



The Voice of over 1,600 Manufacturers in the 12-County Alamo Region

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Official Publication of the San Antonio Manufacturers Association (SAMA)

Enrichment of business relations is Regal Plastics' priority



“You yourself can do everything...but friendships help you do everything right.”

Javier Garcia
*San Antonio Branch Manager
Regal Plastics*

SAMA made it clear...build the rapport first and the revenue would certainly follow

Regal Plastics, headquartered in Dallas, Texas, is a wholesale supplier to the glass, manufacturing, and sign industries. Since the first introduction of plastics in the early 1940s, Regal Plastics has been recognized as a leader in the distribution of this versatile product.

According to San Antonio Branch Manager, Javier Garcia, “It has been, and always will be, Regal Plastics’ mission to provide our customers and vendors with a knowledgeable and well-trained staff, and offer the best service available.”

Garcia attributes this practice to Regal’s successful expansion into South Texas in 1976 to satisfy the increased demand in the San

Antonio area.

Regal Plastics’ continued success in the San Antonio market is the result of Javier’s ‘instincts’ in manufacturing and customer service, and to the advice he received at an early age, “You yourself can do everything...but friendships help you do everything *right*.”

This philosophy has helped Garcia expand Regal’s presence in South Texas and to expend capital for tooling to remain competitive in a difficult market.

Garcia was quick to recognize this same philosophy was shared by the San Antonio Manufacturers Association (SAMA) and its members. “Early in our membership, while attending some of the special interest groups

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United States passing the field with manufacturing resurgence
Forbes ranks San Antonio region 7th in nation with 2.3% growth

In May of this year, *Forbes* magazine provided a very encouraging outlook for American Manufacturing, particularly in our own backyards of San Antonio and the State of Texas.

Citing data from 2010 through the 2nd quarter of this year, almost half a million manufacturing jobs were added to the U.S. contributing to over 20% of all global manufacturing exports.

Although recent numbers have slowed, the U.S. continues to lead the global resurgence in manufacturing despite the tail end of a recession and the election year.

Texas leads the way accounting for over 800,000 manufacturing jobs and almost 10% of all national exports. San Antonio was ranked 7th by *Forbes* among cities leading the nation in manufacturing growth. With the influx of new manufacturers such as Toyota, Caterpillar, and Pratt and Whitney, the San Antonio/New Braunfels manufacturing sector has grown approximately 2.3 % this past year.

The landscape appears right for America to strengthen its hold as the leading manufacturer in the world, with San Antonio at the front of the pack.

With rising wages in China and increased demand for quality, service, and response, America has the opportunity to command the manufacturing arena but it must be able to respond to the growing demand for a skilled workforce.

San Antonio Manufacturers Association (SAMA) is working with Workforce Solutions-Alamo, Alamo Colleges, University of Texas San Antonio (UTSA), Alliance for Technology Education in Advanced Manufacturing, (ATEAM), and others to develop programs to train and educate the workforce area manufacturers need to compete in global markets.



Chairman's Report



“This organization is the ‘refrigerator’ of San Antonio manufacturing. The host of volunteers and staff are the report cards and art work we are so proud to display”.

Mike McIver

*Vice President of Manufacturing
Pressure Systems International*

Value is the gift of SAMA's 100 Year Anniversary

San Antonio Manufacturers Association provides a fair exchange for membership

In 2014 the San Antonio Manufacturers Association (SAMA) will be celebrating its 100 year anniversary! To help gain some perspective about this period, the Babe debuted as a pitcher, Henry Ford introduced the assembly line, the world was on the cusp of its first world war, and, on the home front, the San Antonio Zoo was first opened.

Since 1914, I believe that a lot of good people, events and opportunities have come and gone. My conviction is that SAMA continues to offer value in exchange for membership.

Value is defined by Webster (or, in modern terms, Wikipedia) as a monetary worth: an amount expressed in money or another medium of exchange that is thought to be a fair exchange for something.

Would you not agree that SAMA has been fair in providing its membership a special something?

I start to chuckle when I begin to list all the professional opportunities, *the value*, SAMA offers its membership. Stay with me now, beneficial programs such as lean manufacturing, educational platforms for the professional development of our workforce, monthly luncheon programs, plant mixers, plant tours, recreational activities such as golf and bowling, CEO events, Special Interest Groups, meet the members, quarterly newsletters, committee involvement, trade shows, banquets, OSHA Certification, Inventory Management, Summer High School Internships, Human Resources and law seminars, environmental programs, safety seminars, leadership

development, and fund-raisers to support the community such as Fisher House, The San Antonio Food Bank, Christian Senior Services and, least I not forget, friendships, networking, networking, and more networking.

Well this may be interpreted that I am bragging a bit about this organization...you bet I am. This organization is the “refrigerator” of San Antonio manufacturing. The host of volunteers and staff are the report cards and art work we are so proud to display.

The San Antonio Manufacturers Association is a value that the local community, city leaders, state and national officials and most importantly our employees benefit from.

Enjoy this recognition and celebrate!

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UTSA Institute for Economic Development – A Valuable Resource

The University of Texas at San Antonio Institute for Economic Development is dedicated to creating jobs, growing businesses and fostering economic development. Its multiple centers and programs provide professional business advising, technical training, research and strategic planning for manufacturers, aspiring entrepreneurs and small business owners. Programs serve primarily the San Antonio and the Texas-Mexico border, but also have impacts nationally and internationally.

Popular areas of interest include business start-ups, certification programs, access to federal, state, and local contracts, business importing/exporting and access to loans and working capital for growth. Of

special interest to manufacturers is the Institute's Southwest Trade Adjustment Assistance Center, which offers specialized assistance and grants for manufacturers who seek to preserve jobs and recover lost revenue. Learn more about the SWTAAC at: <http://swtaac.org/>. The Institute research arm uses state-of-the-art resources and has access to the most complete and sought-after databases to provide the latest market information and the most relevant trade data.

“A truly great feature of being located at UTSA is the opportunity to collaborate with the College of Engineering's Center for Advanced Manufacturing and Leans Systems (CAMLs) to bring the benefits of ground breaking research into the

hands of regional businesses”, said Robert McKinley, Associate Vice President for Economic Development at UTSA. *Visit the IED at www.iedtexas.org for more information.*

Institute for Economic Development
The University of Texas at San Antonio



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Healthcare Reform: Mandates affecting employees

William M. Fisher, *Shareholder, Cox Smith Matthews Incorporated*

Since the passage of health care reform in 2010, employers have scrambled to stay abreast of the cascade of required changes to health plans. Some of the most fundamental changes become effective over the next fourteen months. They include:

- A “Summary of Benefits and Coverage” describing health plan features in a prescribed format must be distributed for plan years starting after September 22, 2012.
- Health flexible spending accounts must be capped at \$2,500 for plan years starting after December 31, 2012.
- 2012 W-2s (issued in January 2013) must report the cost,

including any employer subsidy, of health coverage provided to employees. However, this reporting will not result in taxable income to employees.

- Starting in 2014, employers with at least 50 full-time employee equivalents must offer a standard level of health coverage (“minimum essential coverage”) to all employees who work at least 30 hours per week, or potentially face large excise taxes. Pundits have dubbed this the “pay or play” provision. Employers who choose to “play” may nevertheless face some excise taxes depending on the financial situation of their workforce.
- Also starting in 2014, health

plans must reduce waiting periods to a maximum of 90 days and remove any pre-existing condition exclusions or limitations. In addition, non-grandfathered plans must follow a new, strict set of rules governing cost sharing between employers and employees.

Employers should already be prepared for the SBCs, FSA cap and W-2 reporting requirements. Although government agencies are still drafting expanded guidance for the mandates that become effective in 2014, employers should start educating themselves now to develop an informed compliance plan.

Regal Plastics *continued from page 1*



and mixers, we could see that the value of our membership extended beyond networking and your standard business association.”

Through their membership, Regal was able to team up with CPS Energy to analyze their energy usage. CPS quickly formulated energy-saving initiatives that helped Regal not only reduce their energy consumption but to realize an overall cost savings of approximately \$15,000.

According to Garcia, “Our SAMA ‘friendships’ have helped us accomplish more than we could ever imagine.” A SAMA-sponsored presentation by H-E-B’s Emergency Response team helped Regal avoid what could have been a devastating loss, and to quickly recover from the initial damage from a tooling fire in 2011.

When faced with this catastrophe, Regal was able to

use the emergency response instructions learned from H-E-B to minimize damages and maximize recovery efforts. Not only did this benefit Regal Plastics but they were able to demonstrate these best practices to the general SAMA membership to hopefully assist others should a similar catastrophe occur.

Regal continues to value the information and ‘friends’ they’ve found in SAMA. Garcia says, “We express to our customers, vendors, and the business community, if you want to increase revenue, serve others and be a leader in your own industry. The San Antonio Manufacturers Association has the ‘family’ network to help you accomplish this.”

FACTS ABOUT MANUFACTURING IN OUR AREA

Manufacturing generates \$14.1 billion annually to San Antonio economy

Employs over 53,000 people in the region

Wages are 13% higher than San Antonio average

Manufacturers pay for training, higher education, and advancement through certifications

Stable employment and excellent benefit packages

Clean, safe work environments

Demand for skilled workforce is projected to increase

“San Antonio is home to some of the nation’s top, cutting edge manufacturing operations. The San Antonio Manufacturers Association and The Chamber are working together daily to help grow this industry and to ensure a qualified, capable workforce for the future.”

Richard Perez
President and CEO
The Greater San Antonio Chamber of Commerce

San Antonio Manufacturers Association

*The Voice of Over 1,600
Manufacturers in the
12-County Alamo Region*

ADVOCACY

**Manufacturing's Voice to
Local Government
& Regulatory Agencies**

**Assuring the Next Generation
of Skilled Trades**

**Monitoring Water
& Energy**

BEST PRACTICES

Cultivating Leadership

**Manufacturing Skills
Development**

Team Building

Manufacturing Plant Tours

Special Interest Groups (SIGs)

Seminars and Training

Lean Practices

**Business-to-Business Forums
& Networking**

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Manufacturing-oriented skilled technical training programs announced

Collaboration between SAMA, Alamo Colleges, and Workforce Solutions-Alamo produces innovative training program *John Dewey, SAMA Board Member and VP, Operations, Innovation, Technology, Machinery (ITM)*

In December 2011, the San Antonio Manufacturers Association (SAMA) held a "Town Hall" meeting of San Antonio area manufacturers to address concerns regarding their inability to fill skilled technical vacancies. The purpose of the meeting was to obtain information that could serve as a basis of action to address the workforce issue.

Outlined in SAMA's March 2012 Workforce Assessment Report (available from SAMA), the Report identified significant issues and provided recommendations to support the continued economic growth of manufacturing in our region.

As reported, the current demand for skilled technical personnel exceeds the availability of personnel capable of filling the vacant positions. The Report went on to identify various options to increase the skill levels of the available workforce for both the near and long term demands of the regional manufacturing industry. It also recommended the establishment of programs that would integrate skilled technical training programs

with regional industry employment demands.

In response to the Industry's concerns, SAMA initiated a series of meetings to address the workforce issues in May 2012 with key community organizations representing the business, education and workforce development segments. These meetings served as a basis for collaboration between SAMA, Alamo Colleges and Workforce Solutions-Alamo.

With strong support and active participation, the three groups jointly announced on August 29th a new adult education program for the development of skilled technicians for the regional manufacturing industry.

The new program, referred to as the "Just-In-Time (JIT) Training" Program for Manufacturing, consists of a web-based learning program coupled with a hands-on laboratory component. Developed as a 90-day structured training program held at the Alamo Colleges' new Workforce Development Center at the Port San Antonio Southwest Campus, students will progress through a

structured course curriculum that will also incorporate Manufacturing Industry standards certifications.

Funded by Federal grants, the training programs will be provided at no cost to either the student or the employer. Once the student successfully completes the formal training program, regional manufacturers will employ the individuals at prevailing wage rates in positions commensurate with their skills.

To assist in the continued development of these entry-level technicians, funding assistance will also be available to the employer for the initial four weeks of on-the-job training and employment.

Starting October 22, 2012, the initial class will support training for both Production Assembly Technicians and Machinists, with other occupation training programs also under development.

For more information, contact the SAMA office at 210-979-7530 or Workforce Solutions-Alamo at 210-272-3250.

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