

The
CTMA  **VIEW**

Winter 2017

Voice of the Canadian Tooling & Machining Association

Industry
Competitiveness
BOTTOM LINE

**\$\$ Carbon
Tax**



**CARBON TAX IN CANADA:
WEIGHING THE OPTIONS,
FINDING BALANCE**

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Citizen Productivity, Miyano Precision

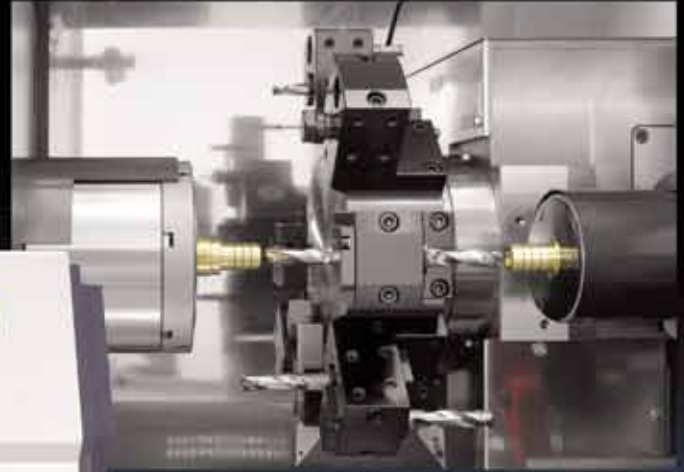
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NOTE: In the Fall 2016 issue of *The CTMA View*, our cover story looked at different youth apprenticeship programs in Canada. The article, entitled *Canadian Youth Apprenticeship Programs: How Each Province Differs in its Approach*, was written by Victoria Rose, special projects coordinator at Bolzano Tool & Die Co. Ltd. The feature did not include a byline; we regret the oversight.



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A Message from the CTMA President



Steve Watson, CTMA President

MY FIRST QUARTER AS

PRESIDENT of the Canadian Tooling & Machining Association (CTMA) has come to a close and 2016 went out with a bang. Most companies within our industry are experiencing tremendous growth and the outlook for 2017 is bright. So much of Canada's economy depends on exports with our largest trading partner, the United States.

By the time this edition of *The CTMA View* is published, Donald J. Trump will be the 45th President of the United States. During the election campaign, references to "ripping up NAFTA" were made by Trump. However, as president-elect, it appears Trump has softened his hardened stance on many issues. Cooler heads are beginning to prevail as many cabinet positions have been filled.

The association is extremely fortunate to have such passionate and successful industry representatives working on its behalf as a voice for the Canadian machine tool, die and mould industry.

Perhaps, ripping up NAFTA is too strong a position. I'm of the opinion that a review of NAFTA wouldn't be the worst scenario for Canada and isn't out of the ordinary. We have seen many companies leave Canada and the USA to manufacture products in Mexico due to beneficial labour rates, low energy costs, low benefit rates and few government regulations.

Perhaps Canada could stand to benefit from a formal review of NAFTA. Ford Motor company just announced it will cancel plans to invest in Mexico and, in turn, has chosen to invest \$700 million in Michigan. Regardless of your political view, this investment by Ford should be seen as a win for U.S. manufacturing—and to Canada and Windsor specifically, whose tool, mould, and die industry stands to gain from additional exports to that region.

The CTMA continues to train youth for our industry through the Earn While You Learn program and the Introductory Trades Training Program, which started its final intake on December 5, 2016. As has been reported recently, the Valiant Training and Development Centre has entered into an assumption agreement with St. Clair College, which has taken over the training centre. However, the CTMA will continue to administer both of these programs through September 2017. Since its inception, the Valiant Training and Development Centre, in partnership with the CTMA, has proudly trained more than 200 youth (aged 18 to 29) who are now employed in some capacity in the machine, tool, die and mould industry.

The CTMA had a busy fall, with the Windsor and Toronto chapters organizing two fantastic plant tours. The Windsor Chapter toured Eagle Press on October 26, 2016, while the Toronto Chapter toured Axiom Technologies in Aurora on November 30, 2016. On December 14, the CTMA also hosted a visit from the Korean mould association.

The highlight of the year for many is the CTMA's annual general meeting (AGM), which took place on September 28, 2016. This was one of the highest attended general meetings in the past number of years, with keynote speaker Michael Gardiner of Siemen's Canada giving a presentation, *Advanced Manufacturing and Industry 4.0*.

At the AGM, a new board of directors was elected. The association is extremely fortunate to have such passionate and

successful industry representatives working on its behalf as a voice for the Canadian machine tool, die and mould industry. I am really looking forward to working with Robert Flack, who was elected as the CTMA's vice-president, as well as all returning and new board members and CTMA staff.

I would like to wish everyone a healthy and prosperous 2017. ■■■



Darlene Carr

The CTMA Welcomes Darlene Carr

On behalf of the board of directors and staff, I am pleased to announce that Darlene Carr has joined the CTMA's office staff as the association's finance and marketing coordinator.

Darlene has replaced Jerri Kelly (who relocated for personal reasons) and will be responsible for all accounting and event registration activities as well as building the association's marketing and social media presence. She has an extensive accounting background, as well as communication and marketing experience that will help raise the profile of the CTMA. Darlene can be reached at finance@ctma.com or (519) 653-7265.

We are excited about the positive changes she is implementing for our communications!

Please join us in welcoming Darlene to the CTMA team!

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Carbon Tax in Canada: Weighing the Options, Finding Balance

By Kamal Jain, M.Eng, MBA, P.Eng.

Canada has placed itself at the forefront of the worldwide charge against climate change. Meeting Canada's commitments to the recently ratified *Paris Treaty* is a monumental task. Canada must cut its Greenhouse Gas (GHG) emissions by 80 per cent from current levels by 2050 (from 730 megatons per year to 150).¹

To meet this obligation, there will be a cost to all Canadians. Though we, as a country, will feel the heat, it will be long-term pain for an even longer-term gain.

Canada is among the top 10 carbon producing countries in the world. On a per capita basis, Alberta and Saskatchewan contribute the highest emissions in the world!²

Ontario, alone, accounts for 145 megatons of GHG emissions, 20 per cent of all of Canada's contribution.³ The

major sources of GHG emissions in Ontario are transportation (35 per cent), industry (30 per cent) and buildings (17 per cent). Total mothballing of Ontario's coal-burning electric power plants has reduced the GHG emissions from electricity generation to only a 10 to 12 per cent contributor. All power-generation emissions are now coming from natural gas-fired power plants.

Ontario plans to reduce emissions by 19 million tons by 2020, 55 million tons by 2030 and 115 million tons by 2050.³

Ontario has just introduced a cap and trade initiative as a form of carbon taxation. Briefly, the larger carbon generating entities will be allowed a progressively decreasing allowance for GHG emissions; however, there is a price to be paid for these allowances. If they exceed their limit, they will be further penalized by having to buy carbon credits on a carbon exchange to cover their excesses. The catch is that they are allowed to pass their costs on to consumers through user fees.

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\$\$ **Carbon Tax**



Ontario expects to collect \$1.9 billion per year through this initiative. These funds are intended to be invested back into multiple carbon reduction programs, including incentives for conversion to green energy, electric vehicles, more energy-efficient buildings, research and development, and promotion of infrastructure programs such as mass transit systems, etc.

In 2017, the cap and trade revenue will come from a 3.3-cents-per-cubic-metre increase in the price of natural gas delivered to Ontarians (HST, if applicable, is extra), which translates into a six to seven per cent increase in annual costs. Additionally, gasoline will increase by 4.3 cents per litre, or about a four per cent increase. The total annual additional cost to an average household is expected to be about \$170. Businesses and company owners will need to calculate the impact on their costs based on their individual consumption.

Electricity costs are not currently affected because of the amount of money that has already been spent on taking Ontario out of a coal-based generation, which has already resulted in a 70 per cent increase in hydro bills over the last 10 years. The Ontario Government has actually announced a reduction in hydro costs due to the public outcry, adding \$1 billion annually to the budget deficit.

Brace yourselves for further increases beyond 2017. The 2017 calculations are based on carbon revenue of \$17 per ton. By 2030, the carbon revenue could potentially rise to \$95 per ton or by 5.5 times the 2017 rate.⁴ If this is the case, your natural gas bill will go up 35 per cent from what you are paying today and gasoline for your vehicle will be 24 cents per litre higher. If the carbon reduction targets are not met, expect increases to be even higher.

IS THIS ENOUGH INCENTIVE TO MAKE ALL OF US SCRAMBLE TO CONSERVE?

The Federal Government's approach is to oblige the provinces to do their share. The recently announced Federal plan is not an additional direct tax on its citizens; rather, it establishes a baseline for

the revenues the provinces must collect for carbon remediation. If a Province fails to comply, the Feds will indeed collect the tax but will then return the revenues to the Province to enable them to initiate and complete their clean energy deliverables. This tax will be \$10 per ton in 2018, going up progressively to \$50 per ton by 2022. At today's emission rates, a \$50 tax yields \$36 billion of revenue! Even in the unlikely event that Canada manages to achieve a reduction of 20 per cent by 2022, it could still generate \$27 billion dollars per year for the cause.

These additional costs will make it much more difficult for Canadian companies to compete globally—but we must do something to mitigate global climate change and the devastating effects it can bring.

The urgent universal call for action is perhaps summed up well by a letter released recently from the top 60+ industry leaders in the sectors that will be most affected by increased energy costs.⁵ They are urging the Prime Minister and the premiers to press ahead with climate action, including putting a price on carbon emissions.

If the U.S. proceeds to renege on its commitments to the *Paris Treaty*, it could severely impact the competitive position of the countries that do take action. The signals from our neighbour to the south are mixed, but hopefully the U.S. will follow through. Nevertheless, the world is most likely capable of withstanding the U.S.'s procrastination on climate change, given the technology advancements and the momentum the movement has gathered.

With regard to conservation, Canadians really need to alter their mindset and change their thinking from that of an affluent wasteful society to one of prudent management of resources. Everyone needs to take a hard look at where they could reduce their own carbon footprint (both at work and at home), and avail themselves of the various government incentive programs available.³ Electric cars, solar roof tiles, solar cell windows and so on are no

longer far-fetched ideas, but these cost effective alternatives are available now or will be soon. Simply planting some native evergreens on your property to absorb the carbon dioxide we are producing is just one small example of change.

Society is currently on the leading edge of some major changes on how we view transportation. Electric driverless cars and trucks could be the norm in the near future, and we might find it more practical and economical to car-share our way to work or the mall rather than personally owning our own vehicles. The number of vehicles on the road could be reduced dramatically, which would impact the automotive sector, steel manufacturers, the plastics industry and, yes, even the tool, die and mould shops and other related manufacturing sectors.

Canada's carbon initiatives could also potentially bring some new opportunities for growth to the tooling and machining industry, particularly if the government ties subsidies to a *Made in Canada* initiative. Some examples could include tooling for electric cars and autonomous vehicles, generators for wind turbines, solar cell hardware, etc. The possibilities are aplenty.

Though climate change initiatives will increase costs for all Canadians, we all need to be more concerned about the alarming changes coming in the very foreseeable future. There will certainly be some interesting times ahead! ■■

Kamal Jain, M.Eng., MBA, P.Eng., is president of Impexa, a company that facilitates synergistic cooperation between Canadian and worldwide companies.

SOURCES

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Risk Management Intelligence: The Importance of D&O Liability Insurance

By Judi Smith, AON Insurance

WHY DO I NEED DIRECTORS' AND OFFICERS' LIABILITY INSURANCE?

You may have heard of Directors & Officers (D&O) Liability insurance and wondered if it's something your company needs. Read on to find out more about this important coverage and why businesses and directors and officers need it.

ATTRACTING THE BEST

Companies agree to protect directors and officers so they can attract the best candidates. This type of protection is called *indemnification*. When you indemnify directors and officers, you are agreeing to pay them back for any costs they may incur as a result of their acting on your company's behalf. This allows people in senior management positions to make effective decisions.

D&O policies can help organizations mitigate the cost of indemnification. They also provide protection to individual directors and officers by responding when a company fails to indemnify or is unable to indemnify these individuals.

A WIDE VARIETY OF RISKS

All directors and officers have a duty to act honestly, in good faith, and in the best interests of the corporation. They must exercise the care, diligence, and skill that a reasonably prudent person would take.

There are thousands of laws and regulations that can impact directors and officers, many of which can hold them personally liable. In some cases, directors and officers might face criminal or quasi-criminal fines, which cannot be paid by insurance policies. However, some policies will still provide coverage for defense costs until there is a final determination of guilt.

When a director or officer is faced with an administrative monetary penalty, some D&O policies provide coverage.

Fines that are civil in nature are also covered by D&O policies.

WHO CAN SUE A DIRECTOR?

- Employees (for wrongful termination, harassment and discrimination.*);
- Government regulators and enforcers;
- Customers (suits can include product liability, advertising violations, and privacy breaches);
- Creditors (for misrepresentation with securing financing); and
- Suppliers (for breach of contract).

ADDITIONAL AREAS OF POTENTIAL EXPOSURE INCLUDE:

Legislation	Potential issues	Who is held liable?
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<i>Business Corporation Act</i>	Wages and vacation pay	Directors
<i>Employment Standards Act</i>	Wages, commissions, vacation pay and bonuses	Directors
<i>The Income Tax Act</i>	Unremitted taxes	Directors and officers
<i>Pension Benefits Act</i>	Employee pensions and benefits	Directors
<i>Excise Tax Act</i>	Unremitted GST	Directors
<i>Health Tax Act</i>	Unremitted taxes	Directors and officers
<i>Retail Sales Tax Act</i>	Unremitted taxes	Directors
<i>Environmental Protection Act</i>	Failure to take reasonable care to prevent environmental offences, and also for having control of or having controlled a contaminated property	Directors and officers
<i>Criminal Code</i>	Prevention of bodily harm in work place failures of which are punishable criminally	Directors and officers

TWO EXAMPLES OF D&O LAWSUITS

Morgan v Herman Miller Canada, 2013: An employee was fired after alleging racial discrimination. Courts awarded the employee \$55,790 in lost wages for the 14 months he was off work, plus \$15,000 in general damages for injury to dignity. The D&O policy picked up the costs for legal services as well as the damages awarded to the firm.

Filiatrault v Tri-County Welding Supplies. The two founding owners of Tri-County Welding Supplies were dismissed after the company was sold. The

purchase agreement did not reference any requirement to their future employment. The court found that the sale of the company did not mean that they were required to resign or retire, so they were awarded \$1.16 million in damages. This was filed as a wrongful dismissal act. The D&O policy that includes Employment Liability coverage would pick up the legal costs and the damages awarded to the firm.

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highest standards of comprehensive coverage. For more information or a complimentary audit of your D&O policy, contact judi.smith@aon.ca or call (855) 777-4342. ■■■

**Aon's D&O policies for private corporations can also include employment practice liability insurance coverage. Not all policies are set up with the same offerings. Having a review of your policy coverage and limits will confirm if your coverage would be adequate.*

Successful Year in the Rear-View, on the Road Ahead: AGM Highlights

IN SEPTEMBER 2016, THE CANADIAN Tooling & Machining Association (CTMA) was pleased to host its Annual General Meeting and Dinner at the Elm Hurst Inn in Ingersoll, ON. Ted Callighen, now past-president of the association, thanked everyone for their support and highlighted some of the previous year's activities and achievements.

The association has continued to work hard in many areas to help support its member companies and the machine, tool, die and mould (MTDM) industry at large. At the forefront of these activities is the association's highly successful skills training and development initiative, the Introductory Trades Training (ITT) Program.

As part of its continued support of the *Michigan Mold Lien and Special Tools Lien Act*, the association is providing assistance with an appeal to the Michigan Supreme Court on behalf of mould and tool makers on both sides of the border.

Ted also reported on a new Technology Day initiative that was held at the Mazak facility in Cambridge, ON and included a roundtable discussion on ways to encourage young people to consider a career in the MTDM industry.

Other notable events throughout the year included the ever-popular Annual Shotgun Golf Tournament, the Annual Apprentice Bursary Awards program, which continues to grow, several well-attended Chapter events, and the Annual Wage & Business Survey, which is considered a highly-valued benchmarking tool in the industry. In closing, Ted thanked the board of directors and staff for their commitment and support throughout the year.

Robert Cattle, executive director of the CTMA, gave an update on the ITT program—now in its third year—that is helping to fill the skilled trades gap in Ontario. In partnership with the Valiant

Continued on page 16



CTMA 2016-17 BOARD OF DIRECTORS

Front row: Horst Schmidt, Steve Watson, Ted Callighen, and Ryan Wozniak.
Middle row: Anjan Tak, Jaswinder Bhatti, Ray Buxton, and Robert Flack.
Back row: Chris Hergott, Tom Meisels, and Brenn Cox. Missing: Richard Janik.
See page 16 for the board members' CTMA positions and companies.

Other AGM Highlights

AN ITT PROGRAM STUDENT RECEIVES AWARD & TRIP FROM ISCAR TOOLS

Left to right: Ashly Burkoski, an ITT Program student; Robert Cattle, CTMA's executive director; and Ronnie O'Byrne, ISCAR Tools.



HORST JUST INDUCTED AS NEWEST HONOURARY MEMBER

Left to right: Honourary CTMA members Horst Schmidt, Brian Taylor, Horst Just, Les Payne and Ed Glover with Ted Callighen, CTMA's past-president.



PASSING THE TORCH

Steve Watson thanks outgoing president Ted Callighen for his leadership and dedication to the association and accepts the challenge of becoming the next president of the CTMA.



Continued from page 15

Training & Development Centre and more than 30 Windsor-area shops, we will have helped 165+ pre-apprentices start new, full-time careers in many tool, die and mould companies by the time our current funding from Ontario's Ministry of Economic, Development, Employment and Growth (MEDG) is completed in September 2017.

The program has expanded to include an Earn While You Learn (EWYL) stream, which produces qualified candidates who undertake 42 weeks of intensive

training, all at the Valiant Training & Development Centre. This EWYL stream now has 34 full-time students from all over Ontario who have moved to Windsor to learn a trade and start a career in the precision metal cutting industry in a location of their choice—whether that is back in their hometown or elsewhere. The CTMA appreciates the support of MEDG, the Employment Assessment Center (Windsor), Mike Ouellette and his team at the Valiant Training & Development

Centre, as well as Michael Solcz, Sr. and Len Solcz of Valiant Corporation.

Members elected their board of directors for the 2016-17 fiscal year. Board members include:

- President: Steve Watson, Century Tools & Machinery Ltd.
- Vice-President: Robert Flack, Hibar Systems
- Treasurer: Ryan Wozniak, Anchor Danly
- Past-President: Ted Callighen, Schmolz+Bickenbach Canada Inc.
- Toronto Chapter Chair: Jaswinder Bhatti, Samco Machinery Ltd.
- Windsor Chapter Chair: Richard Janik, J & C Tool & Die Ltd.
- Western Ontario Chapter Chair: Ryan Wozniak, Anchor Danly
- Directors: Ray Buxton, Mazak Corp. Canada; Brenn Cox, Glider Guard Tool & Die Inc.; Chris Hergott, XL Tool Inc.; Tom Meisels, FGL Precision Works Inc.; Horst Schmidt, University of Windsor; and Anjan Tak, Robust Gear & Industries Inc.



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KEYNOTE SPEAKER



KEYNOTE SPEAKER: *INDUSTRIE 4.0 & IMPLICATIONS FOR CANADIAN MANUFACTURING*

Ted Callighen, CTMA past-president (right) thanks Michael Gardiner from Siemens Canada (left) for his presentation.

At the conclusion of the business meeting, Michael Gardiner, director of industry strategy of Siemens Canada's digital factory division, gave a very interesting presentation called *Industrie 4.0 and Implications for Canadian Manufacturing*.

In In this executive level presentation, Michael discussed the latest developments regarding Industrie 4.0 and what Canadian manufacturers need to do to enhance their competitiveness while positioning themselves to capitalize on emerging market opportunities. ■

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Apprentice Training Pays Off with 2016 Bursary Awards

THE CANADIAN TOOLING & MACHINING Association (CTMA) was pleased to recognize nine deserving apprentices at its annual Apprentice Bursary Awards during the association's Annual General Meeting & Dinner, which was held in September 2016.

The Bursary Award Program was established to recognize deserving apprentices and pre-apprentices in the precision metalworking trades and to increase the awareness and value of apprenticeship training. CTMA member companies can nominate up to three apprentices each year who they feel are most deserving of recognition and our dedicated committee works very diligently through an intensive assessment process to select the recipients.

Each of the 2016 recipients were presented with a monetary award of either \$500 or \$1,000, four days of Mastercam training from In-House Solutions Inc. (valued at \$1,600), a \$500 KBC Tools & Machinery gift certificate, and a selection of several other awards, including machine training classes from Mazak Corp. Canada (valued at \$500), Mitutoyo Precision Instruments (valued at \$460), a machinists handbook, and copies of *Mastering CNC Lathe Set-Up* book from the authors at Rotocan.

The 2016 Apprentice Bursary Award recipients were:

- Bradley Shepherd, a 3rd Year general machinist apprentice at Calframax Technologies (Windsor);
 - Christopher Graves, a 2nd Year mechanic millwright apprentice at Armo Tool Ltd. (London);
 - Matthew Coelho, a 2nd Year tool and die maker apprentice at Bolzano Tool & Die Co. Ltd. (Windsor);
 - Michael McCutcheon-Moore, a 3rd Year general machinist apprentice at Cavalier Tool & Manufacturing (Windsor);
 - Steve Burdett, a 3rd Year tool and die maker apprentice at XL Tool Inc. (Kitchener); and
 - Joe Iera, a 2nd Year general machinist apprentice at the Valiant Training & Development Centre (Windsor).
- The 2016 Pre-Apprentice Bursary Award recipient was:
- Max Vanier, an OYAP student at Circle 5 Tool & Mold Inc. (Windsor).
- The 2016 Honourable Mentions were:

Continued on page 20



2016 APPRENTICE BURSARY RECIPIENTS

Front row, left to right: Kyle Nedin, Anchor Danly, Windsor (honorable mention); Max Vanier, Circle 5 Tool & Mold Ltd. (pre-apprentice bursary recipient); Bradley Shepherd, Calframax Technologies (apprentice bursary & CMTDA award recipient). Back row, left to right: Christopher Graves, Armo Tool Ltd. (apprentice bursary recipient); Matthew Coelho, Bolzano Tool & Die Co. Ltd. (apprentice bursary recipient); Curtis Oliver, Armo Tool Ltd. (honorable mention); Steve Burdett, XL Tool Inc. (apprentice bursary recipient); Michael McCutcheon-Moore, Cavalier Tool & Manufacturing (apprentice bursary recipient); and Joe Iera, Valiant Training & Development Centre (apprentice bursary recipient).

THANKS TO OUR PRESENTERS



Left to right: Erin Farmer and Gary Sinasac, Mitutoyo Canada; Paula Bass, KBC Tools & Machinery; Christopher Graves, award recipient; and Ray Buxton, Mazak Canada.



Left to right: Kevin Hesch, In-House Solutions; Curtis Oliver, award recipient; Ryan Wozniak, Anchor Danly; and Robert Flack, Hibar Systems.

THANK YOU TO OUR APPRENTICE BURSARY SPONSORS!

The CTMA thanks the following companies for their support of this initiative through the George H. Shaffer Education Fund. In addition, we extend a very special thank you to the Canadian Machine Tool Distributors' Association for their generous support of these awards.

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Tipco Inc.
Valiant Machine & Tool Inc.
Victoria Rose
XL Tool Inc.

For more information on the awards available through the CTMA, visit www.ctma.com, and look in the "Programs & Initiatives" tab.

CMTDA AWARD PRESENTED TO TOP APPRENTICE

Bradley Shepherd (left) was the CTMA's top ranked apprentice, who also received a special award from the Canadian Machine Tool Distributors' Association. The award was presented by Peter Turton, executive director of the CMTDA (right).



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Continued from page 18

- Kyle Nedin, a 4th Year general machinist apprentice at Anchor Danly (Windsor); and
- Curtis Oliver, a 1st Year industrial mechanic millwright apprentice at Armo Tool Ltd. (London).

THE 2016 TRADES AMBASSADOR OF THE YEAR AWARD

The Trades Ambassador of the Year award acknowledges those people who share their skill and knowledge with the next generation of machinists/tool

makers on a daily basis. The CTMA was very pleased to present the 2016 Trades Ambassador of the Year Award to Michael Ouellette from the Valiant Training & Development Centre.

"I have had the privilege of working with Mike for the past three years and I can see that he truly wants to give back to the industry that has supported him for all of these years. But more importantly, he wants to give young people a chance to get a start towards a new career," says Robert Cattle, executive director of the CTMA.

Robert told the audience that Mike's sense of humour, patience and knowledge have given him the tools he needs, not only to teach in a classroom but also on the shop floor. As training coordinator at the Valiant Training and Development Centre, Mike has been a central figure in starting the careers of literally hundreds of new machinists. ■■



THE 2016 CTMA TRADES AMBASSADOR OF THE YEAR AWARD

Presented in recognition of his contribution and dedication to mentoring tomorrow's machinists, Michael Ouellette, Valiant Training & Development Centre accepts the award from Ted Callighen, CTMA president (right).

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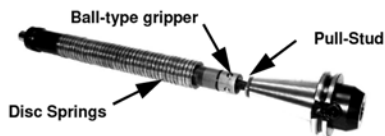
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CTMA Hosts Korean Mould Association

ON THURSDAY, NOVEMBER 3, THE Canadian Tooling & Machining Association (CTMA) hosted a delegation from the JeonBuk Association for the Mould & Die Industry of South Korea. Team manager, May Cho, acted as translator for the 11-person delegation.

Robert Cattle, CTMA, and Wendy Stark, Windsor Essex Economic Development Corp., hosted the delegation during their visit to Windsor, Ontario, which included tours of four CTMA member companies: the Narmco Group, Mega Mold International, J & C Tool & Die Ltd., and Cavalier Tool & Manufacturing Ltd.

...in this age of global manufacturing, it is extremely important to explore all avenues that may help contribute to a company's success...

May Cho, Korean Mould Association translator, told us the Korean delegation was appreciative of the kind hospitality and excellent arrangements that were made for their visit and that they learned a lot about high technology and the industry in the Windsor area.

It was a successful collaboration in which we were able to showcase some world class Canadian companies; in turn, they could see these companies—many in their second or third generation of ownership—have been able to succeed, expand and adapt to the changing world of manufacturing.

I believe that in this age of global manufacturing, it is extremely important to explore all avenues that may help contribute to a company's success, and it is my hope that by opening dialogue with other associations, it allows conversations to begin and business relationships to flourish," says Robert Cattle, executive director of the CTMA.

For more information, contact Robert at rcattle@ctma.com or (416) 301-6224. ■



The Korean Mould Association visits Cavalier Tool & Manufacturing Ltd.



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Saying Goodbye to Graham Harding

AFTER A LONG AND COURAGEOUS battle with cancer, Graham passed away peacefully with his loving family by his side on Monday, September 26, 2016 at the Credit Valley Hospital. He was in his 79th year. Beloved husband of Morag for 55 years and loving father of Sally, Anna (Marcello) and Robert (Jenny). Cherished Papa and Great Papa of several grandchildren. He is survived by his brother Robert and his brother-in-law Ian.

Graham, who was a very kind and gentle man, served on the Canadian Tooling & Machining Association's board of directors from 1993 to 2002 and was the Toronto Chapter's chairman for several years. He was very passionate about apprenticeship training and helping young people learn the tooling trades. As a result, he was a very dedicated volunteer on the CTMA's Apprenticeship Committee and the Ontario government's Provincial Advisory Committee for Skilled Trades.

Graham also enjoyed helping out at the association's annual Shotgun Golf Tournament. We will miss him greatly! We fondly remember Graham & Morag attending the CTMA's annual conferences—back when they were weekend events. As a couple, they always embraced the themes of the social dinner and dance nights and dressed accordingly. Whether it was a western, Hawaiian or 1950s/1960s theme, it didn't matter what it was—they joined right in and had so much fun!

We extend our heartfelt condolences to Morag and the rest of Graham's family. He will be missed by many!

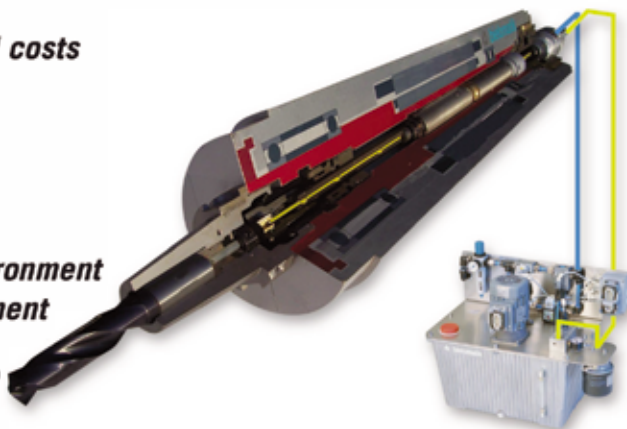
Expressions of sympathy to the family can be made through donations to the Canadian Cancer Society. ■■



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Genius Solutions Named IT Company of the Month for January 2017

GENIUS SOLUTIONS, A FAST-GROWING IT company, was recognized for its success in the markets as part of the Quebec Technology Association (AQT) Spotlight on small and medium-sized enterprises (SMEs) contest.

The company is a leading developer of software for SMEs in custom manufacturing and engineering and is proud to be IT Company of the Month for January 2017.

“What a great start to the new year! I’d like to take this opportunity to thank all of our employees. They are the key to our success,” says Jean Magny, Genius president. “Since 2013, we’ve doubled our sales outside Quebec and doubled the size of our team. We are heading into 2017 with confidence to continue our growth. We’re in a strong position, but the best is yet to come!”

The Spotlight on SMEs contest aims to recognize the success of SMEs in the information and communication technology (ICT) industry. Each month, an independent jury selects a company that automatically becomes a finalist for IT Company of the Year. The contest is carried out in partnership with the Business Development Bank of Canada (BDC), Videotron Business Solutions, and BCF Business Law.

Genius Manufacturing ERP stands out for its full range of features for all aspects of manufacturing, including product engineering, sales, inventory, project management, manufacturing execution system (MES), shop floor, quality control, financial management, business intelligence (BI), and customer relationship management (CRM). A Microsoft Gold Application Development Partner, Autodesk



DISCUSSING FUTURE FUNDING FOR TRAINING

Canadian Tooling & Machining Association Executive Director Robert Cattle meets with Ontario Minister of Economic Development & Growth Brad Duguid to discuss the association’s Introductory Trades Training Program and future funding models to continue and expand this very successful initiative.

Authorized Developer, and SolidWorks Certified Solution Partner, Genius Solutions works closely with technology partners to constantly innovate and offer customers cutting-edge technology solutions. ■■

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J & C Tool & Die Ltd.: A Long-Standing Tradition of Training Tool Builders & Craftspeople

By Paul Adair



ESTABLISHED IN 1956 BY TODD Janik and Joe Caba, Windsor-based J & C Tool & Die Ltd. is a second-generation, family-owned company which has built a reputation in the industry as a quality contract manufacturer of production tooling, precision-machined components and fixtures for machining, welding, assembly and inspection.

“You can have all of the automation in the world, but you still need craftsmanship to deliver quality.”

Brothers Al and Richard Janik make up the current ownership, guiding J & C into its seventh decade of operation.

J & C has always been able to remain diverse, starting out as a shop that provided tooling and fixture support for the Big Three automakers before transitioning into production tooling as its credibility grew. It was in the 1980s and '90s that J & C truly found its specialization in the designing and building of bracket dies; a specialization that continued until the market began to soften in 2007.

With only 24 employees, J & C has carved out for itself a methodology as a smaller tool and die shop. It's large enough to handle a reasonable volume of business, yet small enough to be nimble within the industry. It is adaptability that helped keep J & C afloat during the tough times when many larger shops went under, as was the case during the disastrous downturn of 2008.

“When the downturn of 2008 came, we weren't caught with all of our eggs in one basket,” says Richard Janik, vice-president at J & C Tool & Die Ltd. “We had such a long-standing team of

specialized tool and die makers, machinists, and craftspeople that our team was able to transfer their experience over a wide number of very specialized tasks, from building dies to contract machining to building automation components, and everything else in between. We now try to keep a good mix of work going on.”

J & C prides itself on its long-standing tradition of training tool builders and craftspeople—a quality that is instilled in its workforce over generations—and its role as a skilled partner in manufacturing that provides valuable solutions for its customers' challenges and improves on the end-product.

“Craftsmanship will not disappear from the tool and die trade—there is no doubt in my mind,” says Richard. “There will always be a difference between a CNC operator and a CNC machinist. You can have all of the automation in the world, but you still need craftsmanship to deliver quality. This is what sets J & C apart from our competitors. We are a shop that knows how to machine and build to application, and then optimize it for the end-purpose.”

J & C Tool and Die values its membership with the Canadian Tooling & Machining Association (CTMA), seeing in it a valuable resource for networking and discussion of best practices in regards to issues that are oftentimes too many for a single member to intrinsically follow. J & C sees the CTMA as fundamental in bringing these issues to the forefront, ultimately saving its members money and time in helping them pay greater attention to their regulatory responsibilities.

J & C helps give back to the industry through its support of the CTMA's Introductory Trades Training Program, a partnership program that aims to address the skilled trades gap in the regions of Windsor and Essex. This program gives youth the opportunity to get a hands-on experience with local MTDM employers and to receive an hourly wage while they train. J & C and other companies have benefitted from the CTMA's assessment and screening of candidates looking to start tool-making careers.

“With its Earn While You Learn programs, the CTMA's Introductory Trades Training Program is a shot-in-the-arm for the industry,” says Richard. “More than anything, a shop like ours has a fundamental responsibility to be able to interest those who have the often unrealized potential for a future in the trades.” ■



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CTMA Chapter News

Toronto Chapter

On November 30, 2016, the Toronto Chapter hosted an event at the Axiom Group in Aurora, ON, a privately owned facility that has been in operation since 1987. Four participants started at Intex Tooling Technologies for a special presentation, *Industry 4.0 and the Advances in Machine Data Analytics*, presented by Max Preston, director of marketing and sales for Smart Attend.

Machine data collection and analysis has never been more important than it is today, and the industry is capitalizing on remote monitoring and quick analysis of data collection. While many tooling centres are currently familiar with machine analysis, the new industry practices are aimed at making quick decisions in real-time on the shop floor, responding to situations at a much faster rate, decreasing downtime, and

increasing maximized revenue. It was very exciting to see the features of the Smart Attend System, a Canadian-designed product manufactured here in Canada with support from CTMA member firms.

Following the presentation, attendees had a short tour of Intex Tooling Technologies and then travelled a few minutes down the road to the Axiom Group plant, where owner Perry Rizzo gave members a tour of this impressive facility. Axiom Group specializes in complex injection moulding for the automotive industry. With facilities located in Canada, Italy and Mexico, Axiom is a Canadian-based, global company. They boast a large variety of tonnage capacity, ranging from 40-ton to 1,500-ton injection moulding machines.

Tour participants had the opportunity to see the plant running in full

production with the Smart Attend monitoring tool in action, which combines remote access to equipment data with powerful visual and audible communication. Axiom has been pivotal in the development of the Smart Attend tool. It was interesting to see how their workforce works seamlessly with the integrated automation systems Axiom has put into place. These systems, along with incentive programs introduced by Axiom, work well together to improve productivity on all levels.

The event finished off with a wonderful dinner at Graystones Restaurant.

For more information about Smart Attend, please visit www.smartattend.com, and if you have questions, feel free to contact Max Preston at max.preston@smartattend.com. ■■■



Left to right: Robert Cattle, CTMA executive director; Max Preston, Smart Attend; Jaswinder Bhatti, CTMA Toronto Chapter chair (Samco Machinery Ltd.).



Toronto Chapter members enjoying the tour at Axiom Group in Aurora, ON.

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Windsor Chapter

On October 26, 2016, CTMA members toured Eagle Press & Equipment Co. Ltd., a privately owned family-run business that was established in 1959. They are internationally recognized as innovative leaders in the design and manufacturing of mechanical, hydraulic, and servo presses. Eagle Press primarily supplies OEMs and other suppliers in the automotive industry, HVAC, tool and mould and appliance industries. The company is one of the very few remaining North American-owned producers of stamping presses competing against global giants.

Owners Ed and Ted Polewski gave members a tour that featured Eagle Press' machining facilities, along with some very informative videos. Participants were impressed to see a 2,300-ton, 196-inch by 90-inch stamping press in operation and to learn how this type of equipment is built. It was a pleasure to see a strong, well-respected Canadian family enterprise design and manufacture these world-class presses and to witness the latest product in operation prior to delivery.

Following dinner at The Keg, Jennifer Loscher from Deloitte gave a presentation entitled *Aligning Government Incentives to Your Business Growth*. Jennifer talked about the numerous federal and provincial government incentives available to support business growth and innovation. An overview of the SR&ED updates, available grants and incentives to further maximize claims was also presented.

For more information on Deloitte, please visit their website at www.deloitte.ca or contact Jennifer Loscher at jloscher@deloitte.ca. ■■



Windsor Chapter members enjoying the tour at Eagle Press & Equipment Co. Ltd. in Windsor, ON.



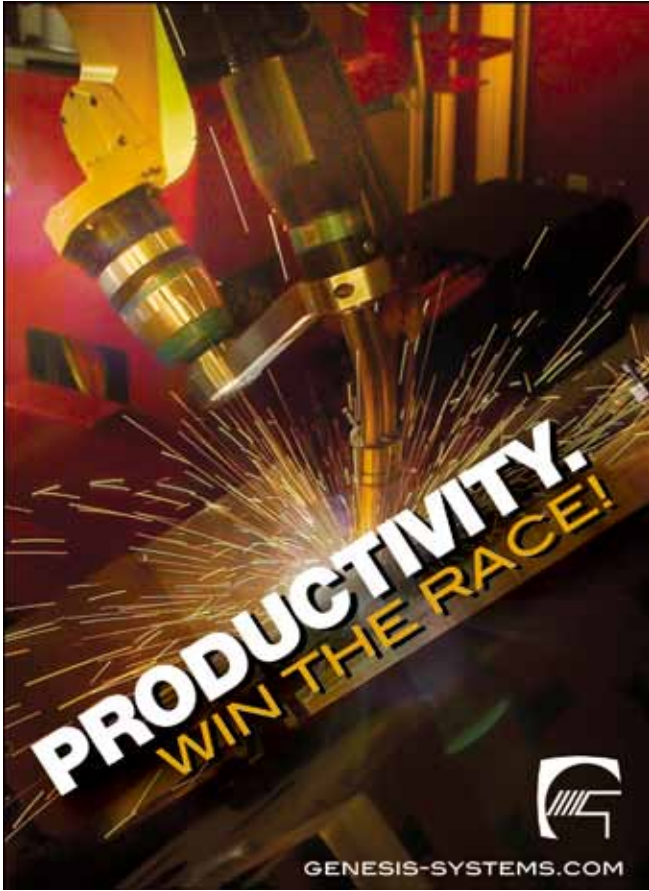
Richard Janik, CTMA Windsor Chapter chair (J & C Tool & Die) thanks Jennifer Loscher of Deloitte for her presentation.



Left to right: Mike Hebert, sales manager, Eagle Press; Ted Polewski, president, Eagle Press; Richard Janik, CTMA Windsor Chapter chair (J & C Tool & Die); and Ed Polewski, vice-president, Eagle Press.

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MAY 1

Apprentice Bursary Awards –
 Open for Nominations
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MAY 29

Cutting Tool Group Annual
 Meeting
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JUNE 6

19th Annual Shotgun Golf
 Tournament
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JUNE 6-8

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NEW SECO CUTTER BOOSTS MATERIAL REMOVAL RATES

Seco Tools, LLC has expanded its solutions for difficult-to-machine materials with the introduction of the High Feed 6—the latest addition to the High Feed series of indexable-insert milling cutters. This new cutter features a design created to boost material removal rates and handle high chip loads, resulting in substantial productivity increases and exceptional tool life.

The High Feed 6 milling cutter shows strong performance in all kinds of steels, especially mould and die steels.

The new tool can tackle difficult-to-machine materials, from stainless steel to heat-resistant superalloys. The tool performs equally well in all high feed applications, including face milling, slotting, contouring, plunging and helical interpolation. The

large-diameter cutter bodies are capable of 0.070" (1.8 mm) axial depths of cut and feature double-sided inserts with six cutting edges for unsurpassed material removal and low operating costs.

High Feed 6 inserts mount at low lead angles to direct machining forces up into the machine tool spindle rather than radially against the side of the tool. The tool experiences less vibration and provides long, predictable performance.

The flexible High Feed 6 is available in 13 metric cutters with outer diameters from 50 mm to 160 mm and nine imperial cutters ranging from two to four inches in diameter and in both normal and close-pitch versions. Inserts are available in three cutting geometries. Many advanced grade and coating options are available.

www.secotools.com



NEW VARIAXIS J-600AM GROW MAZAK ADDITIVE SERIES

As one of the newest members of Mazak's additive machine family, the VARIAXIS j-600AM (Additive Manufacturing) Vertical Machining Center features an innovative Wire Arc-type metal deposition system. The technology takes the additive process to new levels, allowing shops to quickly and easily grow part features then employ the machine's advanced 5-axis multi-surface subtractive capabilities to produce high-precision parts complete in single set-ups.

The VARIAXIS j-600AM's Wire Arc system incorporates a standard wire arc-welding head mounted on the machine's headstock to deposit material layer by layer and grow near-net-shape 3D forms. The system deposits material faster because it uses wire instead of metal powder.

Machines capable of both additive and subtractive operations offer many advantages, slashing production time and conserving large amounts of expensive raw materials typically machined away when parts are completely produced using only subtractive operations. They also reduce the number of machines required in a facility and save floor space.

The VARIAXIS j-600AM also features a 12,000-rpm B-axis tilt spindle and C-axis indexing table. The machine is well-suited for the production and repair of aerospace parts, moulds and dies and oil-drilling components so these parts retain their original durability and wear resistant properties.

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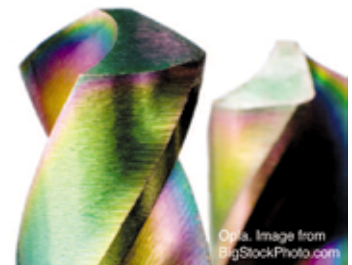


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