



Celebrating Manufacturing in Northumberland

Congratulations to NMA Award Recipients

To kick off Manufacturing Month celebrations the NMA presented awards to three member manufacturers at Hoselton Studio in Colborne on October 5th.

The new Annual Awards showcase member contributions towards continuous improvement, the environment, health & safety and workforce development. Each award recipient was recognized with an award designed and manufactured in Northumberland by fellow NMA member, Hoselton Studio.

The 1st Annual "**Environmental/Health & Safety Award**" was presented to **CHEM-ECOL Ltd.**



Pictured Above - Nathan Coyle, Fred Kosseim (Chem-Ecol) and Dan Ross (NMA President)

The 1st Annual "**High Performance Manufacturing Award**" was presented to **CpK Interior Products Inc.**



Pictured Above - Pat Jossinet, Brad Fegan (CPK Interior Products), Dan Ross (NMA President)

The 2nd Annual " **Investing in Employee Development Award**" in partnership with Fleming College was presented to **Canadian Wear Technologies Ltd.**



Pictured Above - Darlene Warner representing MPP Lou Rinaldi, Deborah Stanford (Fleming College), Brad Shehan (Canadian Wear Technologies), Dan Ross (NMA President)

Team Hoselton and the Award Recipients



Pictured - Brad Fegan (Cpk Interior Products), Jay Hennessy & Rose Todd (Hoselton Studio), Fred Kossiem (Chem-Ecol), Brad Shehan (Canadian Wear Technologies)

For more information on the Awards [Click Here.](#)

Feature News Insert

Thank you to Members and Associates for supporting the NMA's October feature insert in Northumberland News.

The feature to be released October 6th highlights the importance of manufacturing to our local economy.



NEW Training & Funding Support

The graphic features a large, stylized gear on the left side. The gear is light blue and has the words 'improvement' and 'continuous' written on its teeth in a dark blue, sans-serif font. To the right of the gear is the NMA logo, consisting of a stylized 'NMA' symbol and the text 'NMA NORTHUMBERLAND MANUFACTURERS ASSOCIATION'. Above the logo is the text 'Fleming College | Contract Training'. To the right of the logo is a yellow starburst shape with the word 'NEW' in red, bold, sans-serif font. Below the logo and starburst is the text 'Continuous Improvement Leadership Training & Funding Program' in a dark blue, sans-serif font.

The Ministry of Advanced Education and Skills Development approved the NMA's submission to fund manufacturing specific training. The new NMA training pilot was developed in partnership with Fleming College in consultation with local manufacturers to fill a skills gap identified by NMA member manufacturers.

For information on the new NMA training and funding program [Click Here](#) or Contact judy.selvig@thenma.ca 905-372-8315 ext. 241

November 8th Conference

Register Today!

Early Bird Rate Closes - Friday, October 7th

12th Annual Tri-Association Manufacturing Conference



Tuesday, November 8, 2016

**7:30 am to 5:30 pm - Best Western Plus, Cobourg
930 Burnham St., Cobourg K9A 2X9**

Networking - Workshops - Trade Show - B2B Lounge

To view a full Conference agenda visit www.thenma.ca

[Click Here](#) for Online Registration!

Members in the News

Congratulations to...

Lorenz Conveying Products, for achieving National recognition as one of Canada's fastest growing companies for the third year in a row.



Sabic Innovative Plastics on celebrating their 50th Anniversary. NMA Board Member Peter Ayres (Belden) congratulates Dan Ross and Paul van Laren (Site Leader) at Sabic's 50th Anniversary Celebration on September 26th.



October 27th

Watton Employment Services - JOB Fair

Lions Community Centre, 157 Elgin Street East, Cobourg 3:00 pm - 6:00 pm.

Candidates will attend with their resumes to be interviewed on the spot.

Call Watton Employment Services to register - 905-372-1901 or 1-888-348-8854.

November 24th

Construction Projects in Industrial Facilities (1/2 day)

Morning session start time **8:30 am** in Conference Room, 600 William Street, Cobourg
Equipment and machinery are installed and moved regularly at industrial facilities. What you may not know is that this type of activity meets the definition within the Occupational Health and Safety Act as "construction". This 1/2 day workshop will help you identify the many tasks that are regularly performed at an industrial facility and that are actually construction in nature, and what this means to your workplace. You will understand what a "constructor" is and what their responsibilities are. Typical project scenarios will be discussed and you will leave with a better understanding of how to apply this knowledge to your own workplace.

For registration link visit thenma.ca/workshops.

Managing Safety of On-Site Contractors (1/2 day)

Afternoon session start time **12:30 pm** in Conference Room, 600 William St., Cobourg.
Utilizing outside contractors is a reality for every business. It is important to ensure that contractors do not create unnecessary risks to themselves, to employees or to the public while performing their work. Through the use of case studies and the contractor safety workbook, you'll walk away with sample documentation, checklists and tools required for your company to effectively manage on-site contractors.

For more visit thenma.ca/workshops.

January 26th - 2017

Fleming - Peak Leadership Program

Program starts on January 26th and will be delivered in Cobourg. For details including NMA member testimonials on the effectiveness of the program, contact:

Karen Foster 905.372.6865 ext. 5221 karen.foster@flemingcollege.ca

Hiring Short-Term Foreign Business Professionals

The following article is provided for informational purposes only.

You've finally found the right professional for your job! Now you want to get them here and working on the project as soon as possible.

Companies looking to bring American or Mexican business professionals can benefit from the North American Free Trade agreement (NAFTA) which allows for American and Mexican nationals to work in Canada without a Labour Market Impact Assessment (LMIA) and in some instances, a Work Permit.

Business Visitors to Canada are both LMIA and Work Permit exempt, they must meet specific conditions that show that they will not enter the Canadian Labour Market. A business visitor is someone who comes to Canada to engage in international business activities without directly entering the Canadian labour market. For example, someone who comes to Canada to meet people from companies doing business with his or her country would be a business visitor

Visitors may come to Canada to observe site visits. Alternatively, a Canadian company may have invited them to Canada for training in product use, sales or other functions related to a business transaction.

Business visitors must prove that their main source of income and their main place of business



are outside Canada.

Business Professionals, Intra-company Transferees and Traders/ Investors are exempt from the LMIA requirement, but do require a Work Permit. Often these persons are business professionals, such as accountants or engineers who have been contracted by the Canadian company to do short term contract work for them. Intra-company transferees are high-level professionals who are sent to Canada to work short-term for the same employer.

It is important to be aware of these requirements and the difference between a business visitor versus a business professional. Often, we see foreign workers delayed at the border because they have not prepared their business visitor or business professional paperwork before attempting to enter Canada. This often results in a refusal at the border, and a delay in the job in Canada. This can be extremely detrimental in the Manufacturing business, where jobs work on strict timelines, where delays are costly to you as an employer.

Article submitted by Calver and Associates. Operating out of Northumberland County, Calver & Associates can assist in preparing NAFTA Worker's package to submit to CIC or to a CBSA Officer at a Border Entry, or ahead of time to Immigration Canada.
Contact: 514-442-9404 or e-mail jade@calverandassociates.com.

Operation Red Nose



Operation Red Nose is a national program dedicated to the fight against drinking and driving. It is a free, confidential, volunteer-driver service offered to any individual who has been drinking or who simply does not feel fit to drive his/her vehicle home. For more information [Click here](#)

905-372-8315 ext 241 www.thenma.ca
600 William Street, Suite 600 Cobourg, ON K9A 3A5

