

December 23, 2008

Volume 2; Issue 12

SURGEONS OF STEEL



*The Tool, Die & Machining
Association of Wisconsin
requests the honor of
Members and
Group Buying Partners
presence at the
Post Holiday Party
Friday, January 9, 2009*

*North Hills Country Club in
Menomonee Falls*

*Hors d'oeuvres ~ Dinner ~
Entertainment ~ Dancing*

6 till midnight

Ten \$100 cash prizes ~

See details inside.



Association of Wisconsin
W175 N11117 Stonewood Drive
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Germanstown, WI 53022

Next member meeting:
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 - Working Capital
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 - What You Should Expect From Financial Providers.



President's Letter

I would like to thank all of the members of the TDMAW for allowing me to be your president for this next year. We certainly have a challenging year ahead of us with a lot of unknowns, but I feel our association is made up of many strong companies and we can persevere through these times together.

For those of you who do not know me, I am the vice president and co-owner of Reich Tool & Design in Menomonee Falls. Reich Tool was started by my father in 1965. I spent quite a bit of time in the shop environment growing up. Once I was old enough, I worked in the shop during the summers doing general cleaning, eventually working into basic machining. This gave me a good sense if I was truly interested in getting into the trade before high school was complete. I started full time in the company and began serving my tool & die apprenticeship about a week after graduating from high school in June of 1992. During the final year of my apprenticeship, I developed the CNC department within our company. When I started with RTD, we were less than 10 people. Since then, we have grown to over 50.

Some of the challenges I see in the next year is obviously our current economy and getting qualified employees in our shops, including getting students to choose the manufacturing industry. This past year, we have started a sister company

called Trinity Biomedical. Trinity operates under the same roof as Reich Tool, but focuses on supporting the medical device manufacturing industry. This as an example, I believe thinking outside the box and diversifying as much as possible is something companies will have to do to combat this downed economy.

I look forward to working with you on these and many more issues in the next year. I have a passion for this industry and look forward to working hard to keep Wisconsin a leader in manufacturing.

I'd like to wish everyone and their families a Merry Christmas and Happy New Year, and hope to see a great turn out for the Post Holiday party.

Brett Reich
TDMAW President

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gregg@duwell.com

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aweiss@integritywireedm.com

TDMAW Leadership

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aweiss@integritywireedm.com

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262-253-4990
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(See Board Info)

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262-502-4100
ken@mahutatool.com

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262-781-2040
johnp@jppattern.com

Committee Chairs

Nominations Committee
John Puhl
(see Membership Committee Info)

Programs Committee
Currently seeking a Chairman.
Board will oversee the selection.

Promotions Committee
Lynn Mahuta
Mahuta Tool Corp.
262-502-4100
Lynn@mahutatool.com

Scholarship Committee
Steve Latus
Journymen Tool & Technologies, Inc.
414-228-8338
jrnymntool@aol.com

Wage & Benefit Survey Committee
Mary Wehrheim
Stanek Tool Corp.
262-786-0120
mwehrheim@stanektool.com

Winter Conference Committee
Lynn Mahuta
(See Promotions Committee)

SURGEONS OF STEEL

A monthly publication of the Tool, Die & Machining Association of Wisconsin (TDMAW). Article submissions, questions and suggestions welcome.

TDMAW

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Germantown, WI 53022
(262) 532-2440 Phone
(262) 532-2430 Fax
toolmaker@tdmaw.org
www.tdmaw.org

OUR MISSION STATEMENT

The Tool, Die and Machining Association in Wisconsin, chartered in 1937, was organized for the purpose of providing a forum for the independent tool & die and machine shop owners of Wisconsin to discuss mutual problems and for the exchange of ideas in business management and the technical aspects of the industry. We are also committed to educating the community, parents and students about our industry through scholarships, seminars, and the like, on the life long rewards of a career in the precision metalworking industry.

TDMAW
Post Holiday Dinner Party
Friday, January 9, 2009

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Dates: Mar. 26, Apr. 16, 30, May 14, 2009 Times: 8 a.m. - 3:30 p.m. (except last day 8:30 -11:30 a.m.)
Fee: \$1,375
All workshops will be held at the Richard T. Anderson Education Center, C-021, 800 Main St., Pewaukee, WI.
Call 262.695.6576, or email joswald@wctc.edu, to register for these courses.



Group Buying Partners

Directory & Benefits Summary

SERVICE	COMPANY / CONTACT	MEMBER DISCOUNT & REBATE INFORMATION
Computer set up & Software Support	Raad One Network Solutions, Inc. – Muskego Mark Eggert ~ (262) 679-7704	Members received 10% off hourly rates. All work is unconditionally guaranteed. Rebates TDMAW for member purchases.
Contract Machining / Special Die Set Mfg.	Gordon Cooper Mfg Co. – Horicon Michael Gerek *New Owner Phone: (920) 485-4660	Discounted rates to members; Rebates TDMAW for member purchases; Payment terms: 30 days; 0.75% discount for 10 days.
Cutting Tools	Midwest Cutting Tool, Inc. – Waukesha Web-site: www.midwestcuttingtools.com Ronald Abts ~ Phone: (262) 896-0883	Discounted rates to members (approx 15%). Rebates TDMAW for member purchases. Payment terms: 30 days
EDM Consumables	Concept Machine Tool Wisconsin (Formerly: Schweda Machine Tool Sales Inc.) Web-site: www.conceptmachine.com Rick Nowacki ~ Phone: (262) 646-4488	Members should ID themselves for 2% discount on some orders. Payment terms: 30 days; Additional 0.5% discount for payment in 10 days. Rebates TDMAW for member purchases.
EDM Services	K L H Industries, Inc. – Germantown Web-site: www.klhindustries.com Ken Heins ~ Phone: (262) 253-4990	Extremely competitive; priced job by job. Promised deliver dates are always met. Rebates TDMAW for member purchases. Payment terms: 45 days
Grinding – Blanchard & Surface	Winter's Grinding Service, Inc. – Menomonee Falls David Winter, Sr. ~ Phone: (262) 703-0008	Members received 7.5% off shop (labor) rate. Rebates TDMAW for member purchases .
Heat Treating	Therm-Tech of Waukesha, Inc. Mary (Beth) Springer ~ Phone: (262) 549-1878	Payment Terms: 45 days; Very Attractive Pricing & Rapid Turnaround. Rebates TDMAW for member purchases.
Insurance – P&C, Health & Workers Comp	Federated Insurance Web-site: www.federatedinsurance.com Contact TDMAW for the agent in your area. Phone: (262) 532-2440	Favorable rates. Rebates TDMAW for participation.
ISO 9000 Training / Consulting	Genesis I Technology, Ltd. – Wheeling, IL Web-site: www.genesistek.com Lee Waller ~ Phone: (847) 279-0977	Rebates TDMAW for member purchases .
Optical	Stein's Optical – All locations Web-site: www.ecca.com	For more information, call TDMAW at 262-532-2440 for an Enrollment Form or go to our web site: www.tdmaw.org.
Steel Distributor & Warehouses	Metal Express – Waukesha Web-site: www.metalexpress.net Spero Mallas ~ Phone: (262) 547-3606	Discounted pricing for members. Rebates TDMAW for member purchases - if 45 days.
Steel Suppliers	Alro Specialty Metals – Menomonee Falls Web-site: www.alro.com Inside Sales ~ Phone: (800) 365-4140	Payment terms: 1/2% 10 days; net 30. Rebates TDMAW for member purchases.
	Crucible Service Centers - Butler Web-Site: www.crucibleservice.com Shawn Gilleran ~ Phone: (262) 703-4000	See the latest edition of Tool Steel Prose in Hot Topics on www.tdmaw.org. Discounted member rates. Payment terms: 45 days; Rebates TDMAW for member purchases.
Supplies / Full Line	MSC/J&L Metalworking – Menomonee Falls Web-site: www.msclmetalworking.com David Roth ~ Phone: (262) 703-4000	Discounted member rates. Rebates TDMAW for member purchases.
Supplies / General	E.L. Simeth – Milwaukee Web-site: www.elsimeth.com Steve Simeth ~ (414) 771-9270	Competitive pricing. Members get 2% discount - 30 days; 1% discount - 45 days. Rebates go to TDMAW Scholarship Fund.

Members are urged to pay Partner invoices within terms.

~ Late pays are costing the TDMAW thousands of dollars each year as some partners disallow rebates for "late pays". Partners with payment terms are noted above. ~

For Members Only

FOR SALE:

(2) 5Vk Webb Mills with protrak controls \$8,500 each
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Cochrane 10HP Compressor \$1,900 o.b.o.
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Contact: Kate Rogers at Toolcraft Co., Inc., 262-250-7640.

NEW CAPABILITIES:

Cole Manufacturing Corp. has recently added laser cutting and robotic welding capabilities. The Mitsubishi laser has a 5 x 10 table and can cut up to 1" thick plate. The Robot can handle projects up to 84" in length.

Contact: Dave Cole, President 262-338-2371

FREE OFFICE FURNITURE

Mismatched pieces include two side chairs, one desk chair and side table with tempered glass top and white Greek column supports.

Contact: Becky Fisher, TDMAW 262-532-2440

Post your classified ad up to three months to promote new capabilities or to offer items/machinery for sale.

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Membership Candidate Vote at the February 3, 2009 Member Meeting

The following candidate has been pre-approved by the TDMAW Membership Committee:

D and H Industries

John Fischer, Steve Proell, Thorsten Wienss
510 S. Worthington
Oconomowoc, WI 53066
Phone: (262) 569-1960
Fax: (262) 569-1702

Years in Business: 1.5 Years

Size of Business: 50

Type of Business: Metal Stampings

Referred By: Steve Proell, Trace-A-Matic

If you have any comments or objections regarding this candidate before going to members-at-large for a vote, please advise John Puhl at 262-781-2040, or via email at johnp@jppattern.com.

Group Buying Partner New Address

Genesis I Technology, LTD.
D. Lee Waller, JD, President
100 Prairie Park Drive, Suite 412
Wheeling, IL 60090
Phone: 847-279-0977 or 800-319-0919
Fax: 847-279-0978
E-mail: lee@genesistek.com
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BotsIQ - WI ~ New Offices

BotsIQ Changes Management to Support Grant Writing & Instructor Training

As of January 1, 2009, management of the BotsIQ Wisconsin program will be transferred to the Sally Ride Academy. This is due in part to the BotsIQ program's continued growth and development as well as becoming a 501(c)3 charitable foundation. This new designation allows BotsIQ to seek out grants and other types of funding for the program.

BotsIQ was initially funded by the NTMA to introduce the field of skilled manufacturing to high school students. The local Wisconsin chapter was started by the WPMC in 2006. Since then the program has trained 45 teachers and held five competitions, involving more than 150 students, and at the same time has educated high school students about possible careers in the skilled manufacturing industry. The program has thrived under the management of the WPMC Board and administrative support by TEAM, Inc.

Accomplishments to date:

- Recruited volunteers and school mentors/sponsors.
- Re-created plans and built a BotsIQ arena.
- Paid for certification and training of two BotsIQ WI training instructors: Pat Yunke, MATC and Dan Neuman from Gateway Technical College, creating a cost effective way to locally train and certify instructors.
- Discovery World has partnered with BotsIQ to host competitions, an interactive year-round display and house the arena.

Now, poised and ready to evolve into its next phase of development, the program requires specialized leadership — the Sally Ride academy; to support grant writing and instructor training.

The Sally Ride Academy (SRA), the Brookfield-based arm of the Wisconsin Academy Staff Development Initiative, has been a fixture of professional development for teachers for nearly

two decades, begun as a way to help train teachers in the areas of science, math and technology. SRA is uniquely qualified to assist with the BotsIQ program through its grant writing ability, its expertise in working with teachers and schools, and its capacity to offer graduate credits to teachers.

Mike Retzer of Strohwig Industries is the BotsIQ Wisconsin's executive director.

Please direct any questions or correspondence to:

Stephanie Bernander
Sally Ride Academy
19601 W. Bluemound Road, Suite 200
Brookfield, WI 53045

Phone: 262-370-5451
Email: sracademy5451@sbcglobal.net
Web: www.wasdi.org/sallyr.html

*"There are no secrets to success: Don't waste your time looking for them. Success is the result of perfection, hard work, learning from failure, loyalty to those for whom you work, and persistence."
General Colin Powell, U.S. Army (retired)*

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New Urgent Care Services



Mandated Sick Leave

BizTimes Media LLC and Metropolitan Milwaukee Association of Commerce (MMAC) have launched an independent website dedicated to the Mandated Sick Leave ordinance in Milwaukee.

Most companies need to comply with this ordinance.

The website provides a central place for all media coverage related to the ordinance, advice for how to comply, an overview of what the ordinance means to local business, a place to sound off on the impact of this mandated benefit, and a way to support the legal effort to defeat it.

The ordinance passed on November 4, 2008 and is now law!

All companies in Milwaukee or with employees in Milwaukee should be investigating whether their current benefit plans comply, or what it will take to create a new benefit.

All companies must comply by February 10, 2009.

Visit the website to explore how to comply.

www.BizForGrowth.com

BizTimes Media LLC is proud to support MMAC's effort to challenge this law and encourage your support as well.

Sincerely,

Dan Meyer
BizTimes Media LLC
E-mail: info@biztimes.com
Phone: 414-277-8181
Website: www.biztimes.com



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Focus on Federated

Preventing Employment Related Liability Claims

Employment-related charges rose nine percent in 2007—the largest increase in over a decade. The best way to prevent these allegations is by implementing risk management practices to help avoid situations that may lead to employment-related liability claims. The following steps can help minimize your risk:

- Establish discrimination and harassment policy statements.
- Implement a consistent incident reporting system.
- Communicate expectations to employees.

Fairness Is Key

Research supports the theory that the most effective way to avoid misunderstandings between employees and management is to treat employees fairly and learn to communicate that fairness.

To help achieve fairness, keep these six guidelines in mind when dealing with employees:

1. Focus on job-related behavior and issues.
2. Be consistent.
3. Communicate and provide feedback.
4. Document.
5. Never make promises that you or your organization can't keep.
6. When in doubt, call in an employment expert.

This publication is intended to provide general recommendations regarding risk prevention. It is not intended to include all steps or processes necessary to adequately protect you, your business, or your customers. You should always consult your personal attorney and insurance professional for advice unique to you and your business. © Copyright 2008 Federated Mutual Insurance Company. All rights reserved.

For the Federated representative in your area, call the TDMAW office at 262-532-2440 or visit www.federatedinsurance.com.

Prevention Methods

Here are some effective prevention methods to combat the most common employment-related claims—discrimination, wrongful termination, and sexual harassment.

Discrimination	Wrongful Termination	Sexual Harassment
Treat all employees fairly and consistently.	Evaluate employees honestly.	Recognize sexual harassment as a risk.
Ensure everyone has a copy of company harassment policy.	Don't reward employees who perform poorly with merit raises/bonuses.	Know the laws, company policy, and procedures.
Ensure everyone understands the policy.	Follow personnel policies, procedures manual, and/or employee handbook.	Reinforce company policy and procedures periodically.
Ensure everyone understands how to register complaints.	Meet with employees privately to discuss performance issues.	Respond quickly and appropriately to complaints.
	Investigate allegations of wrongdoing thoroughly.	Stop behavior that could lead to a sexually charged environment.
	Document any potential termination issues.	Set a good example.
	Review decisions with Human Resources.	

Source: "Charge Statistics FY 1997 Through FY 2007," U.S. Equal Employment Opportunity Commission, <http://www.eeoc.gov/stats/charges.html>

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OSHA

OSHA Inspections

The Occupational Safety and Health Administration is committed to strong, fair and effective enforcement of safety and health requirements in the workplace. OSHA inspectors, called compliance safety and health officers, are experienced, well-trained industrial hygienists and safety professionals whose goal is to assure compliance with OSHA requirements and help employers and workers reduce on-the-job hazards and prevent injuries, illnesses and deaths in the workplace.

Inspection Priorities

OSHA cannot inspect all 7 million workplaces it covers each year. The agency seeks to focus its inspection resources on the most hazardous workplaces in the following order of priority:

1. Imminent danger situations—hazards that could cause death or serious physical harm—receive top priority. Compliance officers will ask employers to correct these hazards immediately—or remove endangered employees.
2. Fatalities and catastrophes—incidents that involve a death or the hospitalization of three or more employees—come next. Employers must report such catastrophes to OSHA within eight hours.
3. Complaints—allegations of hazards or violations also receive a high priority. Employees may request anonymity when they file complaints.
4. Referrals of hazard information from other federal, state or local agencies, individuals, organizations or the media receive consideration for inspection.
5. Follow-ups—checks for abatement of violations cited during previous inspections—are also conducted by the agency in certain circumstances.
6. Planned or programmed investigations—inspections aimed at specific high-hazard industries or individual workplaces that have experienced high rates of injuries and illnesses—also receive priority.

Normally, OSHA conducts inspections without advance notice. Employers have the right to require compliance officers to obtain an inspection warrant before entering the worksite.

Phone/Fax Investigations

OSHA carefully prioritizes all complaints it receives based on their severity. For lower-priority hazards, with permission of a complainant, OSHA may telephone the employer to describe safety and health concerns, following up with a fax providing details on alleged safety and health hazards. The employer must respond in writing within five working days, identifying any problems found and noting corrective actions taken or planned. If the response is adequate and the complainant satisfied with the response, OSHA generally will not conduct an on-site inspection.

Onsite Inspections

Preparation—Before conducting an inspection, OSHA compliance officers research the inspection history of a worksite using various data sources, review the operations and processes in use and the standards most likely to apply. They gather appropriate

personal protective equipment and testing instruments to measure potential hazards.

Presentation of credentials—The onsite inspection begins with the presentation of the compliance officer's credentials, which include both a photograph and a serial number.

Opening Conference—The compliance officer will explain why OSHA selected the workplace for inspection and describe the scope of the inspection, walkaround procedures, employee representation and employee interviews. The employer then selects a representative to accompany the compliance officer during the inspection. An authorized representative of the employees, if any, also has the right

to go along. In any case, the compliance officer will consult privately with a reasonable number of employees during the inspection

Walkaround—Following the opening conference, the compliance officer and the representatives will walk through the portions of the workplace covered by the inspection, inspecting for hazards that could lead to employee injury or illness. The compliance officer will also review worksite injury and illness records and posting of the official OSHA poster.

During the walkaround, compliance officers may point out some apparent violations that can be corrected immediately. While the law requires that these hazards must still be cited, prompt correction

is a sign of good faith on the part of the employer. Compliance officers try to minimize work interruptions during the inspection and will keep confidential any trade secrets they observe.

Closing Conference—After the walkaround, the compliance officer holds a closing conference with the employer and the employee representatives to discuss the findings. The compliance officer discusses possible courses of action an employer may take following an inspection, which could include an informal conference with OSHA or contesting citations and proposed penalties. The compliance officer also discusses consultation and employee rights.

For the rest of the article and for information on OSHA see Hot Topics on the TDMAW website: www.tdmaw.org

Bell-Well Sales Co.
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Dick Schoenecker
President

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MacBook Pro Trackpad

Welcome to Computer Bits, a series of articles on computers and network information. In this month's article I'll share some of my thoughts on my new MacBook Pro notebook.

I've had my MacBook Pro notebook for just over five weeks now and I'm getting accustomed to it. As far as a notebook computer goes, it's a great little machine! It did take me a little while to get use to the special Mac keys and the new trackpad, which is really neat once you know how to use it. My first experience and problem with the trackpad occurred as I was trying to set up the notebook for the first time. The little book that came with the notebook said I could tap anywhere on the trackpad and that would be like clicking with a mouse. Well, let me tell you, I tapped all over the trackpad and I couldn't get it to click. So I had to resort to using keyboard commands to get the notebook setup. Once it was setup I was able to use the help system that Apple provides and I found that the trackpad is a mechanical device, that's here, if you push down on the trackpad it depresses and click! Apple has graciously added in the mouse preferences settings that allow you to just tap on the trackpad for clicking, but it's not the default setting.


As far as using the MacBook Pro, I have it networked with my PCs and I can share files. And since I purchased a copy of Office 2008 for Mac, I can edit Office files on both my Mac and my PCs. The new Intel-based Macs (those made since 2006) can be set to dual boot so that you can install Windows and use Windows only programs on the Mac. While this is a good thing, there are a few drawbacks. One is that you have to reboot the computer when you want to switch between the Mac OS and Windows. Another is that the two operating systems can't see the other partition. So you need to have an external device if you wanted to share files between the two operating systems. Of course, you'll need to buy the Windows OS that you're going to install and you'll need to have anti-virus protection too. There is software available that allows you to run Windows as a virtual machine within the Mac OS, but you take a big performance hit on operating systems.

One last thing to note: on December 1st, 2008, Apple released a statement suggesting that owners of Macs install multiple anti-virus applications to keep their computers safe. This is a complete turnaround for them and something they really hit Microsoft on.

So if anyone would like a demo of Macs or wish to discuss them further, please contact me.

If you have a computer or network question you'd like answered and you think others would like to know the answer too, please forward them to me. My email address is meggert@wi.rr.com, my phone number is 262-679-7704 and my fax number is 262-679-7664.






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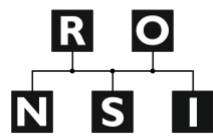
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Meeting minutes for the TDMAW annual member meeting on December 2, 2008. 33 representatives from 25 member companies were present and one retired member. President, Al Weiss, welcomed all.

Group Buying Committee Chairman, Ken Mahuta reported that year-to-date rebates are expected to exceed budget.

Membership Committee: Mary Wehrheim reported there is a new member prospect, D and H Industries in Oconomowoc. To comply with our approval process, members will receive details on this candidate in the next two Surgeons of Steel newsletters; voting will take place at the February meeting.

Mary asked for a motion to approve Ram Tool, Inc. The motion was seconded, no discussion. Ram Tool was unanimously approved for membership.

Post Holiday Party: Chairman, Brett Reich, advised that invitations will be mailed this week for the Friday, January 9th event. We're all set to go back to North Hills Country Club; Lucille's Dueling Pianos will provide entertainment.

NEW BUSINESS: Future BotsIQ Wisconsin funding. Al asked for input and direction regarding continued financial support. TDMAW members have been generally committed to BotsIQ WI's success. However, cash reserves have been reduced to less than 50% of TDMAW annual operating expenses.

To date, TDMAW has donated \$60,000; \$20,000 of that amount was approved in the 2008 budget, but has not yet been distributed. BotsIQ WI now needs those funds, and more, to sustain itself and invest in its growth; they project \$73,000 in 2009 expenses.

Al advised that BotsIQ Wisconsin recently received a 501c3 charitable status. Effective January 1, 2009, the Board has agreed to work with the Sally Ride Academy to manage operations. Sally Ride is a non-profit organization with experience in grant writing and school presentations.

BotsIQ WI has been primarily volunteer-driven since its founding in 2006. TEAM, Inc. (also the TDMAW association management firm) has assisted volunteers with competition management and program growth. 60% of 2008 expenses were for TEAM, Inc. The remaining 40% was spent on training instructors and out-of-pocket expenses. The Sally Ride Academy will replace TEAM, Inc.

Following open discussion, Jim Persik called for a motion to donate an additional \$20,000 to BotsIQ WI. The motion was seconded and Al called for a vote. The motion was unanimously approved with four votes in opposition.

2009 Board of Directors election: Doug Brockelman, Chairman of the Board and Nominations Chair, introduced the proposed 2009 Slate of Officers. He asked for any nominations from the floor. No additional candidates were nominated, so those on the proposed slate left the room for the members to vote. All were unanimously approved. The officers determined board positions amongst themselves:

- Chairman of the Board- Al Weiss, Integrity Wire EDM
- President- Brett Reich, Reich Tool & Design
- Vice President- Greg Grambow, Du-Well Grinding

- Treasurer- Kathy Rogers, Toolcraft Corp.
- Secretary- Mike Mallwitz, Busch Precision

Al recognized and thanked all committee chairs and 2008 Board members with a 2008 silver dollar to each. Brett thanked Al for his service and presented him with a President's plaque.

Annual meeting drawings: Jerry Heckel, Heckel Tool won two Packer tickets; Lynn Mahuta won two Bucks tickets to any home game.





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