



FEBRUARY 2008 Calendar of Events

FEBRUARY 28, 2008

CMFI Member Meeting.
Colletti's Restaurant, Chicago

MARCH 2-4, 2008

NASF Management Conference. Sheraton
Hacienda Del Mar, Cabo San Lucas

MARCH 13, 2008

CMFI Board of Directors Meeting. Rosewood
Restaurant, Rosemont

MARCH 27, 2008

CMFI Member Meeting.
Colletti's Restaurant, Chicago

APRIL 22-24, 2008

NASF Washington Forum. L'Enfant Plaza Hotel,
Washington, DC

JUNE 16-19, 2008

SUR/FIN. Indiana Convention Center,
Indianapolis, IN

POSITION WANTED.....Maintenance Leadman. **16 years experience in general maintenance, inventory control, training & supervision of maintenance staff, and safety compliance. Certified Forklift Operator and Overhead Crane Operator and trained in Maximo CMMS computer system. Contact: Raul Herrera (708) 744-0018 or Email: rherrera_819@att.net**

FEBRUARY MEMBER MEETING

February 28, 2008

Colletti's Restaurant 5707 N. Central
Chicago, IL
6:00-9:00 PM

MWRDGC UPDATE

Dick Lanyon

As a 45-year veteran of the Metropolitan Water & Reclamation District, Dick Lanyon is a familiar face to most Chicago area CMFI members. We're honored that Dick is taking time out from his many duties as General Superintendent of the MWRDGC to address our members. Some of the topics he'll cover are:

- ▶ **The Capital Improvement Program**
- ▶ **The TARP Project**
- ▶ **The current Water Quality Standards Proposal currently before the Pollution Control Board**

Dick is always an entertaining and knowledgeable speaker. You won't want to miss this meeting!

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

THE NASF WASHINGTON FORUM –
REGISTER TODAY

L'ENFANT PLAZA – WASHINGTON, DC
APRIL 22-24, 2008

Don't miss the opportunity to be in Washington, DC this spring for the *2008 NASF Washington Forum*. This year's Forum will give attendees the latest updates and insights on key policy issues and trends impacting the finishing business.

The agenda will include a range of business, policy and political issues relevant to the industry, including:

- *Political Outlook: A Washington Insider's Look at the 2008 Elections*
- *Global Warming: What it Really Means for Small Manufacturing*
- *Industry Panel & Case Study on Emerging Regulation: New Fume Suppressant and Wastewater Limits in the States?*
- *Metals and the Finishing Industry: Recent Global Supply and Price Trends*
- *Federal Air Regulations for Finishing: USEPA's Proposed Area Source Rule*
- *Chemicals in Commerce: Beyond Homeland Security*
- *The Future of Finishing: A "Snapshot" of the Latest Data on the Industry*

With the fall election shaping up to be one of the most competitive in recent years, this year's Forum is a "must attend" event for finishing industry professionals who want to outpace the trends and look for new opportunities to succeed in an increasingly challenging business environment.

In addition to a full program of presentations and discussions over 1 ½ days, attendees will also have the opportunity to meet with their members of Congress and staff on the final day of the program (April 24th).

Register TODAY and make your hotel reservations at www.nasf.org or contact: Cheryl W. Clark, 202-457-8404, Ext. 213.

FREE CALCULATOR ESTIMATES
COST OF EMPLOYEE HEALTH
PROBLEMS

Blueprint for Health is a free online tool now being used by companies small and large to estimate how illnesses among workers affect medical costs, employee absences and productivity. The tool estimates medical costs, absences and work impairment for companies who do not have access to data or resources for their own data analysis. It is intended to produce estimates within a magnitude of scale, not an exact prediction. The link to the free online tool is:
<https://secure.hhcfoundation.org/dframe/login.aspx>
(Registration is required, but no fee is charged.)

AFTER THE FIRING:
LEGAL RIGHTS SURVIVE

FROM: *LEGAL ADVISORY*, 1ST Quarter 2008.
Provided by Stone, Poggrund & Korey

It's not enough to know when it is legally acceptable to fire an employee. Business managers must also be aware of the rules concerning employees after employment has been terminated. Similarly, employees should know that leaving a job does not necessarily mean leaving their legal rights behind. Here are some considerations relating to a termination of employment.

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After the Firing (continued)

HEALTH COVERAGE: This is often a critical issue for employees who lose their jobs. Under the oft-cited Consolidated Omnibus Budget Reconciliation Act (COBRA), a company with 20 or more employees must provide terminated full-time employees with the right to continue group medical coverage. The employee is generally required to pay the full cost of the coverage (plus a 2% administrative fee that may be added).

An employer must also meet certain notification rights under COBRA. For instance, an election notice must be sent to an employee when his/her employment is terminated for any reason and medical coverage is about to be discontinued.

VACATION PAY: As a general rule, employees accrue vacation days during the year and draw from that "bank" when they actually take vacation. When an employee leaves, the value of vacation time that has accrued, but has not yet been used, must be paid. The accrual method is determined by the employer, but it is legally binding.

SICK PAY: If your company accrues sick leave as well as vacation pay, an employee will be entitled to be compensated for unused sick days upon termination.

SEVERANCE PAY: Severance pay is legally obligated to be paid only in the case of layoffs. The right to receive severance pay depends on company policy in addition to any prevailing employment or union contracts.

401(k) PLAN ROLLOVERS: Following termination of employment, an employee is no longer permitted to contribute to the employer's 401(k) plan. However, an employee can roll the funds over tax-free to another qualified retirement plan or a traditional IRS (within certain restrictions). Alternatively, the employee may choose to take a lump-sum

distribution or leave the funds in the account (if the plan permits this).

JOB SEARCH ASSISTANCE: Again, in the case of an involuntary termination, many companies provide professional assistance in finding new employment. This is a function of policies included under the company employment manual or union contract.

PRACTICAL APPROACH: If you are an employer, take precautions to meet all the legal requirements in this area. If you are an employee, make sure you understand your rights upon termination.



GENERAL OSHA COMPLIANT
SAFETY TRAINING MADE EASIER

Removes 70%+ of general OSHA training

NASF and Webnettraining (www.webnettraining.com), are now offering safety training courses via the web at reduced costs to NASF members.

BENEFITS OF WEBNETTRAINING

--Flexibility allows training 24/7/365 from any Internet computer

--Automatic testing ensures employee understanding of the subject

--Automatic monitoring ensures complete training and compliance

--Automatically documents OSHA training retrievable at the touch of a button

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cmfi

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WEBNETTRAINING(continued)

--A 100-person company may save up to \$40,000 per year in hidden safety training costs

--Easy for the employee to use – no computer expertise required

--Easier to train new employees

--Spanish Available

Special pricing for NASF/NAMF members

FREE TEST OF THE WEBNETTRAINING SYSTEM

Simply reply or send an email to gregg@juster.com (254)744-9562 and include your Name, Company Name, Phone #, Email Address, Location (city and state), and # of employees – (mention NASF), and you will receive a password that gives your training administrator access to the Webnettraining system free. This will allow you to view the system as if it were yours. Watch the programs, take tests, and check out the reporting features.

IN MEMORIUM

Our condolences to the families of two long standing members of the CMFI.

Gerry Kraft was President of Kraft Chemical Co. until his retirement in 2003 and passed away on January 14. Donations: Alzheimer's Disease, 225 N. Michigan Ave., Floor 17, Chicago, IL 60601.

Warren Dickinson was the founder and President of DynaBurr (1968-1998). He was enjoying his retirement in Florida and was an active boater and traveler until his death on January 14. Donations: Sahib Shrine Center, 600 Beneva Rd., Sarasota, FL 34232