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Winter 2015

Voice of the Canadian Tooling & Machining Association



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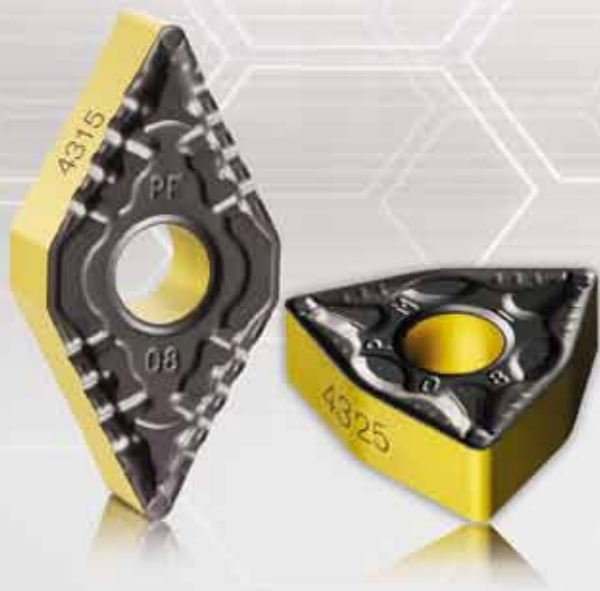


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140 McGovern Drive, Unit 3
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Tel: (519) 653-7265
Fax: (519) 653-6764
info@ctma.com
www.ctma.com

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President & CEO
Jack Andress

Publishers
Peter Schulz
Jessica Potter

Editor-in-Chief
Shannon Savory
ssavory@matrixgroupinc.net

Editors
Alexandra Walld
awalld@matrixgroupinc.net
Meg Crane
Danelle Cloutier

Finance/Administration
Shoshana Weinberg, Pat Andress, Nathan Redekop, Lloyd Weinberg, Joe Strazzullo
accounting@matrixgroupinc.net

Director of Marketing & Circulation
Shoshana Weinberg

Sales Manager - Winnipeg
Neil Gottfred

Sales Manager - Hamilton
Jeff Cash

Sales Team Leader
Rob Allan

Matrix Group Publishing Inc.
Account Executives
Alex Incretolli, Ansuta Louisy, Bartu Yontem,

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Advertising Design
James Robinson

Layout & Design
Kayti Taylor

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CTMA Elects New President

THE CANADIAN TOOLING & MACHINING Association (CTMA) is pleased to announce that its members recently elected Ted Callighen of Schmolz+Bickenbach Canada Inc. as its president for the next two years.

Callighen boasts over 35 years of experience in the Canadian tooling industry, spending most of his career with ThyssenKrupp and Schmolz+Bickenbach Canada (tooling materials division). Callighen has held a variety of sales positions over his career, including Ontario regional manager and his present position as director of sales for Schmolz+Bickenbach Canada.

At the association's annual general meeting on September 24, 2014, he became president of the Canadian Tooling & Machining Association (CTMA.), a not-for-profit trade association

representing the Canadian Tool, Die, Mould and Machining industries; He is also a past-president of the Canadian Association of MoldMakers (CAMM), located in Windsor, ON.

When Callighen is not travelling or visiting clients, he spends time playing Senior Oldtimers Hockey and golf. He currently resides in Caledon, ON with his wife Theresa. He has four daughters and three grandsons.

Callighen's expertise and knowledge of the industry and his experience with not-for-profit trade associations will be great assets to the CTMA and its members.

Please join us in welcoming Ted to his new position. He can be contacted at ted.callighen@schmolz-bickenbach or tcallighen@ctma.com. ■■

President's Message



Ted Callighen, CTMA President.

THE CTMA HAS BEEN WORKING hard to provide a voice to address specific issues affecting the Canadian tooling industry. Our mandate, to be an effective, broad-based, respected organization representing the Canadian tooling and machining industry, nationally and internationally, has not changed since its inception in 1963.

At the association's annual general meeting in September 2014, the members elected a new board of directors that is made up of executives who are leaders in the industry. They bring with them many years of knowledge and experience in our industry. I look forward to the next two years working with our new executive director, Robert Cattle, and our new board.

We have many projects and committees on the go this year and I must say the future looks very good. Training programs, like the Introductory Trades Training Program (ITT), are helping to get young people onto the shop floors of our members' companies in an effort to close the skilled trades gap. We are also preparing a business plan and doing our due diligence for a CTMA Training & Development Center and will report soon on this new initiative.

Our membership is strong with 140 manufacturing members and 21 associate members. For those of you that may not know, the CTMA is a member of the International Special Tooling and Machining Association (ISTMA) and the Canadian Manufacturing Coalition (CMC). An international presence is provided by ISTMA for the CTMA and its members, as well as knowledge and expertise on tooling practices around the world. Through the CMC, our industry benefits from a strong, united voice when lobbying provincial and federal governments on issues affecting all manufacturing in Canada.

Moving forward into 2015, and based on current business conditions, I wish you the best for a healthy and busy 2015. ■■

Ted Callighen
CTMA President

We have many projects and committees on the go this year and I must say the future looks very good.

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Support Continues for the Introductory Trades

By Robert Cattle, CTMA Executive Director

Well, it looks like we are on to something here! The CTMA's Introductory Trades Training Program (ITT) has been a big hit in Ontario's Windsor/Essex region, so much so, that the association will continue the program with three more intakes of 25 youth each! That's an additional 75 jobs to be created; 75 new careers to be started.

"It's been a life-changing experience for me," says David Rodriguez, of Glider Guard Tool & Die Inc. "I went from feeling lost and without a path to having something to work for—a future to build."

"It has given me more hope for my future, more self-esteem and a better quality of life," exclaims Jacob Churchill of H. Beck Machinery Ltd. "I would definitely recommend this program to my friends and family. In fact, I already have," Jacob adds.

The genesis for this program started in 2013, when we asked member companies, "How many of you would be able to train students who have no prior experience on your shop floor if you could receive financial help for doing so?"

The response to our inquiry was overwhelmingly positive, so it seemed like it was time to try something different. Our office has been told time and time again by member companies that the training practices currently in place at high schools and colleges are not serving our industry well; so, it was time to come up with a plan.

Employers began signing up immediately and with help from our partners, New Beginnings and the Employment Assessment

Centre, we began outreach initiatives throughout Windsor/Essex to find suitable youth to train. We were looking for youth, (aged 18 to 29, per ministry guidelines), who had an interest in working in our industry.

Do you like making things? Are you good with details? Are you good with math? Do you like seeing how things work? These were some of the preliminary questions we asked to determine whether they had the right attitude and aptitude for a career in the machine, tool, die and mould industry. We then put them through a rigorous screening and evaluation process at the Valiant Training & Development Centre; those who passed were sent out for interviews with the participating companies.

The selected youth then went back to the training centre and received four weeks of intense training, (40 hours per week), learning safety, WHMIS, blueprint reading, measurement and other skills they would need when they started the shop-floor training phase with their new employers.

I have had the privilege of meeting these young participants and monitoring their progress through the first 16 weeks of this 32-week program, and I must say I am quite impressed. When I asked Jordan Edwards of Glider Guard Tool & Die Inc. if he was always interested in a career within this field, his response was, "YES! This program has given me a chance to find a growing career that I would not have had the opportunity to do otherwise."

I am quite amazed at how quickly the majority of these youth have taken to their new careers and are often asked by their trainers, "do you have any more youth?" The CTMA is pleased to announce that this program will be providing 75 additional opportunities with three more intakes of 25 youth beginning April, June and October of 2015.



David Rodriguez, Glider Guard Tool & Die Inc.



Jacob Churchill, H. Beck Machinery Ltd.

Training Program

As this article comes to print, the CTMA will be actively looking for companies and youth participants who want to get involved in this proven program. Participating companies receive \$8,000 to help offset the training costs of a new employee. Following feedback from the employers currently in the program, the youth will receive six weeks of in-class training at the Valiant Training & Development Centre prior to starting their shop floor training.

Employers that have been involved with the program see it as the first steps toward a solution to the skilled trades shortage.

"The apprentice program as it currently exists no longer works for our industry," says Brenn Cox, engineering manager at Glider Guard Tool & Die Inc. "We have a serious shortage of skilled workers and nowhere to find them, so this program and other CTMA initiatives are the first steps to solving this problem. Our new employees are eager to work, show up every day, work hard and will succeed in our industry. This program has done a fantastic job at vetting these participants."

Markus Lewandowski, general manager at H. Beck Machinery Ltd., sees the value of the program.

"We're really pleased with Jacob's progress so far," he says. "After only a short time, he is already becoming a contributing member of our workforce, applying the skills he has learned so far in pre-setting tools and running a few of our machines. He's a quick learner, and he's ambitious and detail-oriented. We really hope this training program helps encourage more bright, young individuals like him to enter the trade."

Richard Janik, vice-president of operations at J&C Tool & Die Ltd., also sees merit in the training provided by the program.

"The CTMA Introductory Trades Training Program has provided to us a work-ready employee, whom we can develop full-time with skills and processes that are both needed within today's tool & die industry and are specific to our business," says Janik. "With the responsibility and dedication exhibited by our candidate, I would highly recommend this program to any employer in the tool, die & mould industry that is aiming to build the next generation of their team at the shop floor level."

For more information, please contact the CTMA office or Robert Cattle at rcattle@ctma.com or 416-301-6224. ■■

TESTIMONIALS FROM INTRODUCTORY TRADES TRAINING PROGRAM PARTICIPANTS



John Paul Brousseau.

"I was always interested in this field, but it is difficult to get into. No matter where I applied, every company was looking for experienced applicants or someone with an educational background. Unfortunately, I did not have either.

"This has been life-changing for me. I never thought that I could have a career in this industry, but this program helped me get started."

**—John Paul Brousseau,
Crest Mold Technology Inc.**



Aaron Ouellette.

"I always wanted to be employed as a mechanical designer. This CTMA program has provided me with shop floor skills to augment my mechanical design knowledge, so I can enter a mechanical design position with a practical manufacturing background. It has allowed me to connect what happens on the shop floor with the processes that are necessary to get things prepared for CNC machining."

**—Aaron Ouellette,
J & C Tool & Die Ltd.**



Spencer Clemerson.

"This program has really done a lot for me. It has given me building blocks—the base that I really needed to get my life on track. I can't say enough about the program; it has really changed my life!"

**—Spencer Clemerson,
Glider Guard Tool & Die Inc.**



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Growing Through Grants & Incentives

A focus on growth and innovation is an important part of any business. This feature, written by Deloitte LLP, will provide details on some of the key grants and incentives available to the tooling sector.

By Jelle Donga & Christy MacDonald

Recently, funding in Canada for innovation has begun to shift from indirect funding (such as tax incentives) to direct funding (such as grants and subsidies). In the 2012 federal budget, the government made significant changes to the scientific research and experimental development (SR&ED) program, reducing the amount of available funding and investing more into direct funding programs.

As a result, there are many government funding options available to the tool and die sector to support activities such as innovation, new business expansion, accessing new markets and job creation or training. This article outlines some of the key grants and incentives available for the tooling sector.

INNOVATION

SR&ED Tax Incentives

The best known government incentive for research and development, accessed by most in the tooling sector, continues to be the SR&ED tax incentive. The SR&ED program provides a tax credit of 15 per cent for eligible SR&ED expenditures (up to 35 per cent for qualifying small Canadian controlled private corporations). As well, the provincial governments provide additional incentives which vary by province. The tax incentive requires evidence of search for, or creation of, new knowledge in science or technology.

Industrial Research Assistance Program (IRAP)

Financial assistance is provided by IRAP to small and medium-sized enterprises (SMEs) with 500 or fewer full-time equivalent employees for innovation. It provides

discretionary grants ranging from \$50,000 up to \$1 million. The funding is for development and commercialization of innovative, technology-driven or improved products, services or processes in Canada. The SMEs must work closely with an IRAP industrial technology advisor.

BUSINESS GROWTH AND PRODUCTIVITY FUNDING

Southwestern Ontario Development Fund (SWODF)

The SWODF provides a discretionary grant up to 15 per cent of expenditures to a maximum of \$1.5 million for projects that improve productivity, enhance or increase competitive position and create at least 10 jobs. Repayable contributions up to \$5 million may be available depending on the project type. This funding is available to companies in 17 different

geographic locations in Ontario and six industry sectors, including advanced manufacturing, life sciences, processing, information and communication technology, tourism and cultural.

FedDev Ontario: Investing in Business Growth and Productivity (IBGP)

The IBGP provides discretionary repayable funds up to 25 per cent of expenditures for SMEs with 15 to 1,000 employees. The maximum funding available is \$20 million and repayments of the interest-free loans start one year after the end of the project. Eligible projects include those that assist established businesses with market diversification and expanding facilities, and increase capacity to participate in global markets through market diversification and integration in global value chains. Eligible activities include adapting/adopting new technologies, processes



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and related skills development; business opportunity development, growth and integration in global value chains; facilities improvement or expansion; market development and expansion; and/or business expansion to support greater economic diversification.

EXPANDING TO NEW MARKETS

Export Market Access (EMA)

Financial assistance of 50 per cent of expenditures up to a grant of \$35,000 is provided jointly by the Government of Ontario and the Ontario Chamber of Commerce, to SMEs to increase access to global markets. Specifically, the fund supports activities in four areas:

- Direct contacts;
- Marketing tools;
- Market research; and
- Foreign bidding projects.

To qualify, companies must have revenues of \$500,000.

Ontario Exporters Fund (OEF)

The OEF provides financial assistance to SMEs to expand export capacity and expand access to global markets.

The fund is a discretionary grant of 50 per cent of export manager salary costs up to \$80,000. To qualify, the SME must have current export sales of 10 to 50 per cent of sales.

JOB CREATION

Apprenticeship Training Tax Credit (ATTC)

The ATTC is a refundable tax credit for employers who hire and train apprentices, which is already accessed by most companies with apprentices in the tooling sector. The tax credit is 35 to 45 per cent, depending on the total claim of salaries/wages and is capped at \$10,000 per year for four years maximum. The tax credit is administered by the Canada Revenue Agency on behalf of Ontario through the federal tax system.

Canada-Ontario Job Grant

With the Job Grant, employers may receive financial assistance for training up to \$40,000 per participant. The focus is to support employer-led training to create new jobs or support job advancement. Employers must identify

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skill gaps and commit to having the job available at the end of the training.

Training must be provided by one of the selected organizations and be no longer than one year. Each training project must be submitted on a separate application, but there is no limit to the number of participants. Eligible participants can be current employees or new potential hires, but they must not be receiving Employment Insurance. Evaluation criteria are based on the impact the training will have with respect to unemployment, job creation, job quality and advancement.

OTHER FUNDING

Yves Landry AIME Global Initiative (AIME)

The AIME program provides a discretionary grant up to 50 per cent of eligible project costs to a maximum of \$50,000. The funding is available for southern Ontario manufacturers with 15 to 1,500 employees. Eligible projects include training to support the adaptation of new technology, new processes or procedures; to support expanding into new domestic or international markets; or to support and develop highly skilled personnel in any area that leads to innovation and supports the company to be more competitive in the global marketplace.

CME Smart

The CME Smart program is available for SME manufacturers in Southern Ontario with between 15 to 1,000 employees in southern Ontario who are looking to invest in advanced technology assessments and projects. The program, which was just re-funded in November 2014, is built around two components—an assessment component and project funding component. The assessment component will further help companies assess the current state of operations and understand the barriers they face in the global competitive market by working with a qualified expert and tools available through the assessment program to develop a vision and strategy. The assessment component will cover 50 per cent of the costs up to \$15,000 per assessment.

Through the project funding component, companies will receive a

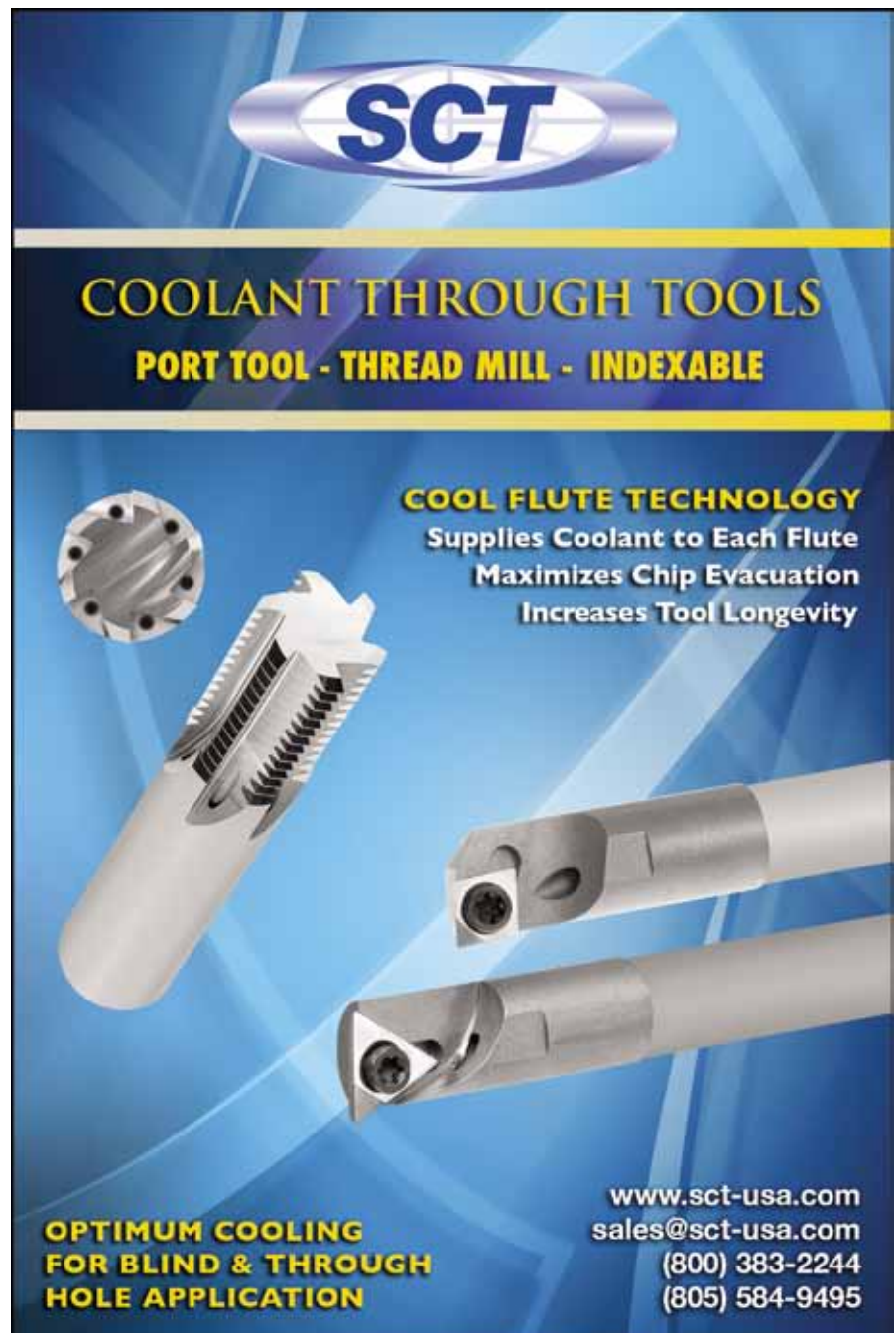
contribution of 35 per cent of eligible costs up to a maximum of \$100,000. The program is open to export or export ready manufacturers. Eligible projects must focus on improving productivity through adapting or adopting advanced technologies. Projects must clearly articulate how the project will adapt or adopt advanced technologies.

MEET YOUR GROWTH PLANS

In summary, there is a wide variety of funding available to meet your business initiatives and growth plans. While

the list above is not comprehensive in describing all the direct funding available or the detailed eligibility requirements, it does provide an overview of those most commonly accessed in the tooling sector.

To better understand which grants best suit your projects and ensure that you have the maximum funding available, please reach out to someone, such as Deloitte's Government Grants and Incentives Specialists or your local business advisors at the Ministry of Economic Development, Employment and Infrastructure. ■■



The advertisement features a blue background with a yellow horizontal band. At the top is the SCT logo in a blue oval. Below it, the text "COOLANT THROUGH TOOLS" is written in large yellow letters, followed by "PORT TOOL - THREAD MILL - INDEXABLE" in smaller yellow letters. The central image shows three different types of metal cutting tools: a circular end mill, a long thread mill, and a long indexable tool. To the right of the tools, the text "COOL FLUTE TECHNOLOGY" is written in yellow, followed by "Supplies Coolant to Each Flute", "Maximizes Chip Evacuation", and "Increases Tool Longevity" in white. At the bottom left, the text "OPTIMUM COOLING FOR BLIND & THROUGH HOLE APPLICATION" is written in yellow. At the bottom right, the website "www.sct-usa.com", email "sales@sct-usa.com", and phone numbers "(800) 383-2244" and "(805) 584-9495" are listed in white.

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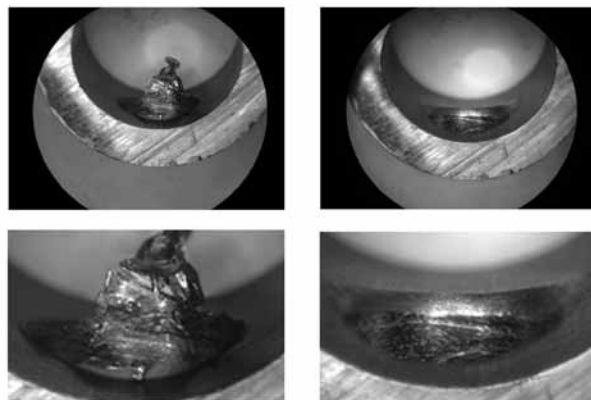
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Manufacturing the Future

By Drew Kozub

Keeping pace with today's manufacturing production demands is not always easy. With small-lot production requests with uncompromising precision, or working around part cycle times for large-volume orders, production shops are relying more

and more on technology to help improve productivity and monitor machine use and efficiency.

Mazak Corporation designs and manufactures productivity-improving machining and automation solutions, and in the last quarter of 2014, the company announced several new manufacturing technologies and concepts that could set a precedent for the future of tooling and machining.

In October 2014, Mazak Corporation introduced a new machine that combines both additive and subtractive part processing methods. The INTEGREX i-400 AM Hybrid Multi-Tasking Machine (INTEGREX i-400 AM) reduces part cycle times by allowing operators to do more with one machine. Using Done-In-One® processing, the INTEGREX i-400 AM applies molten metal powder layer by layer with its cladding heads to create the desired product and/or part features, which are then finish machined using conventional subtractive methods. The laser cladding heads on the machine are selectable based on the scope of the project (high-precision or high-speed) or the type of metal powder to be used, and they are loaded and changed from within the machine based on the operator's task and the materials being used for manufacturing.

Because of the versatility of the machine's cladding heads and its ability to work with many kinds of metal, the INTEGREX i-400 AM can help manufacturers working on projects that would otherwise be too time-consuming to be profitable. Small-lot production is easily completed through the INTEGREX i-400 AM for clients in the aerospace, energy, and medical industries who are looking for extremely precise manufacturing but do not need a large volume produced. Round, contoured, or prismatic parts can be produced without concern through the INTEGREX i-400 AM's 5-axis machining capabilities, providing -30/+210 degree B-Axis movement in its milling spindle, and full C-Axis contouring with its turning spindle, paired with a fully programmable NC tailstock.



Using Done-In-One® processing, the INTEGREX i-400 AM applies molten metal powder layer by layer with its cladding heads to create the desired product and/or part features.

Mazak is not limiting its development of new technology to just machine tools. The company is well on its way to completing connectivity within its facility in Florence, KY, allowing for unprecedented monitoring capabilities to understand the efficiency of its manufacturing equipment. The Mazak iSMART Factory concept could represent the factory of the future.

The concept, introduced in November 2014, will eventually be implemented in all 10 of parent company, Yamazaki Mazak's, worldwide factories, beginning with its Japan headquarters, then the factory in Florence.

iSMART factories will share data between all manufacturing cells and machines, keeping track of everything from part cycle times, to maintenance schedules, to ensure equipment is working at its ultimate efficiency.

Brian Papke, president of Mazak Corporation, says this is the start of something important for the tooling and machining industry.

"For Mazak, iSMART Factory is a vision; the complete digital integration of the factory with state-of-the-art manufacturing equipment, automation and advanced manufacturing practices," says Papke. "The name establishes a philosophy—a credo, of sorts—for Mazak, that is unique to our operations but symbolizes our commitment toward the ultimate smart factory."

The purpose of the new concept will be to help optimize production flow, reduce throughput times, allow for more efficient part machining, and eliminate non-value adding operations. Machines with a variety of purposes will serve as the body of the iSMART factory and MTConnect will serve as the brain. MTConnect is an open communications protocol, an advanced software system that can monitor each piece of

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equipment, factory-wide, and something Brian Papke says will benefit Mazak's customers.

"MTConnect's value to our customers is in the ability for them to establish extensive and open channels of communication for plug-and-play interconnectivity between devices," says Papke. "MTConnect allows software to be universally applied between different types of machine models, so information is readily available for improving machine tool utilization."

Supervisors and technicians can monitor live, real-time data reports about how equipment is working. Initially, this will be used to monitor machine efficiency, but eventually, it will help with everything from scheduling staff to planning maintenance schedules.

MTConnect has been in operation in the Florence, KY facility since late 2013, and Mazak immediately saw success with the new system. Fifteen machines were initially equipped with MTConnect, and by uncovering inefficiencies with how these machines were used, uptime was increased by 6.7 per cent. Since then, overall use for the monitored machines increased by 17 per cent.

From individual machines allowing operators to do more work in fewer steps, to factory-wide integration allowing unprecedented information for decision making, Mazak is introducing systems that could be a glimpse at the future of the machine shop. From cutting-edge technology, to improved accountability, Mazak is finding ways to integrate time-tested processing and methods with advanced, new equipment to work seamlessly in the manufacturing world. ■

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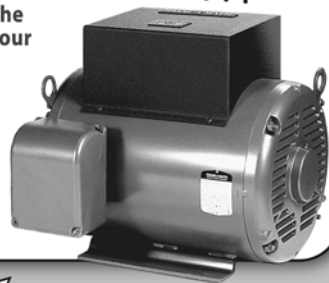
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FEATURE

It's All About the Strategy:

IMTS 2014 & ISTMA Strategic Planning Session Report

By Robert Cattle, CTMA Executive Director

Les Payne and I headed west to the Windy City of Chicago last September to attend the 2014 IMTS show and participate in a strategic planning session for the International Special Tooling & Machining Association (ISTMA). Below are my reports.

IMTS: EYE-OPENING

This show is quite an eye-opening experience for someone who has not attended it before!

The sheer size of the company displays within the massive halls is truly impressive and every hall was filled with over 1,900 exhibitor booths ranging from the latest five-axis machining centres to small work holding devices. The attendance numbers at the 2014 show set new records with over 130,000 people from 112 countries attending.

With the current revival of manufacturing to North America, there was quite a buzz in the air for this week-long show. Of course a lot of media attention was attracted by the tremendous growth of additive manufacturing and the consumer's appetite to learn more about the latest developments in this area. One of the marketing directives was to build a running car, made entirely of printed components throughout the week of the show and drive it off the display on Saturday!

It was encouraging to see a lot of young people attending the show and see the interest they have in today's latest technologies. All in all, it was a great show and it was very interesting to attend...though very tough on the feet. But I'm sure they will be ready for the next one in 2016!

ISTMA STRATEGIC PLANNING SESSION

Dave Tilstone, current president of both the National Tooling & Machining Association (NTMA) in the United States and the



ISTMA members at IMTS 2014.



Middle and bottom photos: Attendees observe the assembly of an electric car constructed of 3-D printed components at IMTS 2014.

International Special Tooling and Machining Association (ISTMA) called this meeting to discuss the future of ISTMA and how it is perceived by industry associations worldwide.

The CTMA has been a long-standing member of ISTMA and we believe that this membership has allowed our member companies to expand their reach into the global marketplace over the last 20 years. The question being asked is, "How relevant is this membership in 2014 when internet technologies allow instant communication not only between companies, but continents?"

This was just one of the topics that were discussed during the two-day strategic planning session hosted by consultant

Dan Bagley. Other topics included marketing the benefits of belonging to an association with a worldwide outreach to other associations/countries who are not yet members.

It was agreed to reunite the three separate regional groups (Europe, Asia and the Americas) into one united worldwide group which would then focus on communicating the successes and problems that all of the member countries face.

Invitations will be extended to a number of member and non-member associations/countries to participate in the next stage of

development in Tallinn, Estonia and other future meetings as the process moves forward.

It was announced that the 15th World Conference of ISTMA will be held in Joinville, Brazil in March 2017, hosted by the Associação Brasileira da Indústria de Ferramentais (ABINFER), Brazil's member association in ISTMA. Christian Dihlmann, president of ABINFER, is excited to host the conference and invites the member companies of all associations to attend. Mark your calendar now! ■■

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Manufacturing Day at Queen's Park

By Robert Cattle, CTMA Executive Director

On December 2, 2014, CTMA government relations committee chair Horst Schmidt and I participated in the first annual Manufacturing Day at Queen's Park in Toronto, ON. As many are aware, the CTMA is a proud partner within the Canadian Manufacturing Coalition (CMC), which is comprised of roughly 50 national industry associations who are united by the common vision of a world class manufacturing sector in Canada.

The purpose of this day was focused on raising the profile and importance of manufacturing in Ontario with politicians and political staff, and how government and industry can work together on specific issues to drive investment and grow the sector.

Some quick statistics include:

- Ontario manufacturers sold \$271 billion in goods in 2013.
- Manufactured goods make up to 81 per cent of Ontario's total exports.
- Ontario is the largest manufacturing province, accounting for 47 per cent of Canadian manufacturing activity.
- Manufacturing employs 777,300 Ontarians and pays \$42.4 billion in wages and salaries.

I was fortunate to be partnered with Carol Hochu, president of the Canadian Plastics Industry Association (CPIA). Carol and I spent the day visiting several MPPs and we were

also fortunate to view Question Period from the members' guest box. Carol and I made quite a formidable team as we brought up issues that were important to the members of both of our associations, such as:

- High energy prices that drive up costs and make it difficult to compete and develop new markets.
- Competition from certain American states that are constantly "wooing" Canadian companies to re-locate their businesses with tax free incentives, free moving costs, etc.
- Costly border delays, uncertainty and United States protectionism in procurement markets which deter companies from investing in Ontario.
- Lack of funding in training initiatives that are needed by industry to close the skilled trades gap.

Throughout the day, Carol and I held 30 to 40 minute meetings with the following Ontario MPPs: Ernie Hardeman, Oxford County; Randy Hillier, Lanark-Frontenac-Lennox and Addington; Lisa Gretzky, Windsor West; and Randy Pettapiece, Perth-Wellington.

We were also able to have a short discussion with the Hon. Brad Duguid, Minister of Economic Development Employment and Infrastructure. I asked him for a meeting to discuss the CTMA's training programs.

A two-hour reception was hosted by the Canadian Manufacturers & Exporters (CME) during which I had the chance to speak with Premier Kathleen Wynne. I gave her a brief update on how the two training initiatives, that have been funded through the Youth Skills Connection-Industry Stream program, are working. ■■



Carol Hochu, president of the CPIA, with MPP of Oxford, ON, Ernie Hardeman, and CTMA's executive director, Robert Cattle.



Randy Pettapiece, MPP of Perth-Wellington, ON.



Lisa Gretzky, MPP of Windsor-West, ON.



Randy Hillier, MPP of Lanark-Frontenac-Lennox and Addington, ON.

FEATURE

The Results Are In: CTMA's 2014 Wage & Business Survey

The results of the CTMA's 2014 Wage & Business Survey are in. This annual survey collects information on wages, benefits, business statistics and benchmarking information for the machine, tool, die and mould industry. It is acknowledged as a valuable instrument within the industry.

We would like to thank the 72 member companies (67 CTMA and 5 CAMM), representing 5,135 employees, for their participation in the survey.

OBSERVATIONS AND HIGHLIGHTS

- Seventy-five per cent of member companies reported that they purchase equipment/services or source work from other association members—a three per cent increase over last year.
- The number of tradespersons, by age, was divided into four age categories last year. In 2014, reporting companies indicated that 10 per cent were under 25, 32 per cent were aged 23 to 39, 40 per cent are aged 40 to 54, and 18 per cent are over 54.
- The number of companies employing apprentices is up by 10 per cent this year, from 59 per cent in 2013 to 69 per cent in 2014. It is hoped that this will help with the skilled-trades shortage and the number of skilled workers (aged 54 and over) who are approaching retirement.
- As companies re-evaluate their employee benefit plans, some are providing an Annual Spending Account (ASA) in place of a conventional benefit/insurance package. This new trend is being tracked by the survey. In 2014, 16 companies reported that they provide an ASA that averages \$979.67 per year for single employees and \$2,876.19 per year for employees with families.
- The average cost of all benefits and special compensation, both legislated and voluntary, was reported as averaging 33.9 per cent of paid wages in 2014. This means that if a company pays an hourly rate of \$20 per hour, the cost to the company is actually \$26.78/hour when benefits and special compensations are factored in (such as CPP, EI, WSIB, vacation and statutory holiday pay; health plans, life/disability insurance, pension contributions, etc.).
- Seventy-one per cent of responding companies conduct formal performance appraisals or merit rating programs for their hourly employees on an annual basis.
- The number of companies operating a weekend shift has been steadily trending upwards from 19 per cent in 2012, to 29 per cent in 2013 and 35 per cent in 2014.
- Seventeen per cent of companies reported that they automatically pay Cost of Living Allowance (COLA), a dramatic drop from 59 per cent in 2013.
- Seventy-eight per cent of companies anticipate that business conditions will have a moderate to substantial increase over the next 12 months, while 19 per cent expect them to remain the same, and three per cent anticipate a moderate decrease.
- Over the next 12 months, 43 per cent of companies anticipate a 7.6 per cent increase in their number of employees and 50 per cent have budgeted for a 3.2 per cent increase in hourly wages.
- This survey covers 106 different job classifications—91 hourly and 15 salaried. In general, most hourly rates have remained consistent over the past 12 months.
- Seventy-four per cent of companies reported that their standard terms and conditions are Net 30, while 79 per cent reported their outstanding receivables are typically 60 days or more. This highlights the cash flow issues that many companies continue to face.
- Some average shop charge-out rates are trending down. Others, such as the CAD/CAM Programming and CNC Machining categories, are trending slightly up from what was reported in 2013.
- The cost of goods sold indicates that the greatest cost in the MTDM/job shop category is direct labour at 29.9 per cent; up from 29.6 per cent in 2013. Conversely, the greatest cost in the production, distribution, supplier or other service category is material cost at 42.1 per cent, up from 38.4 per cent in 2013.
- Investments in new machines and mechanical installations of MTDM/job shop companies continue to increase year-after-year; companies with annual sales of up to \$5 million reported an average investment of seven per cent; this reinforces the industry's positive outlook for the future.

Once again, the CTMA thanks the 72 participating member companies for making this a valuable benchmarking tool. We welcome any suggestions for further improvements for next year's edition. ■■

The full results report is only available to participating CTMA and CAMM member companies.

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AGM & Dinner an Unprecedented Success



NEW BOARD OF DIRECTORS ELECTED

Front row: Steve Watson (vice-president), David Glover (past-president), Ted Callighen (president), and Ryan Wozniak.

Back row: Emerson Suphal, Jaswinder Bhatti, Robert Flack, Richard Janik, and Horst Schmidt.

Missing: Horst Just (treasurer), Colin Docherty, and Tom Meisels.

THE CTMA'S ANNUAL GENERAL MEETING &

Dinner attracted almost 100 members to the Elm Hurst Inn in Ingersoll, ON in September. David Glover (now past-president) highlighted some of the association's predominant activities and achievements over the past year and several other reports were provided.

In his report to the members, Robert Cattle, the association's new executive director, talked about training. He says he hears time and time again from employers that the current training systems are not working well for our industry and when the majority of people come out of college, the companies are having to start the "real training" on their shop floors. The industry is experiencing a skilled trades shortage and it is only going to get worse as more and more trades people reach retirement age.

"We believe it is time to make a major change within our industry," says Cattle. According to him, the CTMA has a plan; to create a CTMA Training and Development Centre. "It certainly has a nice ring to it, doesn't it?"

Valiant Machine & Tool Inc. has been successfully running an industry-designed 46-week Earn While You Learn program for more than five years. To date, they have successfully graduated over 140 students and almost all of them have gone on to permanent positions throughout the Valiant organization. Others have been snapped up by other companies within the Windsor/Essex community.

Valiant has now fulfilled their needs and do not need to continue to train in such large quantities. It is now the wish of Michael Solcz Sr. (founder of Valiant Machine & Tool Inc.) that the CTMA take over the day-to-day running of the training centre and make the graduates accessible to all of the industry.

In doing so, we could continue to give people an opportunity to learn a trade, start their own careers and close the skilled



LES PAYNE INDUCTED AS HONORARY MEMBER

David Glover (left) congratulates Payne on his latest achievement.



HONORARY MEMBERS REUNITED

Left to right: Michael G. Solcz Sr., Brian Taylor, Horst Schmidt, Ed Glover, and Les Payne.



THANKS TO MARK COLLINS, CISCO CANADA

David Glover (past-president) thanks Mark Collins, vice-president of marketing with Cisco Canada, for his fascinating presentation.

THANK YOU TO OUR AGM & DINNER SPONSORS!



trades gap. The association's board of directors sees this as an opportunity to start something new for all of our industry and they are in the process of putting together a professional business plan so that we can approach various governments to see if they can help fund our plan.

We believe change must take place and that these are the first steps in doing so. We believe that we can start our own training facility, follow this proven system and start graduating young people within a year or so (not three or four years under the current system).

We believe that this condensed approach to specialized training is the route to take so that we can get trained people on shops floors, producing much sooner. It is time for us to begin the process of "Industry training...by the industry...for the industry!" says Cattle.

Members also elected their Board of Directors for the 2014-2015 fiscal year:

- President: Ted Callighen, Schmolz+Bickenbach Canada Inc.
- Vice-president: Steve Watson, Century Tools & Machinery Ltd.
- Treasurer: Horst Just, H.J. Machine & Pattern Ltd.

- Past president: David Glover, Harbour Technologies Ltd.
- Toronto Chapter chair: Jaswinder Bhatti, Samco Machinery Ltd.
- Windsor Chapter chair: Colin Docherty, Cavalier Tool & Manufacturing Ltd.
- Western Ontario Chapter chair: Ryan Wozniak, Anchor Danly.
- Directors: Robert Flack, Hibar Systems; Richard Janik, J & C Tool & Die Ltd.; Tom Meisels, FGL Precision Works Inc.; and Horst Schmidt, University of Windsor.

The AGM was followed by a keynote presentation by Mark Collins, vice-president of marketing with Cisco Canada, titled *Technology...The Frontier of Tomorrow and How the Millennials Plug In*. Members really enjoyed Collins' enthusiasm and fascination with products produced by our trade. The first slide in his presentation compares his grandfather's toolbox to a laptop, which is the toolbox for many of today's occupations. It went over well with the audience, both young and old!

Les Payne, the recently retired executive director of the CTMA, was inducted as the association's newest honorary member and the 2014 Apprentice Bursary Awards were also presented at the event (see article on the next page). Members also had the opportunity to network after the meeting during cocktails and dinner. ■

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Deserving Winners Receive Apprentice Bursary Awards

By Paul Adair

ON SEPTEMBER 24, 2014, THE Canadian Tooling & Machining Association (CTMA) was pleased to hand out its annual Apprentice Bursary Awards to six deserving winners at the association's Annual General Meeting and Dinner, held in Ingersoll, ON.

The Apprentice Bursary Award Program is set up to recognize the accomplishments of apprentices in the trade and to increase and improve the value of apprenticeship training. The CTMA selection committee looks to award employees with the attitude and aptitude to learn, who are always punctual and who have become valuable team members to their employers.

Each Apprentice Bursary Award recipient was given a cheque for \$1,000, a framed certificate, the opportunity to receive four days of Mastercam training (valued at \$1,600 and donated by In-House Solutions, Inc.), and a \$100 gift certificate and apron from KBC Tools.

CONGRATULATIONS, AWARD WINNERS

Leonidas Korexianos is an ambitious and valuable second-year tool and die apprentice at Massiv Die-Form. According to his employer, he is seen to exemplify the future of tool & die. Korexianos desires to become a better craftsman and is looking forward to his bright future in the industry.

John Campbell is a second-year general machinist apprentice at Kapco Tool & Die Ltd. who possesses a commendable work ethic and demonstrates great attention to detail. His employers say that Campbell will be an outstanding machinist when he completes his apprenticeship.

"In my opinion, it can be easy for someone to get confused and lost in the crowd," says Campbell, "and allowing people such as me to receive awards like this, being recognized for our dedication and hard work, essentially gives us that drive to want to go further and work a lot harder within our chosen trade."

THANK YOU!

The CTMA thanks the following sponsors for their generous support of the 2014 Apprentice Bursary Awards through the George H. Shaffer Education Fund. Without your help, it wouldn't have been possible!

- Answer Precision
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- Graff Diamond Products
- H.J. Machine & Pattern Ltd.
- Hallink RSB Inc.
- Hartford Technology Ltd.
- In-House Solutions Inc.
- KBC Tools Inc.
- Manor Tool & Die Ltd.
- Mazak Corporation Canada
- Micrometric Ltd.
- Prothane Ltd
- Stema Punch & Die Inc.
- Valiant Machine & Tool Inc.
- Walter Canada



Front row (left to right): Matthew Bickerstaff, Kapco Tool & Die Ltd.; John Campbell, Kapco Tool & Die Ltd.; Justin Gallagher, Circle 5 Tool & Mold Inc.; Zachary Jackman, C.M. Morris Design Ltd.; Leonidas Korexianos, Massiv Die Form; and Dustin Lake, Egar Tool & Die Ltd.
Back row (left to right): Graham Harding, Apprentice Bursary Award Committee (retired); Patrick Chelli, In-House Solutions Inc.; Phil Ashton, Valiant Machine & Tool Inc.; Tasha Mason, Valiant Machine & Tool Inc.; Ron Spraggett, Apprentice Bursary Award Committee (Tipco Inc.); Jon Prashek, J & C Tool & Die Ltd.; Randy Cleveland, Massiv Die Form; and Ryan Wozniak, Apprentice Bursary Award Committee (Anchor Danyl).

Zach Jackman is a first-year machinist apprentice at C.M. Morris Design. He started at the company through a co-operative education program at his high school. Jackman showed such willingness to learn and was so eager and enthusiastic that the owner of the shop hired Jackman after his co-op had finished.

"I love what I do and could not see myself doing anything else. Receiving this bursary award meant a lot to me..."

Dustin Lake is a second-year tool and die apprentice at Egar Tool & Die Ltd. who has grown to be a valuable member of the team. His unfaltering work ethic has allowed him to be able to troubleshoot problems and contribute to the company at a level that far exceeds the typical role of an apprentice.

"I love what I do and could not see myself doing anything else," says Lake. "Receiving this bursary award meant a lot to me personally as it shows that my employer trusts me and thinks highly of me in choosing me to be one of the apprentices to win. This, in turn, has helped me become a better tool maker and has allowed me to buy the tools I need to do my job better and more efficiently."

Justin Gallagher is a second-year moldmaker/machinist apprentice at Circle 5 Tool & Mold Ltd. According to his employer, he is the most respectful apprentice they have met in years and the industry could use many more like him.

Matthew Bickerstaff at Kapco Tool & Die Ltd. is a second-year tool & die apprentice who is a hard-working and dependable employee. Bickerstaff always demonstrates creativity and ingenuity, overcoming obstacles with determination.

"It was rather special to be chosen," says Bickerstaff. "It was an additional acknowledgement for me; particularly

as I was first approached by my employer who had given me this opportunity in the first place. I don't know how many people were given this opportunity, but to be one of the apprentices to actually receive this award made me feel as though I had made the right choice in choosing this career and that everything was going to pay off for me in the long-run."

The CTMA also acknowledged four additional apprentices with an honourable mention; Phil Ashton and Tasha Mason at Valiant Machine & Tool Inc., Randy Cleveland at Massiv Die-Form, and Jon Prashek at J&C Tool & Die Ltd. Each of the honourable mentions were awarded Mastercam training provided by In-House Solutions Inc., a gift certificate from KBC Tools and a selection of tools that were donated by Sarah and Amanda Happé in memory of their father, Chris. ■■■



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Mark Cadogan (right) welcomes Frederic Nadeau to the Delcam family.

DELAM'S OFFICE FOR FRENCH-SPEAKING CANADA

Delcam Quebec opened to accelerate its mission to provide products, solutions and services in CAD/CAM to meet and facilitate the growth of its customer base in Quebec and French-speaking Canada.

Delcam brought skilled staff from its former reseller, Technologies C.F.A.O. Inc., and is looking forward to combining the skills that team has generated over the years with the knowledge that a direct relationship with Delcam can bring. The new office joins the existing sales, support and training network for Canada in Windsor and Toronto.

"We look forward to providing steady growth in Quebec through the quality

of training and technical support offered through this team of young and dynamic experts," says Mark Cadogan, Delcam North America vice-president.

Frederic Nadeau, Delcam Quebec account manager, says, "Our team has been able to build great customer relationships with many companies in the Quebec region that specialize in the design and manufacture of molds, dies and patterns as well as general precision machining, mechanical repair and fabrication through sales and support of Delcam products."

GENIUS SOLUTIONS ANNOUNCES ERP SOFTWARE RELEASE

Genius Solutions announced Genius Manufacturing 7.2, the latest version of

its ERP software, providing several new feature sets and dashboards.

"Our new release was built based on our extensive experience partnering with manufacturers—taking their input and developing new modules to ensure as much technological efficiency as possible across all of their specific processes," says Jean Magny, Genius Solutions president.

New features/benefits of Genius Manufacturing 7.2 beneficial to MTO customers include:

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- New request for quote (RFQ) process;
- New scheduling engine;
- New shop floor interface incorporating touch-screen technology;
- New quality control module;
- New features/benefits added for ETO manufacturers;
- Project manufacturing capabilities;
- Revenue recognition accounting principles; and
- On-site installation time and expenses tracking.

Starting with version 7.2, Genius Solutions is offering an affordable, read-only license, giving users access to data from a number of work stations.

It is available to all current partners using on-premise versions, as well as cloud/SaaS partners. ■

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Experience, Talent & Care About Craft: Schuller Machine & Tool Ltd.

By Drew Kozub

WITH MULTI-AXIS MACHINERY, CNC EQUIPMENT, and programmable tailstocks, the machine shop of today is closer to a technologically-advanced laboratory when compared to the tooling and machining shops that were powered mostly by human muscle just half a century ago. Modern equipment helps complete the job efficiently, with greater volume; however, that equipment still needs to be run by experienced, talented, tradespeople who care about their craft. This is something Schuller Machine & Tool Ltd. prides itself on.

John Schuller runs the family-owned-and-operated company in Scarborough, ON and has worked in the industry for 36 years. He started as an apprentice and now runs his eight-employee company, which includes six people working in the shop, plus himself and an office employee. Fabricating moulds and parts from plastics, steel, and high-temperature alloys, Schuller says his customers' trust is built on the quality of work produced by his team.

"I take great pride in the work that comes out of our shop, and that is, of course, due to the skill of the guys who work there," says Schuller. "We have good guys, and I wouldn't want to do without any of them. Some are CNC experts, others are general machinists, but they are all very good and know their jobs well."

Schuller Machine & Tool was founded in 1956, thanks to the ambition and determined drive of John's father, Fred Schuller. Fred served his apprenticeship as a tool and die maker in Austria and came to Canada in 1951. After working at local shops, he decided to strike out on his own.

The company's start was humble, as Fred would drive around, place to place, looking for customers. His work ethic was immediately appreciated by these early customers, as he was known to take on a job, work through the night, and finish his project to deliver the next business day.

John remembers his father's first shop as a small place, where the winter cold would seep in through a hole in the wall, which was used to feed bars into the lathe. The few guys who worked there would crowd around a single wood stove, but everyone worked hard and the business grew.

Today, Schuller Machine & Tool manufactures high-volume tooling and moulds down to individual prototypes. The company's clients represent an eclectic mix of industries, from pharmaceutical, to electrical, to cosmetic, and employees work on everything from components for high-speed packaging, to lipstick moulds, to MRI machine components. Despite the variety of industries served, John says all customers recognize Schuller Machine & Tool's expertise to take them from concept through creation.

"We know our customers' tooling and processes in detail, and that's part of what keeps them with us," says Schuller. "But our main customers also rely on us to do design work and



TOP RIGHT & ABOVE: Mould components, including some 3-D machining, made by Schuller Machine.

TOP LEFT: One of 16 chuck bodies made for a transfer machine.

DIRECT LEFT: The whole crew at Schuller Machine.



FOR MORE INFORMATION:

Schuller Machine & Tool Ltd.
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www.schullermachine.com

troubleshooting. We are also a job shop, where we quote on parts and drawings that come in. They call and I jump. We have a great relationship with our customers."

Just as Schuller's customers find value in his company's history and expertise, John has found value in his involvement with the Canadian Tooling & Machining Association (CTMA). His company has been a member of the association for a few years now, after changing from a more broad industry association, and John says he has been very happy with the benefits that came with that change.

"Being a CTMA member is a chance to keep in touch with the industry and other shops, so you stay up-to-date," says Schuller. "We've taken advantage of programs offered by the CTMA, like the one they offered for CNC machinists. It's important to have someone lobbying for our interests, and I think they do a great job. It's very much appreciated, and I am honoured to be part of that." ■

CTMA Chapter News

Toronto Chapter

ON NOVEMBER 5, 2014, THE Toronto Chapter hosted a tour of Hope Aero Propeller & Components Inc. in Mississauga, ON. It is Canada's leading aircraft component maintenance specialist. They provide wheel, brake, propeller and non-destructive testing services for all types of aircraft and operators.

Hope Aero started in Mississauga back in 1969 and recently relocated a few kilometres north of Pearson International Airport. The new facility is 36,000 square-feet and provides them with 50 per cent more space than their prior facility. The company looked at the move as the perfect opportunity to be creative and implement learnings from the past combined with new ideas.

The result was a contemporary/modern work atmosphere that uses continuous flow production concepts—all designed around their customers' changing needs. Hope Aero has set the bar very high on customer and employee satisfaction and the new facility was the first building block.

Hope Aero services a wide array of customers that operate private aircraft, corporate jets, regional airliners and even Boeing 787s.

With a customer base this broad, Hope Aero knows it must be ahead of the times and in front of their customers' needs and expectations. Safety of flight is paramount and finding innovative ways to improve their customers' business is key, both operationally and financially.

Tour participants were very impressed with just how many systems are involved in the manufacturing and re-building of propellers. It was amazing to learn that some must have heating elements and wires installed to conduct electrical currents while being struck by lightning.

Members also enjoyed seeing how the hubs can change the pitch of the propellers, enabling the aircraft to perform different maneuvers. They also found the different sizes of braking systems that are involved in today's passenger jet aircraft to be of interest. The pride and passion for their work was clearly evident during the tour. For more information, visit www.hopeaero.com.

Networking and dinner followed the tour at Il Tartufo Ristorante.



Toronto Chapter Members tour Hope Aero Propeller & Components Inc.



CTMA Toronto Chapter thanks Terry Hope & staff after a very interesting tour of Hope Aero Propellers & Components Inc.

Windsor Chapter



ON DECEMBER 4, THE WINDSOR Chapter convened for a "Hockey Night in Windsor." The Windsor Spitfires took on the high-flying Sault Ste. Marie Greyhounds. It was the first Windsor Chapter gathering in some time and gave mem-

bers an opportunity to kick-back from the duties of the day, rekindle old friendships and meet some new faces in the manufacturing community.

The luxury suite provided a birds-eye view of the game while serving as a perfect networking spot for topics ranging from outsourcing opportunities, process improvements, insurance, zoning and, of course, the CTMA Introductory Trades Training Program. Everyone was brought up to speed on each other's progress and achievements in the industry and collaboration was in the air!

This CTMA ice breaker was a heartbreaker as the local Spitfires mustered up an exciting rally from a four-goal deficit to pull within one by the third period. However, the Greyhound machine, led by Canadian World Junior defenseman Darnell Nurse, was too much to bear as the Soo out-skated the Spits to the tune of 8-5.

On the heels of this event, the Windsor Chapter is planning a couple of interesting Plant Tour events for 2015. Stay tuned for the upcoming announcements! ■■■

New Member Companies



HIBAR SYSTEMS

Robert Flack (left) is pleased to receive Hibar's membership plaque from newly elected CTMA president, Ted Callighen, at the association's AGM.

HOPE AERO PROPELLER & COMPONENTS INC.

Terry Hope is pleased to receive his company's membership plaque.



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Calendar of Upcoming Events

FEBRUARY 6

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Survey Response Deadline

MARCH 16

Employer Application Deadline for
Introductory Trades Training Program
(Intake #1)
www.ctma.com

APRIL 22

CTMA Board of Directors Meeting

MAY 1

Apprentice Bursary Awards Nominations
Open
www.ctma.com

MAY 25

Cutting Tool Group Annual Meeting

JUNE 2

17th Annual Shotgun Golf Tournament
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SECO INTRODUCES SQUARE T4-08 HELICAL



Seco added a new helical tool to its Square T4-08 line of square shoulder mills that feature four cutting edges and an innovative tangential cutter design. Ideal for slotting and contouring/shouldering applications, the Square T4-08 Helical excels in machining challenging materials, including cast iron, steel and stainless steels.

The SquareT4-08 Helical's strong, reliable pocket seats combined with multi-edge inserts optimize cutting stability and allow for clean 90-degree walls. The inserts mount tangentially in the cutter so that the cutting forces impact the thickest parts of the inserts, allowing manufacturers to achieve the required levels of strength for increased depths of cut with small diameters.

Users will benefit from the Square T4-08 Helical's versatility; it includes normal and close pitch variations, M08 and MD08 insert geometries, and MP3000, MK2050 and F40M grades. Mounting types include Seco-Capto™, Weldon, Arbor and Combimaster™.

The tool has cutting diameters that range from 25 millimetres to 54 millimetres and depths of cut between 22 millimetres and 64 millimetres. Corner radii ranges from 0.4 millimetres to 1.6 millimetres. The Square T4-08 Helical range has integrated through-coolant channels to provide extended tool life.

www.secotools.com/us III

DOVELOCK™ QUICK CHANGE JAW SYSTEM



Kurt Workholding introduces the DoveLock™ Quick-Change Jaw System. It reduces jaw change time to less than one minute while positioning the jaw with repeatability of up to $\pm 0.001''$. The machinable jaws can be flipped 180° and machined on both sides for two different part setups.

The DoveLock™ master jaw uses dovetail quick-clamps to precisely hold the quick-change machinable jaws. It is attached to the stationary and movable jaw of any standard 6" Kurt industry standard vises or Kurt Cluster Towers in the initial setup; it is also available for Kurt Metric vises and cluster towers. Once the system is in place, the machinable jaws can be easily swapped out.

The system reduces changeover time and ensures precise repeatability, even after the jaws have been stored.

www.kurtworkholding.com III

MATE'S PRESS BRAKE TOOLING, PUNCH PRESS TOOLING AND LASER CONSUMABLE PRODUCTS

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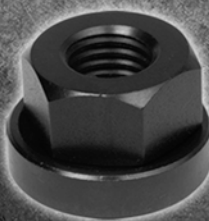
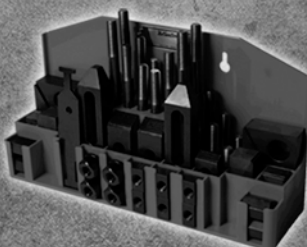
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