

PRECISION PITTSBURGH

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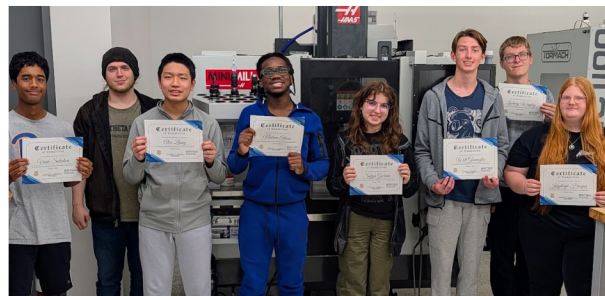


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A MESSAGE FROM THE CHAPTER EXECUTIVE

Dear NTMA Members,

For many companies, attracting and retaining skilled employees continues to be one of the most significant challenges facing our industry. Competitive compensation is an important part of that equation, but it can be difficult to know how your wages and benefits compare to other precision manufacturers. The **2026 NTMA Wage & Fringe Benefit Survey** provides reliable, industry-specific benchmarking data to help answer those questions.



Data collection for the Survey is now underway, and I strongly encourage every Pittsburgh Chapter manufacturer to participate. This year's survey collects hourly wage information for 38 shop floor job titles, along with information about retirement plans, healthcare benefits, vacation, paid time off, and other employee benefits. New categories have also been added for Press Brake Operator, Waterjet Operator, and Punch Press Operator.

All information submitted through the survey is handled confidentially. Individual company information is not published or shared, and the final report presents aggregated industry data.

All NTMA manufacturer members who complete the survey will receive the full 2026 Wage & Fringe Benefit Report at no cost. The report will include detailed tables, graphs, and analysis to help evaluate your company's wage and benefit packages against industry benchmarks.

Participating is simple. Complete the NTMA Excel survey (found pghtma.org/happening/2026-wage-survey/) and submit it by **October 30, 2026**. I encourage you to involve the appropriate members of your leadership, human resources, or finance team and make time to complete the survey before the deadline.

As a membership organization, some of the most valuable resources we provide are created through the collective participation of our members. By sharing information confidentially, we create a resource that helps manufacturers make more informed workforce decisions.

Please take advantage of this opportunity and participate in the 2026 NTMA Wage & Fringe Benefit Survey.

Thank you for your continued involvement in the Pittsburgh Chapter NTMA and for everything you do to strengthen manufacturing in our region.

Best regards,

Michel Conklin
Chapter Executive
Pittsburgh Chapter NTMA



A MESSAGE FROM THE BOARD PRESIDENT

Melissa Monarko, Pittsburgh Chapter NTMA Board President

Building a Stronger Manufacturing Workforce

As manufacturers, we spend a lot of time talking about workforce. We talk about the difficulty of finding skilled machinists, the challenge of attracting people into manufacturing, and the growing gap between the skills our companies need and the people available to fill those roles.

But perhaps we need to shift the conversation.

Instead of simply asking, “Where are we going to find the people?” we need to start asking, “How do we build them?”

Building the manufacturing workforce of the future requires us to think beyond any single program or population. It means introducing young people to manufacturing earlier, but it also means creating opportunities for underemployed workers, career changers, new hires, and the people already working inside our companies to develop the skills they need to succeed.

One example of this broader approach is BotsIQ. While many of us know BotsIQ for combat robotics, the program has grown well beyond the competition arena. One of its newest cornerstone workforce development initiatives is the Robotics Technician Pre-Apprenticeship program.

The program provides students with hands-on experience in manufacturing, robotics, electronics, machining, and problem-solving while introducing them to career pathways within our industry. Best of all, the program is open to students from across the region, not just those participating in combat robotics.

But attracting the next generation is only one piece of the workforce puzzle.

We also need pathways for someone who may be underemployed today but has the aptitude and interest to build a career in manufacturing. We need opportunities for someone entering our industry with little or no experience to gain skills while working. And we need ways for the employees already on our shop floors to continue developing their skills and moving into more advanced positions.

The development of a new one-year CNC Operator Apprenticeship is one answer. A shorter, stackable apprenticeship can provide an entry point into machining without requiring someone to immediately commit to a



traditional multi-year apprenticeship. From there, employees can continue building their skills, experience, and credentials as they progress in their careers. I am excited to have two of my employees start the program this fall.

At the same time, expanding access to training throughout our region is critical. Opportunities cannot exist only in certain locations if we expect employers and employees across Western Pennsylvania to participate. Expanding training access in areas such as Johnstown, Somerset, Butler, and Latrobe will help bring training closer to both manufacturers and the people who want to work for them.

There is also an opportunity for organizations like Pittsburgh Chapter NTMA and Catalyst Connection to work more closely together to connect employers, training providers, apprenticeship programs, and workforce resources.

For manufacturers, that can mean clearer career pathways, stronger apprenticeship programs, more effective on-the-job training and mentoring, and better access to resources that help us develop both new and existing employees.

None of these efforts alone will solve the workforce challenge. But together, they begin to create something our industry desperately needs: a more connected pathway into, and through, a career in manufacturing.

As employers, we have an important role to play in making these efforts successful. If we want workforce programs that truly meet the needs of our industry, we need manufacturers to be part of shaping them. That means clearly communicating where our skills gaps exist, identifying the training our current and future employees need, providing meaningful on-the-job training and mentorship, and creating opportunities for employees to grow and advance within our companies. The more engaged our members are, the better we can ensure that the programs and partnerships being developed throughout our region reflect what manufacturers need.

The Pittsburgh Chapter NTMA looks forward to continuing our work with Catalyst Connection and other industry partners to move these efforts forward. There is more to come, and we need your voice and participation as we work together to build a stronger manufacturing workforce for our region.

There is tremendous opportunity here in Southwestern PA, and there are people throughout our communities capable of building successful careers in our industry. Our challenge is creating better ways to connect the two.

Because ultimately, our workforce isn't something we simply find. It's something we build.

Melissa Monarko
President

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PITTSBURGH CHAPTER MEMBER UPDATES

NEW NTMA MEMBER COMPANIES

Welcome, Augustine Die & Mold!

The Pittsburgh Chapter NTMA is pleased to welcome Augustine Die & Mold, Inc. as one of our newest members! Located in Somerset, Pennsylvania, Augustine Die & Mold provides full-service precision machining, tool and mold manufacturing, waterjet cutting, and injection molding. Its in-house capabilities support customers from initial design and prototyping through production, repair, and maintenance, serving industries that include aerospace, defense, energy, healthcare, and water and wastewater. We look forward to Augustine Die & Mold's involvement in the Chapter and the expertise it brings to our regional manufacturing community. Learn more about Augustine Die & Mold here: <https://admapi.com/>.



Welcome, Ursa Major Technologies!

We are also excited to welcome Ursa Major Technologies as a new Pittsburgh Chapter NTMA member. Ursa Major is an aerospace and defense company developing advanced systems for hypersonics, solid rocket motors, and space mobility. Its Youngstown-area operations use advanced additive manufacturing technologies to produce complex, helping accelerate the development and production of critical American-made aerospace and defense systems. We are pleased to welcome Ursa Major to the Chapter and look forward to connecting its Youngstown team with manufacturers throughout our region. Learn more about Ursa Major here: <https://ursamajor.com/>.



NEW PITTSBURGH CHAPTER NTMA ASSOCIATE MEMBER

Welcome, XYCOM!

The Pittsburgh Chapter NTMA is pleased to welcome XYCOM as one of our newest associate members! Headquartered in Pittsburgh and backed by more than 25 years of experience, XYCOM designs, installs, and maintains integrated technology systems for industrial, manufacturing, and warehousing environments. Its capabilities include security cameras and access control, structured cabling, Wi-Fi and communications systems, conference-room technology, digital signage, video walls, and employee training. We look forward to connecting XYCOM with our members and the broader regional manufacturing community. Learn more about XYCOM here: <https://xycomgroup.com/>.



PITTSBURGH CHAPTER NTMA APPRENTICESHIP

In June, the Pittsburgh Chapter NTMA proudly celebrated 37 graduates of our four-year Machinist Apprenticeship Program during our annual Apprenticeship Graduation aboard the Gateway Clipper. This year's celebration was especially meaningful as it marked the 50th anniversary of the Pittsburgh Chapter NTMA Apprenticeship Program. The evening welcomed 251 guests, including graduates, family members, employers, instructors, and industry partners, to recognize both the accomplishments of the Class of 2026 and five decades of developing skilled manufacturing professionals.

A special thank you to Nate Cypher, CEO of **Accrotool**, who joined us to share his own career journey from journeyman to CEO. His story was a powerful reminder of the opportunities that apprenticeship can create and the many paths a career in manufacturing can take.

The event was hosted at the Gateway Clipper and it would not have been possible without the generous support of our sponsors. We extend a special thank you to our Presenting Sponsor, **EHD**; Drink Sponsor, **ApprenticeshipHQ**; and Photo Sponsor, **Allegheny Machine Tool Systems, Inc.**



CELEBRATES 50 YEARS!

We also gratefully recognize our Supporting Sponsors: **Rigging & Transportation Solutions**, **L&S Machine Company**, and **Kiski Precision Industries**.

For 50 years, the Pittsburgh Chapter NTMA Apprenticeship Program has helped strengthen southwestern Pennsylvania's manufacturing workforce by combining classroom instruction with hands-on, employer-based on-the-job training. We are grateful to the companies, instructors, partners, and supporters who have contributed to that legacy and continue investing in the next generation of skilled manufacturing professionals.

Congratulations to the Class of 2026 and to everyone who has been part of 50 years of apprenticeship excellence!





BOTSIQ UPDATE: ROBOTICS TECHNICIAN PRE-APPRENTICESHIP CONTINUES TO GROW

Todd Landree, BotsIQ

If you didn't know, BotsIQ does much more than combat robotics. One of our newest cornerstone workforce development initiatives is the Robotics Technician Pre-Apprenticeship program.

This program provides students with hands-on experience in manufacturing, robotics, electronics, machining, and problem-solving while introducing them to career pathways within our industry. Best of all, the program is open to students from across the region, not just those participating in combat robotics.

This summer, we welcomed 10 students into the program hosted at the BotsIQ Training & Education Center in Bellevue. 9 of those 10 students come from schools that do not currently participate in BotsIQ combat robotics. That means we are reaching new schools, new students, and expanding awareness of manufacturing careers throughout southwestern Pennsylvania.

At BotsIQ, we are constantly looking for ways to improve the student experience, and this summer we completely revamped our hands-on curriculum to make learning even more engaging through project-based activities. Students designed and manufactured their own Tech Deck-style finger skateboards using 3D-printed molds, vacuum forming, and laser cutting technology. They followed blueprints and practiced their layout skills to fabricate sheet metal toolboxes, modeled layouts using CAD software, machined board game pieces and pens on manual mills and lathes, programmed micro controllers to control miniature city systems, and much more.

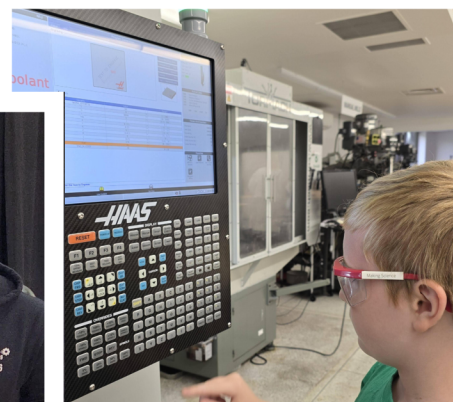
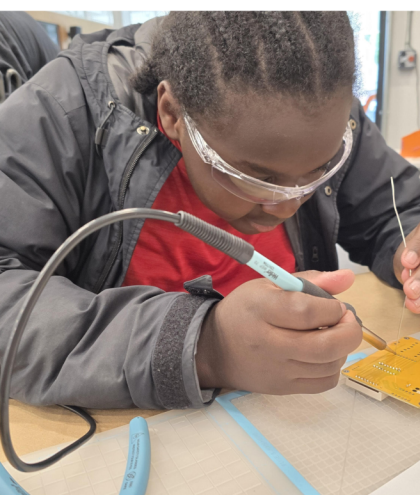
Programs like this would not be possible without the support of our industry partners. We would like to thank **DMI Companies** for supplying material for the toolbox project; **Roechling Machined Plastics** for donating plastic stock used in several projects; and **Aerotech** for providing aluminum used in custom milling projects such as precision-machined dice.

Thank you to all of our member companies for your continued support of BotsIQ and our workforce development initiatives. Together, we are helping train the workforce of tomorrow, today.

BOTSIQ

BUILDING THE FUTURE OF MANUFACTURING

2025-2026
IMPACT




5,441
Individual
Participants


8,594
Program
Touchpoints


151
Events


30
Company
Tours


229
Educators
Engaged

PROGRAMS FOR EVERY PATHWAY

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2026 MANUFACTURING OPEN RAISES MORE THAN

Michel Conklin, Pittsburgh Chapter NTMA

On June 22, the Pittsburgh Chapter NTMA welcomed industry partners to the 2026 Manufacturing Open at Hill Crest Country Club. Although the rain made an appearance, it did not stop everyone from joining us and making the event a tremendous success! The outing attracted 140 registered golfers representing more than 50 companies for a day of golf, networking, raffles, and friendly competition.

Together, participants helped raise more than \$25,000 to support the Pittsburgh Chapter's ongoing efforts to strengthen and advance southwestern Pennsylvania's manufacturing community through its Apprenticeship Program and youth program, BotsIQ.

We extend a special thank you to our Presenting Sponsor, **Citizens Bank**, as well as all of the event sponsors whose generous support made the outing possible: **AccroTool, Alro Steel, AW Miller, EHD Insurance, Enterprise Bank, FS-Elliott, Haas Factory Outlet Pittsburgh, Hamill Manufacturing, Kiski Precision Industries, Kurt J. Lesker Company, Metal Solutions, MetPlas, Morris Great Lakes, Oberg Industries, PDS Industries, Penn State Tool & Die, Penn United Technologies, Rigging & Transportation Solutions, Technical Equipment Sales, U.S. Navy Talent Pipeline Program, and USI.**

Thank you also to the golfers, volunteers, and staff who braved the weather to support the event. Your participation and generosity made the 2026 Manufacturing Open another huge success!





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WITH PGH NTMA

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TRAINING LOCATIONS: BotsIQ Training & Education
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Central Westmoreland CTC (New Stanton),
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Don't have a state registered program? Contact us for options about our group sponsored program and let us handle all of the paperwork and program with the State for you.

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PIRATES & POLITICS BRINGS WESTERN PENNSYLVANIA MANUFACTURERS TOGETHER

Members of the Pittsburgh and Northwestern Pennsylvania Chapters of the NTMA came together on August 19 for the 2026 Pirates & Politics event at PNC Park. The annual event combined industry networking, government affairs updates, and an afternoon of baseball, giving manufacturers from across western Pennsylvania an opportunity to connect in a relaxed setting.

Omar Nashashibi provided attendees with timely updates on federal policy and legislative issues affecting manufacturers, while chapter members and guests had the opportunity to strengthen relationships with peers, suppliers, and industry partners.

Thank you to our event sponsors, including the Navy Talent Pipeline Project, JH Cross/Butler Brothers, paperlessParts, and Compliance Management International, for helping make the event possible. We appreciate everyone who attended and helped make this year's Pirates & Politics another successful collaboration between our two chapters.



**THANK YOU TO
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JOIN THE NTMA FOR A MEMBER LUNCHEON AT IMTS

Join the NTMA for its FREE lunch at IMTS on **Wednesday, September 16th!** Catch up with other NTMA Members in a welcoming setting, off the bustling tradeshow floor and hear from our Industry Partners as they showcase their technology and innovation.



Upon completion of the registration, you will receive a calendar invite that will confirm your attendance and provide you with the luncheon location information.

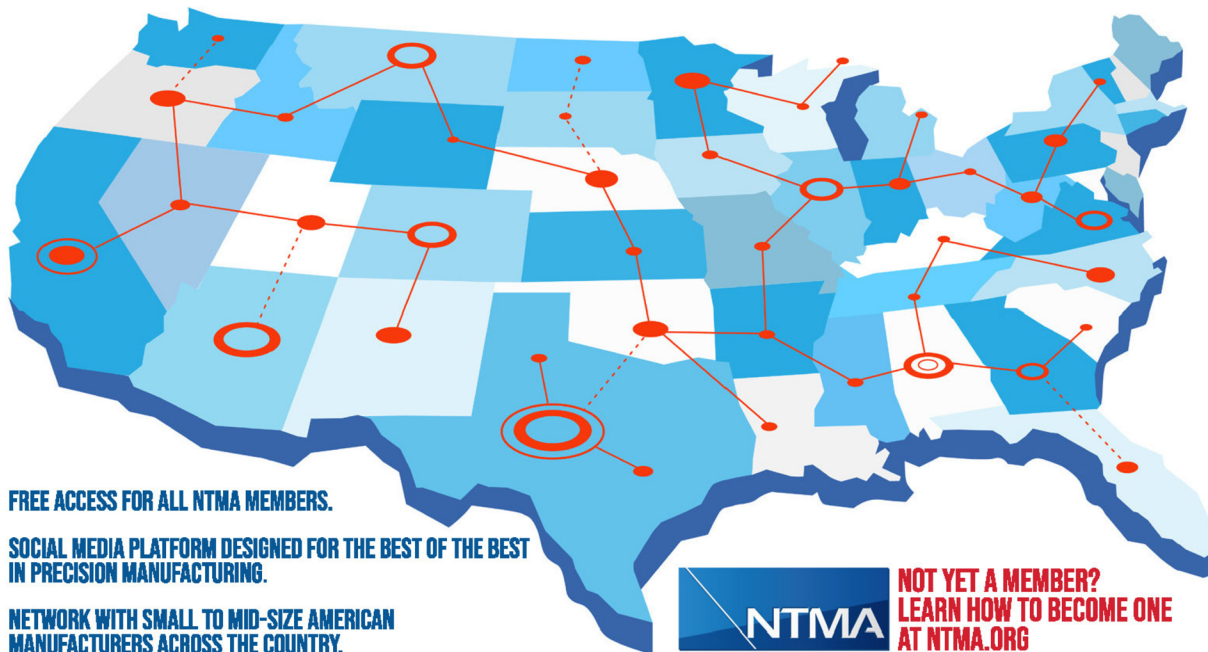
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ONE VOICE FOR MANUFACTURING: WASHINGTON WIRE

Senate Committee Advances College Transparency Act

The Senate Health, Education, Labor and Pensions Committee approved the College Transparency Act by a 21–1 vote on July 30. The bipartisan legislation would establish a federal student-level data network intended to provide more complete information about college enrollment, completion, costs and post-college earnings.

Current federal data do not provide a complete picture of outcomes for all students or allow consistent comparisons across individual programs of study. The proposed system would connect information held by federal agencies and educational institutions while requiring public reporting of outcomes by institution and academic program. Supporters argue that the resulting data would allow students to compare educational pathways based on completion rates, debt and earnings.

One Voice has long supported previous measures similar to this legislation, which could provide better information about whether community-college, technical and credential programs are preparing students for available careers. Program-level employment and earnings data could also help policymakers, employers and educational institutions identify where training investments are producing results and where curricula may need to be adjusted to match regional workforce demand.

Committee approval sends the measure to the full Senate, and pending action in the U.S. House may be incorporated into broader year-end legislation.

FTC Warning Puts “Made in USA” Claims Back in Focus

The Federal Trade Commission (FTC) sent warning letters July 6 to seven companies that appeared to make questionable “Made in USA” claims and to one company over a “Made in Texas” claim. The products included industrial laser machinery and coordinate measuring machines, making the action directly relevant to manufacturing equipment suppliers. Warning letters are not final findings of a violation, but they direct recipients to review and correct potentially unsupported representations.

(continued on next page)

An unqualified “Made in USA” claim generally means that a product is assembled in the United States, all significant processing occurs domestically and all, or virtually all ingredients or components are made and sourced in the United States. The standard applies to labels, websites, catalogs, advertising and other materials that expressly or implicitly communicate U.S. origin. Substantial domestic processing does not automatically support an unqualified claim when meaningful imported content, such as an imported blank, casting, forging or subassembly, is used. Such products may require a qualified claim describing the extent of U.S. production.

The letters follow an executive order prioritizing enforcement against unlawful domestic-origin claims. The FTC’s warning letters do not establish that every recipient violated the law, but they signal continued scrutiny of domestic-origin representations.

EPA Extends PCE and Carbon Tetrachloride Compliance Dates

The Environmental Protection Agency (EPA) has finalized extensions of several compliance dates under the Toxic Substances Control Act rules for perchloroethylene (PCE) and carbon tetrachloride (CTC). The final rule became effective July 28 and gives affected non-federal facilities additional time to implement portions of the workplace chemical-protection programs.

For PCE, initial workplace exposure monitoring generally must now be completed by June 21, 2027. Deadlines for meeting the existing chemical exposure limit, establishing regulated areas and implementing required respiratory protection measures generally move to September 20, 2027. Affected non-federal facilities generally have until December 20, 2027, to establish and implement exposure-control plans. The deadline for PCE dermal protections was not extended.

EPA also extended certain CTC deadlines for non-federal owners and operators. Initial monitoring is generally due June 21, 2027, while the exposure-limit, regulated-area, workplace-training and respiratory-protection provisions generally take effect September 20, 2027. Neither extension changes the chemicals’ underlying exposure limits or removes the workplace protection requirements.

Washington Wire is brought to you by “One Voice”, the advocacy group created by the Precision Metalforming Association (PMA) and the National Tooling and Machining Association (NTMA).

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NTMA MEMBER BENEFIT: 1 FREE HOUR OF LEGAL

NTMA makes available to all members legal counseling in all areas of employment and labor law. Members with questions or issues can contact NTMA and they will be referred to NTMA's employment and labor counsel – McMahon Berger, P.C. NTMA has had a close relationship with McMahon Berger for decades.

As an NTMA member, you are eligible for one FREE hour per month of legal consultation. It has been our experience that failing to comply with the law can subject your company to significant liability. Consultations can cover many areas, including:

- Drafting, reviewing and revising employee handbooks, company policies and employment agreements
- Advising on daily human resources issues such as discipline, paid and unpaid leaves of absence, health and safety, and other topics
- Investigating claims of discrimination, harassment and retaliation
- Training supervisors and team members
- Complying with wage and hour requirements including overtime, exempt/non-exempt status, independent contractor classification, and executive compensation
- Litigation under all federal and state labor and employment laws involving discrimination, harassment, retaliation, failure to accommodate, wrongful discharge, breach of contract, and others
- Administrative complaints filed with the EEOC, Department of Labor, NLRB, OSHA, OFCCP and state agencies
- Representation and unfair labor practice proceedings before the NLRB
- Negotiating collective bargaining agreements and representing clients in arbitration
- Issues concerning the sale of a business, work relocations, mergers and acquisitions
- Counseling clients on design and implementation of employee benefit plans and compliance with IRS, DOL and PBGC requirements

ADVICE & ASSISTANCE PER MONTH

- Immigration matters including Form I-9 compliance and employment visas
- Affirmative action issues, including plan development and assistance with OFCCP audits

NTMA's employment and labor counsel has over 60 years of experience focused exclusively on labor and employment law issues, providing NTMA members with unparalleled expertise and an unmatched track record.

Stephen B. Maule
McMahon Berger, PC
2730 North Ballas Road, Suite 200
St. Louis, MO 63131
(314) 567-7350
(314) 567-5968 (fax)



For more information, please contact:

Linda Warner at lwarn@ntma.org or 216-264-2824.

Applications and self-assessment documents can be found here:

<https://ntma.org/resources/ntma-awards>

Applications should be sent to 6Saward@ntma.org

NTMA 6S Excellence Award

PURPOSE:

To improve the perception of American manufacturing by promoting and recognizing excellence in member shop organization and efficiency.

HOW IT WORKS:

NTMA companies apply for the award by submitting a self-assessment based on criteria that demonstrate best-in-class practice in the six S's:

1. Safety | 2. Sort | 3. Set in Order
4. Shine | 5. Standardize | 6. Sustain

Certificates are awarded every year for the first five years based on self-assessments submitted. Once the recipients receive five certificates, they are also presented with a trophy.

SUBMISSION DUE DATE:

Please submit your application by Tuesday, September 15th, 2026 to be considered.



PITTSBURGH

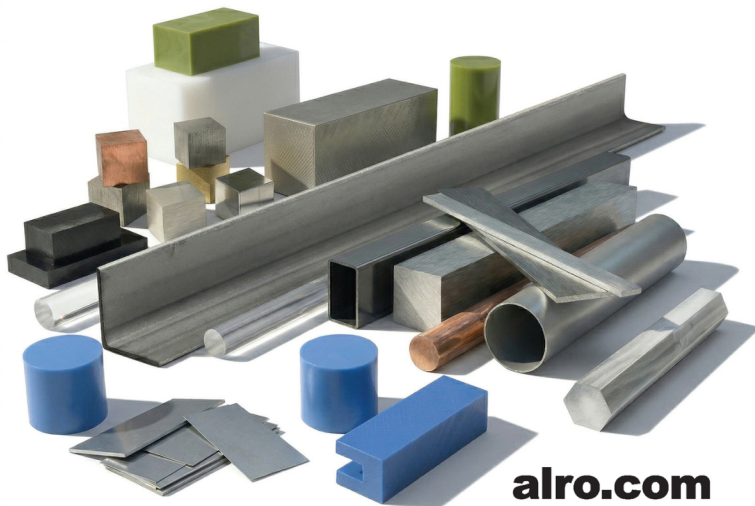
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| 9/8-9/10 | Pgh NTMA Apprenticeship Training Begins |
| 9/16 | IMTS Luncheon with NTMA |
| 9/16 | BotsIQ Teacher Professional Development Day |
| 9/16 | Pittsburgh Robotics Network Robotics & AI Discovery Day |
| 9/25 | Webinar: One Voice in Washington: Public Policy Update |
| 10/30 | NTMA Wage & Fringe Benefit Survey Due |
| 11/10-11/13 | NTMA ENGAGE Conference |

For details and more events,
please visit:

www.PGHNTMA.org