

MAY

2023



Surface Finishers
Educational Association
929 Newhall St., Costa Mesa, CA. 92627

Educational Zoom Meeting

Date: Thursday, **May 18th**, 2023

Where: Zoom Meeting (Where ever you are)

Time: **9:00 AM** : Meeting call to order with introductions,
Announcements and Speaker Introduction.

9:15 AM : Speaker and Q&A

10:00 AM : Meeting will adjourn,

 **(Note the Date)**

[Click Here to Register](#)

Topic:

*"Metal Finishing and NDT: Learning from
the Past, Investing in the Future"*

Abstract: Based on the history and ongoing activities of
Aircraft Xray, Justin will discuss

- Tactics to keep businesses open in California and throughout the U.S.
- Best management practices, technological and environmental
- How achieving environmental excellence is essential to customer support
- Strategic technical investments to promote future business growth
- Melding cybersecurity with technology

Speaker:

Justin Guzman,

From Aircraft Xray Laboratories, Inc.

Justin Guzman is President of Aircraft X-ray Laboratories in Huntington Park, CA.. Aircraft X-ray recently received the Southern California Facility of the Year Award by the California Water Environment Association. Justin is a pioneer and innovator in metal finishing and non-destructive testing. He has been involved in the field since 1985. He is Immediate Past President of the Metal Finishing Association of California.

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2022/2023 CALENDAR OF EVENTS
Upcoming SFEA Educational Dinner/Meetings

Date	Speaker	Topic
May 18 (Note the date)	Justin Guzman from Aircraft Xray Laboratories	"Metal Finishing and NDT: Learning, from the Past, Investing in the Future"

Barbara Kanegsberg (Program Chair) along with the rest of the SFEA board members, are hard at work lining up the 2022/2023 speaker list. We strive to find interesting and educational topics and knowledgeable speakers that will bring a message to benefit you and your business. You can help by....Letting us know if there is a topic you would like to hear someone speak on ...OR...if you or someone you know would like to be a speaker for next year let us know!



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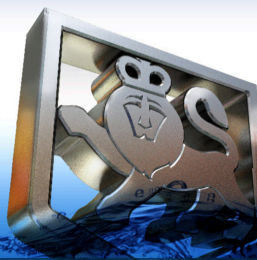


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MFASC Continuing Education Seminars

Steven's Steakhouse

5332 E. Stevens Place, Commerce, CA

3:00-5:00

[Click Here](#) for the Southern Chapter Events

For MFASC meeting information call:

MFASC Headquarters—

Veronica Anderhalt - (818) 238-9590



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Training & Education Update

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In person Classes

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2023 June 6-8
Cleveland, Ohio



SUR/FIN 2023

Join us for three days of informative programs, and activities from **June 6-8, 2023 in Cleveland, Ohio.** Registration Coming Soon. For more information on exhibiting or sponsorships contact Alan Goodin at AGoodin@kellencompany.com.



METAL FINISHING ASSOCIATION
OF CALIFORNIA MFASC | MFANC



SAVE THE DATE! MFASC ANNUAL GOLF TOURNAMENT & FUNDRAISER

Industry Hills Golf Club
May 15, 2023

[Register Here](#)



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RCRA/DOT HAZMAT Training Course sponsored by the California Resource Management Association.

For Generators who Manage Hazardous Waste / Sign Manifests, Drivers, Loaders (90-day, 180-day area).

This 1-Day class informs students of the current regulations pertaining to hazardous materials and waste. Students will also be informed of the new post 9/11 DOT security regulations HM-232. Class includes Waste Management for employees working in the "90-Day" area.

[REGISTER NOW](#) for these upcoming dates: LIMITED

SPACE available: **May 8th and July 17th, 2023**

EMAIL FOR INFORMATION info@calrma.com

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The **SFEA** website is up and running, but we could still use your input so Please contact our web master **Kathy Petruna** 714-969-1413 or kpetruna@gmail.com with any thoughts, ideas or info to make this a better and more useful site for you.

Help make this site something that everyone can benefit from.

THE "Surface Finishers Educational Association" LIBRARY is here to serve you.

The library location has been moved to Technic
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You can check out material by contacting any of the Officers.
(see page 2 for list of Officers)

Anyone wanting to see the library list

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please go to the website
www.sfeasc.org and click on the library page. You can also download a pdf file of the library list while you're there.

Just a ?

Do you know anyone who should be on the SFEA newsletter mailing list?

Send me their email address to kpetruna@gmail.com and I'll make sure they get all the mailings.



<http://www.pfonline.com>

An article published in the
Products Finishing Magazine.

Finishing High Reliability, Function Critical Parts

SCOTT FRANCIS
Editor-In-Chief, Products Finishing

From safety critical automotive and aerospace components to lifesaving medical micro-components and implantable devices, Indiana-based Electro-Spec finishes applications that require zero failure rates.

The thought of visiting a plating shop in the Midwest that's been in business since the '50s likely conjures the idea of a dark and dank warehouse crammed full of old process tanks and bins of parts. This is exactly the opposite of what you'll see if you visit [Electro-Spec](#) of Franklin, Indiana.

Founded in 1959, Electro-Spec, like many plating operations of that era, got its start as a decorative plating operation. Originally known as Economy Plating, the company has grown into a leading surface finishing company specializing in high-reliability plating for such markets as automotive, aerospace, medical, telecommunication, nuclear, RF/microwave and batteries.

Company president Jeff Smith says the company first got its big break on some NASA projects starting with the Mercury Space Program. From there, Electro-Spec set its sights on high-reliability, function-critical applications requiring a zero-failure rate. Today, the company works with the world's leading aerospace companies and has been involved with numerous space applications including the Space Shuttle program, Mars rovers and satellites, as well as defense applications. Within the medical sector, Electro-Spec specializes in plating micro-electronic medical components and implantable cardio and neuro-stimulation devices. The company also works with many large telecommunication companies that require precision plating with uniform coverage, exact tolerances and non-magnetic finishes.

[Click here to read full article](#)



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Employment Law & Regulatory Changes Impacting Manufacturers in CA

California has comprehensive employment laws and regulations, many of which diverge from federal law quite notably. As a result, manufacturers operating in California must stay current on all [relevant laws and regulations](#) to remain in compliance. Failure to do so can lead to fees and penalties steep enough to put a small manufacturer out of business.

In this blog, we'll highlight some recent changes to California's labor laws that impact the manufacturing industry and offer insights for how California manufacturers can stay in compliance.

Overview of California Employment Law and Regulatory Changes

To start, let's review some of the most critical updates to the [California Labor Code](#):

Wage and Hour Laws

On January 1, 2023, [Senate Bill 3](#) increased the minimum wage in California to \$15.50 an hour for all employees, regardless of their company's size. Some cities and counties in California have even [higher minimum wages](#) than that. It is important that companies understand the minimum wage requirement in the counties they do business.

Meanwhile, [Senate Bill 1162](#) requires private employers with over 100 employees to submit annual pay data reports to the Civil Rights Department. These reports must break down companies' median and mean hourly employee rates by race, ethnicity, and sex.

SB 1162 also requires employers with 15 or more employees to feature pay ranges on all of their job listings and provide employees with pay scales for their positions upon request.

[Click here to read full article](#)