

**MARCH 2006****Calendar of Events****March 2, 2006**

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

**March 5-8, 2006**

SFIC Industry Convention  
Boca Raton Resort & Club  
Boca Raton, FL

**March 23, 2006**

CMFI Member Meeting.  
Grazie Restaurant, Des Plaines, IL

**April 6, 2006**

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

**April 27, 2006**

CMFI Member Meeting.  
The Clubhouse, Oak Brook, IL  
6:00 PM

**May 23-25, 2006**

SFIC Washington Forum  
Washington DC  
[www.sficwashingtonforum.com](http://www.sficwashingtonforum.com)

Another really interesting historic article on one of our Wisconsin members begins on page 2.

**MARCH MEMBER MEETING**

March 23, 2006

Grazie Restaurant · 1050 E. Oakton  
Des Plaines, IL  
6:00PM-9:00PM

**IMPACT OF OSHA'S NEW CHROME  
PEL REGULATIONS ON METAL  
FINISHING**

Joelie Zak, CMFI's Technical Consultant from Scientific Control Laboratories, will review OSHA's new workplace exposure limit for hexavalent chromium of  $5 \text{ ug/m}^3$  and its impact on our industry. The revised rule, which raises OSHA's originally proposed limit of  $1 \text{ ug/m}^3$ , will require that facilities consistently operate below a so-called "Action Level" of  $2.5 \text{ ug/m}^3$ . The final rule will require that most companies begin complying with a range of new requirements within 270 days, including:

- initial exposure assessments;
- obtaining appropriate work clothing and equipment; and
- compliance with hazard communication, training and other provisions of the standard.

**FOR RESERVATIONS:** mail in your pink card, fax (773-784-1304) or e-mail ([cmfi@netzero.net](mailto:cmfi@netzero.net)) to the Institute office ASAP.

## **JAGEMANN PLATING: 60 YEARS OF DIPPING PARTS**

**BY: CHARLIE MATHEWS  
MANITOWOC HERALD TIMES REPORTER,  
1/8/06**

Scott, Mike and Dave Jagemann started in the family business cleaning toilets and cutting the grass. None of their nine kids are old enough yet to work at Jagemann Plating, and what's questionable is how many fourth-generation Jagemanns will get involved in the company founded by their great-grandfather, Joe, in 1945.

"I'm not. It is a very tough business. Our customer base has shrunk so much," said Mike Jagemann, 40, executive vice president and general manager, when asked if he will encourage his five children to walk in his footsteps. "Yes, we can still be viable and profitable but we're squeezed so much. It affects our long-term opportunity to be successful," he said.

While the youngest of retired board chairman Art Jagemann's three sons is wary about the future, he and his brothers expressed pride in their 145 employees — down from 200 in 1998 — and their ability to satisfy customers in the Lakeshore area, the eastern half of Wisconsin and northern Illinois.

Scott Jagemann, 43, is president and CEO, while Dave Jagemann, 42, is vice president of sales. Art Jagemann, 67, is the retired chairman of the board who still makes daily morning appearances.

What Jagemann Plating does is relatively straightforward, as explained in a company document.

Metal parts of all sorts, from those used in MRI scanners to automotive components to wine stands to

millions of pounds of nuts, bolts and screws, arrive at the Jagemann Plating receiving dock on South 26th Street. They are cleaned, put into barrels or on racks and dipped in an acid to activate the electrostatic plating, then plated in zinc, nickel, nickel chrome, copper, or aluminum chromate; rinsed, dried and packed for return to the manufacturers via their 10-truck and trailer fleet. Corrosion resistance is the key attribute sought by the original manufacturer. In the automotive field, for example, when a part will be able to avoid rusting for years and years, the carmaker can offer the auto buyer a lengthy warranty with confidence.

Among the Lakeshore area companies to utilize Jagemann Plating are Manitowoc Tool & Machining, Manitowoc Crane, Formrite Tube, Fisher-Hamilton, Oil-Rite, LDI Industries, Universal Wire and Jagemann Stamping.

Yes, the Jagemanns in the plating business are related to the ones in stamping and to John Jagemann, Courthouse Pub restaurateur.

### **Major challenges**

Virtually no business stays alive for six decades without facing major challenges.

"A challenge I had to cope with was the federal government's Clean Water Act," Art Jagemann said of the 1972 legislation.

He doesn't object to its provisions, even though it required installation of a multi-million-dollar wastewater treatment system. Compliance with workplace air quality requirements is also costly, if unfair.

The Jagemanns say Chinese plating operations don't operate with the same environmental regulations they are subject to. Combined with Chinese acquisition of raw materials like zinc, copper and stainless steel, Jagemann Plating has seen its commodity prices escalate.

Throw in climbing natural gas prices to heat the air coming back into the plant in the wintertime, and the budget squeeze is intense.

Art Jagemann was the youngest of Joe's nine children, and took over the business two years after his death in 1974. Art said Scott had the challenge of completely computerizing the plant.

#### **'Set their own pay'**

What Art started and the sons continue that is crucial to viability is a comprehensive training program offering production employees on-the-job instruction in numerous areas. "We reward on how much they want to learn. They set their own pay," Mike Jagemann said. Starting pay is about \$8.25 an hour, but with a combination of acquired skills and experience, wage rates often exceed \$16 an hour, with the average around \$13.

Jagemann Plating runs "6x24," with some employees working Monday through Wednesday and others Thursday through Saturday, getting paid for 40 hours while working three 12-hour shifts each week.

Scott Jagemann said veteran employees become the trainers of new hires. "Enthusiasm is still hot. There often are more people on the list that want to be in training

sessions than we have openings (available)," he said.

Art's eldest son is also proud of the plant's safety procedures and training. "Our safety record is fabulous," he said, while knocking on his office's wooden conference table, just a few days away from the plant going one year without having an OSHA recordable injury or lost-time accident.

#### **Time will tell**

Every day is a constant battle to make sure customers are satisfied. "Service is key, especially when competing globally and working with the businesses that are still here," Scott Jagemann said. "The lean, low inventory customers are the ones that are surviving. It is important for us to develop partnership relationships built on trust," he said. "Our common goal is to make their customer happy."

But it remains to be seen how many manufacturers in Wisconsin will be around to do plating for their products. Jagemann Plating has about 400 to 500 customers, with the top 100 comprising 80 percent of its business. "There are less stampers. The pool of prospects has shrunk dramatically," said Dave Jagemann, who will be leaving the family business in July to pursue ministerial studies at a California Bible college. He serves Calvary Chapel in Manitowoc as associate pastor. "We're waiting for more consolidation in our industry. The strong will survive," Scott Jagemann said.

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## **cmfi**

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## **REMINDER:**

### **DON'T FORGET RCRA TRAINING**

Excerpt From: Environmental Compliance, #272

**When you think RCRA, you think of manifests, "cradle to grave" management, transportation, container management, and endless hours of record keeping. However, one important aspect of RCRA is training.**

**Anyone who is regularly exposed to an area where hazardous waste is generated, treated, stored or shipped must complete RCRA classroom training or on-the-job training from a qualified trainer. A person qualified to perform training is someone who has been trained in hazardous waste management procedures and Contingency Plan implementation.**

**The training must ensure that facility personnel are able to respond to, use, inspect, repair, or replace emergency and monitoring equipment, and emergency procedures and emergency systems. Specifically, training should address:**

- **Automatic waste feed cut-off systems**
- **Communication or alarm systems**
- **Response to fires or explosions**
- **Response to groundwater contamination incidents**
- **Shutdown of operations**

**New employees may work in hazardous waste operations for up to six months without completion of required training, only under the supervision of a trained person. All employees are required to review training on a yearly basis.**