expand globally.

If you are interested in earning NIMS credentials or have any questions regarding NIMS please visit: www.nims-skills.org or call (703) 352-4971.

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Fixing America's Economy (cont.)

(Continued from page 6)

(continued from Page 6)

energy distribution systems into a national competitive asset. A principal objective must be to maximize the use of domestically produced goods on all projects funded with taxpayer revenue.

ACHIEVE energy independence by expanding domestic production and efficiency through investment and the development and application of new technologies.

REGULATE financial and goods markets effectively to deter excessive risk-taking and abuse of market power, while ensuring the safety of all goods sold in the U.S, whether produced domestically or abroad.

REVAMP the federal government's economic decision-making to facilitate the development, implementation, and continuous adaptation of a strategy to ensure that innovative technologies are applied in this country. The challenge is great, and time is short.

We need action. We need it now! To sign the petition, please visit: www.prosperousamerica.org and click on the "Support Fixing America's Economy (Part 2)" link on the right side of the page.

REGISTER FOR THE NTMA APPRENTICE PROGRAM

The NTMA is currently enrolling apprentices for the 2010-2011 Apprenticeship year. The Apprenticeship Program is designed to provide related instruction classes to support on-the-job training provided by employers. The curriculum supports several metalworking occupations such as Machinists, Tool and Die Makers, and CNC Specialists.

This four-year apprenticeship program provides a comprehensive curriculum that keeps pace with current industry standards, taught by instructors with industry experience. Apprentices have the opportunity for hands-on NIMS credentialing to help them in their advancement and understanding of their field. The credentials they earn are standards-based, and recognized nationally.

Classes will be held at three locations: Central Westmoreland CTC in New Stanton, Northern Westmoreland CTC in New Kensington, and New Century Careers Training Innovation Center on Pittsburgh's Southside.

Tuition for the program is only \$850 for NTMA Members and \$975 for non-members for the entire year and covers NIMS registration for each apprentice and up to two credentials per year. The costs of textbooks and other instructional materials are additional. The deadline for registration is August 27th.

For more information or to register, contact Liz Blashock at 412-258-6628 or via e-mail at blashock@ncsquared.com.

CONGRATULATIONS TO OUR NATIONAL CHAMPION: WALT GASPER

For the second consecutive year, an apprentice from the Pittsburgh Chapter of the NTMA's apprentice program took first place in the "Superbowl of Metalworking," The NTMA/NIMS National Apprentice Competition in Indianapolis, Indiana.

Walter Gasper of Hamill Manufacturing Co., Trafford, PA, is the winner of the NTMA/NIMS National Apprentice Competition. The 38th Annual NTMA/NIMS National Apprentice Competition hosted by the Indianapolis Chapter of the NTMA from June 9-12, 2010 welcomed seven regional champions. This national event determines the "Best of the Best" in an intense two-day competition involving milling, turning and grinding projects and a comprehensive written exam heavily weighted toward CNC operations.



Gasper (center) joined by Jeff Kelly (right) of Hamill Manufacturing

Since Gasper took first place honors, his company, Hamill Manufacturing will receive the Grand Prize of a 30 percent discount off the purchase price of selected models of EDM or high-speed milling machines from GF AgieCharmilles along with additional cost savings on tools and accessories. Depending on the package chosen, the total value of the prize can total \$100,000. Gasper received a trophy, a plaque and a completely equipped Gerstner & Sons table top tool chest valued at \$3,000.

2010 APPRENTICE GRADUATION



Keynote speaker, Russel Reschke addresses the graduation guests.

On June 16, 2010, the Pittsburgh Chapter of the NTMA recognized 35 men and women for completing the 4-year apprenticeship program.

In the Stratigos Banquet Center in North Huntingdon, the apprentices, their guests and metalworking professionals listened to a keynote address by current NTMA Chairman, Russel Reschke. Reschke, who is the

owner of Metal Processors, Inc. spoke about building bridges. Reschke encourage his audience to build bridges within their businesses and from their businesses. He encouraged bridges to the next generation, new technology and for networking.

Besides honoring the graduates, the NTMA also acknowledged Donald Lutes and David Thomas for four

years of perfect attendance, apprentice competition participants Michelle Craig, Daniel Eyler, Walter Gasper, Gregory Heist, Andy Kelman, and Michael Little. Walter Gasper was recognized for winning both the regional and national NTMA/NIMS Apprentice Competition.

Congratulations to all of our graduates and thank you to the companies who participate in the program.

Curriculum (cont.)

(Continued from page 3)

instructor, Leo Wozniak, represents REF, and will do much of the work on the curriculum. Most of the companies represented on the Steering Committee have worked with Leo and REF in the past, so they are familiar with the quality of work they provide.

In 2011, the Steering Committee will return to the bidding process to upgrade Year Two curriculum that includes 36 hours of algebra, 36 more hours of blueprint reading/mechanical drawing and 72 more hours of TMT. In the next two years after that, we hope to complete the project by upgrading years Three and Four.

As always, for any questions or concerns about the NTMA apprenticeship program, please contact me at Hamill Manufacturing through e-mail at phyllis.miller@hamillmfg.com or by phone at 724-744-2131 or Paul Anselmo at New Century Careers at anselmo@ncsquared.com or at 412-258-6622.

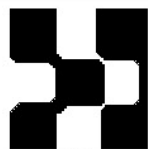
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The fall edition of the NTMA newsletter marks the beginning of our annual advertising cycle. While our current advertisers get results from their ads in *Precision Pittsburgh* and most renew their commitment, we expect to have a few spaces available for new advertisers in 2010-2011.

Advertising in Precision Pittsburgh reaches more than 500 tool & die makers and machining companies in an eleven-county region. If that's your target market, here is where you need to be.

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OSHA's Severe Violator Enforcement Directive Now in Effect

By Jim Grosmann

OSHA's new Severe Violators Enforcement Program (SVEP) directive went into effect on June 18. The agency announced in April that it was implementing the program to focus on employers who continually disregard their legal obligations to protect their workers.

OSHA's SVEP focuses enforcement efforts on employers who willfully and repeatedly endanger workers by exposing them to serious hazards. The directive establishes procedures and enforcement actions for the severe violator program, including increased inspections, such as mandatory follow-up inspections of a workplace found in violation and inspections of other worksites of the same company where similar hazards or deficiencies may be present.

The directive explains that the SVEP is intended to focus enforcement efforts on employers who have demonstrated recalcitrance or indifference to their OSH Act obligations by committing willful, repeated

or failure-to-abate violations in one or more of the following circumstances: a fatality or catastrophe situation; in industry operations or processes that expose workers to severe occupational hazards; exposing workers to hazards related to the potential releases of highly hazardous chemicals; and all egregious enforcement actions.

In addition, the agency will be increasing civil penalty amounts under SVEP. Companies can expect the average penalty for a serious violation to increase from about \$1,000 to an average of \$3,000 to \$4,000. Future penalty increases would also be tied to inflation.

For specific information on this directive go to.

www.osha.gov/dep/svep-directive.pdf

NTMA members can also keep up with current OSHA and EPA rules and changes by logging in to the association's website, www.ntma.org and clicking to the online HR program and Resource Centers. Everyone wants their employees to be safe but everyone should also know their rights.