

MANUFACTURING MATTERS

MACNY Celebrates 105th Annual Dinner

On May 24th, over 600 MACNY and community members came together for our 105th Annual Dinner and Awards Ceremony at the SRC Arena and Events Center. The keynote speakers for the evening were Bill Allyn, Former Chairman of the Board, Welch Allyn and Arnie Rubenstein, Chairman of the Board, United Radio. Together they participated in our first-ever Legacies in Manufacturing Conversation facilitated by David Freund.

The evening celebrated the 18th Induction Class into MACNY's Manufacturers Wall of Fame. The Manufacturers Wall of Fame recognizes individuals who have made significant contributions in manufacturing in Central and Upstate New York. This year's class includes Gregory Owens of Liberty Tabletop and Kirk Wardell of Marquardt Switches.

The 7th Annual Innovator of the Year award was also presented to this year's winner, Keith Waltz of The Fulton Companies. The Innovator of the Year Award, sponsored by Corning Inc., allows for employers to recognize deserving individuals within their companies who have gone above and beyond in terms of their work, productivity, and dedication to innovation and manufacturing. Keith was nominated by Dr. Carl N. Nett, Ph.D. on behalf of the entire team at The Fulton Companies.

In addition to the Manufacturers Wall of Fame and Innovator of the Year awards, MACNY presents awards to members reaching significant milestone anniversaries. This year we were able to recognize Young & Franklin Inc. (100 years), Babbitt Bearings, Inc. (75 years), D-K Manufacturing (75 years), Ruston Paving (75 years), C&S Companies (50 years), Clinton's Ditch Cooperative Company, Inc. (50 years), Fluid Power Sales, Inc. (50 years), Partners for Education and Business, Inc. (25 years), Riverhawk Company (25 years), Oneida Air Systems (25 years), and Maine Employers Mutual Insurance Company (25 years).

We cannot forget to mention and recognize the overwhelming support we received throughout the year from you, our dedicated and supportive membership. Of particular note, we would like to extend our sincere gratitude to the dozens of companies who sponsored this event. Without your support our annual dinner celebration would not be possible. Thanks, as always, for your continued support of MACNY and its mission. For a display of our event sponsors, please visit pages 12 and 13.

Make sure to check back next month for photos from this great event!

Inside This Issue:

Page 3 | President's Message:
Navigating Market Disruption

Page 4 | Government Relations:
New York State Considers Banning Plastic Single-Use Bags

Page 7 | Corporate Services:
Has your business gone cold? Perhaps it should...

Page 8 | Apprenticeship Update:
Apprenticeship Programs Are Life-Changing

Page 10 | HR Solutions:
Reputation – The Key To The Success Of Your Business

Page 14 | Leadership Development:
Summer Vacation, Finally!

Page 16 | PEB Update:
PEB: Sparking Careers for 25 Years!
Law Day Career Fair 2018
P-TECH Updates

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Randy Wolken
President & CEO

Navigating Market Disruption

Today I had the pleasure of attending one of the many events we host and sponsor at MACNY. It really got me thinking – like so many of our outstanding programs. The topic was about companies that thrived despite dramatic disruptions in their markets. Every one of the companies had been successful for decades in their former markets. Then, it changed nearly overnight. Suddenly, they needed to change or go out of business. Many competitors in their market space did not change – and they were greatly diminished or not around anymore.

The room was packed with company executives and mid-level managers all there to hear what I wanted to hear – how does a company survive and thrive when this happens? Why did we all need to hear this discussion? We are all afraid that our market and companies are next. From what I see, everyone's market and companies are next!

So, what did we learn? First, not a single panelist used the word “disrupt.” They saw it as the way to survive and then thrive. It was not some grand strategy supported by large investments in some radically different technology. Each company had a different strategy and approach. Each market change required a different plan and execution. The solution is highly specific to your company and market. They each said they needed to “invent” their efforts for their company.

Second, they needed to move quickly – and act differently than before. You cannot just do it the way you did it last year and yesterday. Expect to act different and to be different. This required a tremendous amount of change for the existing staff members.

Third, everyone in every industry will be doing what they have done. No business and no market will go “untouched” by this change. Our world is set for radical disruptions on an on-going basis. What makes it even more difficult is the speed at which it happens. Each of the presenting companies experienced this change in less than a five years span! In past times, you might be able to do what you have done for decades, if not centuries – not anymore. It happens fast and you must create a strategy and culture to effectively change now. It will not wait.

I left the meeting wondering, are companies truly ready for this? Are senior leaders ready to lead in this environment? Will team members embrace this kind of radical change? What will be the strategy of a successful firm? What will their culture look like? And, what can MACNY do to help?

At MACNY, we are here to help you explore this important topic and connect you with our members who have done it. We are also committed to helping individuals prepare to thrive in this new economy. It is what we do each day. How do I know? Because we have gone through our own dramatic market change and created an entirely new MACNY. We have lived what so many of our members have lived – and have insights to share on how others can do it successfully. Please ask our incredible team because they know – and they want to help!



Karyn Burns

VP, Government Relations & Communications

New York State Considers Banning Plastic Single-Use Bags

An interesting piece of legislation we have been following this year has to do with the usage of single-use grocery bags in New York State and a potential ban of them. The “bag bill” as it has been termed, was introduced by Governor Cuomo and seeks to impose a ban on all single-use plastic carryout bags, the ones you receive in stores when purchasing items such as groceries, at any point of sale in New York State. According to the Administration, placing a ban on plastic carryout bags will result in a reduction of waste and the negative impact these single use bags have on the environment. California famously put a ban on single-use plastic grocery bags a few years ago, and while a multitude of cities, towns, and villages in New York State have already enacted their own plastic bag bans, it appears Cuomo wants to align New York State with California and make the ban a statewide initiative. If passed this session, the bill would go into effect on January 1, 2019.

Following his announcement of this initiative, Governor Cuomo launched and appointed members to the New York State Plastic Bag Task Force in March 2017, which was then charged with conducting a study and developing a proposal and solution to the use and disposal of plastic bags and how best to deter their environmental impact. The Task Force was led by State Department of Environmental Conservation Commissioner Basil Seggos along with co-chairs Senator Thomas O’Mara and Assemblyman Steve Englebright.

The Task Force conducted a survey of more than a dozen municipalities in New York State that currently have plastic bag laws to receive the pros and cons of the policy enactment, and if they were seeing environmental benefits and/or fiscal impacts from the policy. The Task Force also

encouraged public comment on the issue and received nearly 600 responses between March and December 2017. The report was released and is available online.

Some of the opposition the Task Force received came from the grocery store industry, with Wegmans making a public statement in opposition to the bag bill. Wegmans maintained that a ban on grocery bags would actually encourage consumers to then use paper bags as an alternative. According to Wegmans, paper bags are much larger, take up more space, and require 90% more energy and resources to recycle than a plastic bag. Wegmans also claimed they have a very popular and comprehensive plastic bag recycling program in place and, as an alternative, encouraged lawmakers to make programs like this more accessible for plastic bags to be recycled more often.

Based on recommendations included in the report (released in early 2018), the Governor would provide the Department of Environmental Conservation with exclusive jurisdiction over all matters related to plastic bags and film plastic recycling. The Task Force report also attempted to clarify what the definition of a plastic bag was that would be banned. The bill exempts garment bags, trash bags, and any bags used to wrap or contain certain foods, such as produce and deli meats. In addition to the legislation, it was recommended the State undertake an educational campaign to increase consumer awareness of single-use bags and their harmful impact on the environment, and promote usage of reusable bags.

The Task Force Report introduced eight specific proposals all of which can be viewed in their report. Many of the alternatives given could be considered as a way to not ban them outright, but to encourage less usage of them, with one significant proposal including charging a small fee for the usage of the bag if needed when purchasing items.

I am interested in hearing the membership’s positions on this active piece of legislation. Please email me at kburns@macny.org with your thoughts.

SAVE THE DATE FOR MACNY'S

3rd Annual Happy Hour

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5 - 7 PM
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The Manufacturers Association

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The entire staff at MACNY, along with our Board of Directors, would like to extend both our congratulations and our extreme gratitude to Partners for Education & Business.

For 25 years, PEB has proudly served as the critical connection between the business and education communities in Central New York. PEB serves hundreds of businesses and thousands of students, educators, and parents each year - ensuring the stability of our future workforce.

We applaud you for your 25 years of service and dedication to our community's future. Thank you!



Interested in learning more about PEB? Give them a call at 315-448-1012



Cindy Oehmigen

Director of Energy and Corporate Services

Has your business gone cold? Perhaps it should...

There is a rising opportunity for anyone who currently is, or who could be, in the supply chain for cold storage facilities. Or anyone currently, or who could be, in the transportation business that serves cold storage. According to studies published by CBRE (the largest commercial real estate services and investment firm in the world) the advent of online, internet-based food and beverage products (like Amazon/Whole Foods is doing) is driving the demand for cold storage warehousing. According to FMI/Nielsen, online grocery sales will grow from 3 percent in 2017 to 13 percent by 2024. That demand will see the conversion of retail square footage to cold storage warehouse.

As one could logically assume, after personnel costs, the largest cost for these facilities is the energy it takes to maintain the temperatures. According to supplychaindive.com, low-temperature cold storage facilities require the highest energy demand per cubic foot of any industrial electricity load and are the third highest commercial energy consuming category per square foot, consuming over \$30 billion USD of power every year. In addition to the charges incurred for energy supply and distribution, the facilities face a challenging high peak demand charge. In some markets, peak demand charges comprise up to 70 percent of a facility's electric bill, encouraging customers to shut off equipment during peak periods. Applying this approach to cold storage can cause micro freezing/thawing, reducing the quality and shelf life of product. Given this is not a viable option for cold storage facilities, operating as efficiently as technology allows is even more critical to successful warehousing.

CBRE's analysis found that the largest concentration of food-grade, cold-storage facilities occur in states with substantial agriculture production, large populations, or both. I found it interesting that New York was not listed among the top 10, perhaps explained by the shorter growing season.

One could assume that indoor agriculture is also being driven by online internet grocery shopping. And a growing demand for fresh, locally grown vegetables. New York is seeing an increase in indoor agriculture. In fact, indoor agriculture is one of the fastest growing industries in the United States, according to Agrilyst, a management and analytics platform.

Companies that stand to benefit from the demand for cold storage and indoor agriculture are those involved in sensors, building and construction components (racking, fork trucks, pallet, packaging, air handling, lighting, refrigerated containers, sensors, stationary refrigeration, energy providers/conservation), transportation, and more. Not to mention the opportunity in the R&D arena for improved energy efficient technologies in both cases.

A number of companies are working to develop specific technology to minimize the carbon footprint and to improve efficiency. As this demand for indoor agriculture and cold storage continues to increase, there is growth opportunity for our Central New York Community. And just to sweeten the pot a bit, NYSERDA has programs specifically designed to encourage participation in both areas. To learn more about these programs, visit <https://www.nyserda.ny.gov/All-Programs>.



Jackie Incerto
Intern

Apprenticeship Programs Are Life-Changing

Graduating from high school can be an exciting time, but for those who don't have plans to go to college; the transition period can be perplexing and intimidating. However, with programs like the Manufacturers Alliance Intermediary Apprenticeship Program (MIAP) we can continue to encourage career development and ease the anxiety. Some people associate continuing career development programs with lack of education, motivation, or responsibility. However, it is programs like these that will enhance workforce development by creating jobs and stimulating economic growth. In fact, individuals in apprenticeship programs are some of the strongest and most dedicated workforce members in society.

Angela is 32 years old and was born and raised in Madison County. She started a career as an Engineering Technician at Knowles in Cazenovia where her father worked for 40 years. Angela had what's considered to be a great job where she made good money for about 10 years. Unfortunately, Angela found herself battling addiction and because of that she suffered many hardships that put a temporary halt to her career. She ended up losing her job and was out of work for a year and a half. One day Angela saw a social media post about the apprenticeship program. Angela decided to pursue the opportunity and was fortunate to get a chance to start the program. Currently, Angela works for Manth Brownell in Kirkville as a CNC Machine Operator. "The opportunity seemed like a good fit for me. The idea of participating in the curriculum for four years while getting paid was very attractive." Eventually the goal is to offer these programs in tandem with some of the curriculum in community colleges.

Angela is constantly recommending the program to her friends and posting comments about it on social media. "During the first few weeks, the teachers observed and assessed our skills. I am really learning a great deal from this experience. If I knew about the opportunities that apprenticeship programs offered, I would have investigated these programs when I was in high school. It would have been extremely valuable to learn the trades in early high school." Apprenticeships can be a great option for individuals like Angela who need an opportunity to learn valuable skills for jobs in manufacturing.

"It's hard work, but once people start the program, they will realize how valuable it is to learn the skills necessary for a career. I value the experiences that I have had because they have molded me into a responsible hard worker who is willing to contribute to society. If you want to learn, this is a great opportunity, but you have to be willing to work at it as well. I wanted to work hard because I saw a better life for myself and if it wasn't for the program I would not be where I am today."

For individuals like Angela who have experienced hardship or feel like they are out of options, apprenticeship programs can offer endless possibilities for career development. The Manufacturers Alliance program can provide the training and tools necessary for individuals to pursue a career in manufacturing.

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- meet our staff and, more importantly, have an opportunity to meet other MACNY members and learn more about what they do in our community?

We are excited to be holding Maximize Your Membership sessions on the second Thursday of each month from 9 AM - 10 AM.

Mark your calendars for our next three meetings...

June 14 July 12 August 9

Please contact Julianne Pease at jpease@macny.org or 315-474-4201 ext. 19 to sign up for any of our upcoming sessions!

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Patty Clark
HR Services Manager

Reputation – The Key To The Success Of Your Business

Growing up my parents would tell me to be cautious of the people I hung out with, after all, they said, your friends are a reflection of you. I didn't really think it mattered; I had friends with all sort of personalities, why can't I have friends with various reputations? I learned over the years that your reputation in the community and at school is just as important as your reputation on the job. Your reputation as an honest, helpful, hardworking, dependable, and ethical employee will serve you well in your career. The reputation of a business is just as important to its success as the reputation of the people who work for the business. If a business and those that run the business aren't honest, helpful, and especially ethical, they might as well shut their doors.

John R. Graham stated in an article in the April 23, 2018 Business Journal News Network, *22 Ways to Make the Right Reputation*, it is important to shape and manage your reputation so others will see you as you want them to. Graham reviewed 22 ways to influence the way others see you. The reputation of the staff is a reflection of the business. After all, wouldn't you want to do business with a company that has dependable, honest, and hardworking employees? Some of the ways to shape your reputation are:

1. Take on extra work – you may feel like you already have enough to do but taking on extra work will get you noticed.
2. Meet deadlines – work on using your time better, stop saying you ran out of time.
3. Ask questions – don't be afraid to ask questions. You're probably not the only one that doesn't understand.
4. Be careful about complaining – Complaining can become toxic and could hurt your reputation.
5. Smile more – people who smile are perceived to be

more competent, trustworthy, and come across as more approachable.

6. Tell someone when they do a good job – most people thrive from more compliments and less criticism.
7. Admit it when you're wrong – say you are wrong, don't try to divert the blame somewhere else.

Additional ways to form the reputation you would like are:

8. Come up with ideas to improve something
9. Express appreciation to someone who helps
10. Give credit to others
11. Pitch in when someone is out
12. Welcome new co-workers
13. Go out of your way to help customers
14. Come up with solutions for problems
15. Offer suggestions so others don't trip themselves up
16. If you spot a problem, propose a solution
17. Step back to get a bigger picture
18. Pay attention to details
19. Don't make excuses
20. Avoid having someone remind you
21. Thank those who help you
22. Welcome challenges

Regardless of how you go about it, your reputation is what you make it. So if your fellow employees don't see you as who you would like them to, do something about it!

Sources:

<https://www.iapco.org/app/uploads/2013/08/HQ58-reputation-final.pdf>

https://cdn.shopify.com/s/files/1/1416/4436/files/042318_flip_lr.pdf?7250516818274458984

Hot Off The Line

Q - I have a few employees that have chosen a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). I thought I recently read the IRS changed the maximum contribution amount to \$6,850 for family coverage. Can you tell me when that takes effect? Did the self-only limit change as well?

A - Initially the IRS announced the reduction from \$6,900 to \$6,850 on March 5, 2018 but announced on April 26, 2018 the change will not take place for the remainder of 2018. The maximum contribution for someone under a High Deductible Health Plan (HDHP) who contributes to an HSA for family coverage will stay at \$6,900 for the remainder of 2018. The amount for self-only coverage will remain at \$3,450.

Stats & Facts

- 76% of employers match employee contribution to 401(k) plans and other defined contribution plans. *Source: SHRM 2017 Employee Benefits research Report*
- Laughing lowers levels of stress hormones and strengthens the immune system. *Source: Health Initiative - health@gethealthyslc.org*
- According to a recent survey of 2,000 employees, 71% of respondents are willing to take a pay cut for their ideal job. Of those that responded, Generation Y are the most likely at 74%. *Source: www.hays.com*

DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

CPI

Wage/Clerical	March	February	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	725.2	723.8	1.4	0.2%	2.4%
1982-84=100	243.5	243.0	0.5	0.2%	2.4%
Urban					
1967=100	747.6	745.9	1.7	0.2%	2.4%
1982-84=100	249.6	249.0	0.6	0.2%	2.4%
Unemployment Rates					
March - Onondaga County: 5.0; Metropolitan Syracuse Area (MSA): 5.6					

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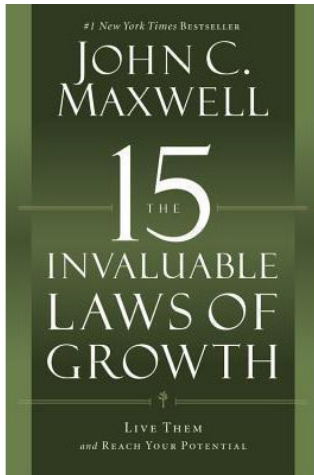


David Freund
Chief Leadership Officer

Summer Vacation, Finally!

The weather is warming up. The trees are finally filled with leaves. The air is filled with the sweet aroma of fresh cut grass. Summer vacation is right around the corner. Oh, how I loved these days in June. School was almost done for the year, and I couldn't wait to put all the books and homework away and just relax and play outside. Now the smart kids were thinking differently. They were asking teachers for their summer reading lists. That's right. They were ASKING for summer reading recommendations. How stupid was that? Asking for more work. But wait, they are the smart ones. Did they know something that I didn't? They sure did. They knew that summer was a great time to learn and continue their growth plan so that they would be ready when September came around. Since we are never too old to learn, here goes. Here are my recommendations for your summer reading.

The 15 Invaluable Laws of Growth by John Maxwell



Of all the leadership books I have read, John's *15 Invaluable Laws of Growth* has had the greatest impact on me. The book is made up of 15 principles, which John refers to as Laws, all associated with personal growth and development. The first law is the Law of Intentionality, which states that you need to be highly intentional in your plans to grow. Change is inevitable, but growth is optional. The book does a great job of walking you through the steps needed for building a lifelong growth plan.

Kentucky Basketball coach John Calipari commented "Embracing these laws will cause you to grow individually and in your contributions to those around you. This book is a must-read for anyone responsible for helping others grow."

John's down to earth, and sometimes homespun ways of sharing experiences from his own life and lives of others makes this an easy read.

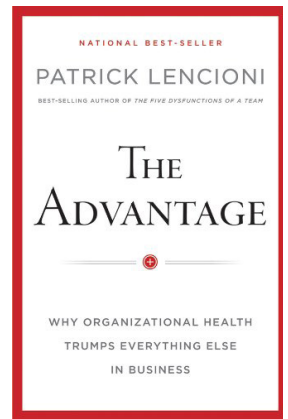
The Advantage by Patrick Lencioni

According to Lencioni, "The single greatest advantage any company can achieve is organizational health." He goes on to add "Yet it is ignored by most leaders even though it is simple, free, and available to anyone who wants it." When reading this book, I was struck by the simple truths about why some companies excel, and others seem to be stuck in mediocrity. Even companies with great products and services become mired in the day to day and never reach their potential. They focus on being smart, but not healthy, and in the end, they are just average at best. In the book, Lencioni shares four keys to Organizational Health:

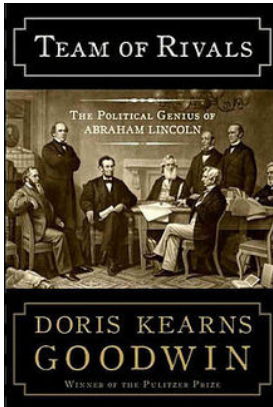
1. Building a Cohesive Leadership Team
2. Creating Clarity
3. Over Communicating Clarity
4. Reinforcing Clarity

Each section of the book builds upon the previous section. Once you have established the foundation of a cohesive leadership team where there is a high degree of trust and transparency, you can begin to establish organizational clarity. Lencioni walks you through the many tasks and challenges that we all face and shares what he has learned from the best of the best.

Steve Burr, Senior VP at Carolinas HealthCare System commented “Lencioni’s organizational health principles and practices allowed our organization to tap into intellectual capital and talent like never before. We are seeing organizational transformation right before our eyes.” This book is packed with great ideas in an easy to read format.



A Team of Rivals by Doris Kearns Goodwin

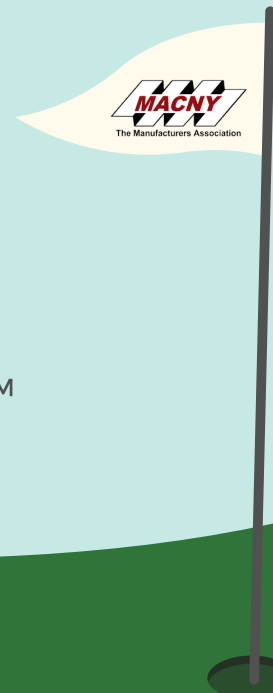


Okay, now I am sure this surprised you, but I am very serious. This book is about the political genius of President Abraham Lincoln. I loved this book. I will admit that I listened to it as an audiobook. It took over 40 hours to complete, but it was well worth it. I learned so much about President Lincoln, his cabinet, the Civil War, and the political climate of the day. This is a great way to stretch and learn something new. You could become the go-to expert in your circles on this pivotal time in our nation’s history. This audiobook is even available through the Onondaga Public Library. Why not give it a try and listen to it as you are relaxing or cutting the grass. You won’t regret it.

Now it’s all up to you. Will you choose to be one of the smart kids?

MACNY, THE MANUFACTURERS ASSOCIATION PRESENTS...

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jpease@macny.org

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MONDAY, JULY 23

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Shotgun Start at 1 PM
Cocktails, Hors d'oeuvres, and Awards at 6 PM

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Joe Vargo
Executive Director
Partners For Education & Business

PEB: Sparking Careers for 25 Years!



As PEB celebrates its 25th Anniversary, we also honor two of the founders of PEB: Dr. Patricia Hall, SCSD, and Peter Myers, Merchants Bank.

JUNE 1993 - Partners for Education & Business was incorporated (PEB), led by many business supporters including Peter Meyers, Merchants Bank/OnBank; Tom Blanchard, MDA; Julie Flack, Blue Cross Blue Shield; Joe McGraw, Merchants Bank; Dave Scharoun, NYS Insurance Fund; Mickey Lord, Chappell's; and Cathy Richardson, Bond, Schoeneck & King. Its roots were the Adopt-A-School Program, initiated four years earlier in the Syracuse City School District by school leaders Bob DiFlorio, Frank Misurelly, Pat Hall, and Jeanette Pietrantonio of the Syracuse Teachers Association along with many others.

PEB began with formal partnerships between schools and businesses, intended to introduce students to their career futures through a partnership contract that identified scheduled activities. Many of those school/business partnerships continue to this day. Over the years, PEB's role evolved into a connector that brought schools and businesses together to influence students' college and career futures by coordinating career exploration and career preparation activities. The term "career spark" was adopted to help students get excited about careers.

JUNE 2010 - PEB became an affiliate of MACNY and was able to sustain its efforts in strengthening the workforce pipeline. Over the next few years, programs such as CNY STEM and P-TECH evolved to the point where students are leaving those programs with the skills and aptitude at a higher level necessary to enter the workforce. In 2017, several students secured typical summer jobs and the first group of students will be entering the workforce immediately upon graduation in June 2018. The partnership with the Syracuse City School District was, and still remains, especially strong with the growing implementation of Career & Technical Education Programs.

JUNE 2018 - PEB celebrates its 25th Anniversary on June 5 at Le Moyne College during its Annual Awards program. Please be sure to join us for this great event by registering at www.macny.org.

Law Day Career Fair 2018

PEB and the Onondaga County Bar Association partnered to host a career fair in addition to the annual Law Day activities. The Public Service Learning Academy (PSLA) was the venue for bringing together businesses, organizations, and agencies that utilize the law on a daily basis. Representatives from 20 institutions spoke with students from the many public service learning academies that are part of PSLA.

The popular "Lawyer Chat" was included in the career fair. Lawyers Renato Smith from Barclay Damon and Jeff Lewis from Ferrara Fiorenza, provided interested students with a forum to discuss topics such as, "Pre-Law Activities/Classes in High School," "What Different Types of Attorney Are There?," "How Can I Afford College/Law School?," "Impacting Your Community as a Lawyer," etc. Many thanks to this year's participants: AMR Ambulance of CNY, Bryant & Stratton College,

Crown Risk Management, Legal Services of CNY, Mohawk Global Logistics, NYS Comptroller/Syracuse Regional Office, NYS DEC, NYS Office of Attorney General, Onondaga County Dept. of Emergency Communications/911, Onondaga County Health Dept., Onondaga County Human Rights Commission, Onondaga County Legislator Chris Ryan (represented by Bill Kinne), Onondaga County Probation Dept., Onondaga County Sheriff's Dept., Syracuse Fire Dept., Syracuse Metro League of Women's Voters, U.S. Border Patrol, and Wally Howard Center of Forensic Sciences.

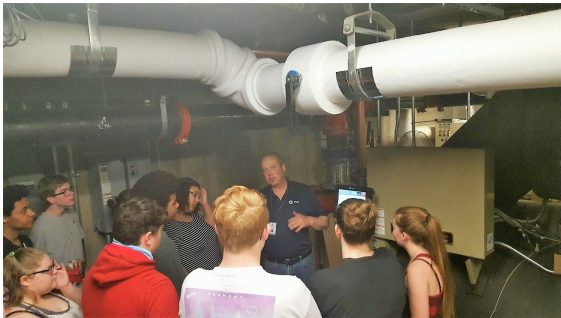
Right: A student in the certified EMT program practices trying to remove a foreign object from a mannequin at the American Medical Response (AMR) exhibit.



Auburn P-TECH: Industry Visit to Auburn Hospital

A once-in-a-lifetime opportunity was shared with the Auburn P-TECH program as the sophomores were given the prospect to view Auburn Community Hospital's infrastructure. Auburn Hospital was founded in 1878 and took its first patients in 1880. The hospital is now one of the best hospitals in the area due in part to the many upgrades in recent years.

One of the most notable changes has been the HVAC services the hospital is upgrading. Housed in the basement of the hospital, students were shown the chillers that cool the water and the air transfer system for the entire hospital. TRANE Heating and Cooling is working on the project, installing control panels with LCD screens where staff can make adjustments to the water or air in the hospital. Jeff Smith, the project manager, explained how the pipes are arranged to heat and cool the hospital in the most efficient and economical way.



Auburn P-TECH sophomores view some of the newly installed HVAC equipment at Auburn Hospital while learning how the system operates from Jeff Smith of TRANE Heating and Cooling.

Some of the students took a special interest in the control panel. Jeff explained that the control panel coordinates everything from the air flow in the building and water temperature to the cooling towers on the roof that release heat from the hospital into the atmosphere. The Auburn P-TECH students learned a great deal from this up-close visit, including that there are careers at TRANE and at Auburn Community Hospital for a new generation of skilled engineers. Thank you, TRANE and Auburn Community Hospital for showing Auburn's P-TECH program an intimate view of how the hospital's infrastructure works.

Syracuse P-TECH: Manufacturing Pathways Students Prepare for Jobs

A new addition to the Syracuse P-TECH Program is Manufacturing Pathways. With a full cohort of students in all four grades, there are a small number of students that have decided not to continue with their college classes. Since they will be graduating from high school in June, the focus is on obtaining employment. These students first had the opportunity to have one-on-one mock interviews with one of the program's Career Coaches. Leah Isgar from CR Fletcher Associates provided each student with a professional interview, concluding the activity by sharing feedback on what impressed her and what needed improvement. She also gave them tips on what to include on their resume and the best format to use.

With PEB's assistance, representative from several companies later attended an informational meeting to learn about the Manufacturing Pathways program and the need for part-time jobs while the students were still in school, leading to potential full-time employment upon their graduation in June. In April, John Hudack, VP of Operations at Dupli Envelope & Graphics Corporation, invited the P-TECH Program Director and the students to visit Dupli, tour the various "stations," and receive job application forms. John discussed the entry level wage, shifts, and types of jobs the company employs. Two weeks later, he and another Dupli representative, John Jonkoski, met with each of the students to conduct actual interviews. We are proud to announce that all three of the P-TECH Manufacturing Pathways students have been offered part-time positions beginning in May with to potential full-time employment after graduation.

Month at a Glance... **JUNE**

- 1** **“The 21 Irrefutable Laws of Leadership” Mastermind Group**
This offering is exclusive to Individual Members. To learn more contact Marisa at mnorcross@macny.org.
- 5** **PEB’s Annual Awards Program & 25 Year Celebration**
Time: 7:30 - 9:15 AM; Location: Le Moyne College - James Commons; Cost: \$25 per person
- 5** **Lean Overview**
Time: 8:30 AM - 12:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$450 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy & Corporate Services
- 6** **HR Breakfast Briefing: Workplace Violence**
Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Suba Viswanathan, Attorney with Bond, Schoeneck & King, PLLC
- 6** **OSHA 10-Hour General Industry Outreach Training (2-day training)**
Dates: 6/6 & 6/7; Time: 8:30 AM - 3:30 PM (lunch provided); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Occupational Safety Consultants, Inc.
- 6** **Advanced B2B Consultative Selling**
Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$895 per MACNY Member (\$805.50 per Individual Member) / \$995 per non-MACNY Member; Facilitator: Joe Morone, Co-Founder of Worldleaders Inc.
- 7** **Defined Contribution Benefits Marketplace Webinar**
Time: 11 AM - 12 PM; No cost; Location: At your desk via webinar
- 8** **Quality Professionals Council: Customer Feedback Panel**
Time: 8 - 10 AM; Cost: No cost for Quality Professionals Council Members and Individual Members / \$40 per non-Quality Council Member
- 8** **Making Today Matter**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (No cost for Individual Members) / \$195 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 12** **Continuous Improvement Council: Tour of Byrne Hollow Farm**
Time: 3:30 - 5:30 PM (dinner to follow); Cost: \$25 per Continuous Improvement Council Member or Individual Member / \$55 per non-Continuous Council Member; Location: Byrne Hollow Farm, 3156 Byrne Hollow Crossing, Cortland, NY 13045
- 14** **No Limits**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (no cost for Individual Members) / \$195 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 14** **Maximize Your MACNY Membership**
Time: 9 - 10 AM; No cost
- 19** **HR Breakfast Briefing: Requirements & Exemptions When Calculating Overtime**
Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Chris Harrigan, Attorney with Barclay Damon; Note: This event will be submitted for 1.5 HRCI and SHRM credits.

Month at a Glance... JUNE

19 Understanding Yourself and Others (DiSC)

Time: 8:30 AM - 12:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$450 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

19 5S and Visual Workplace

Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services

19 Defined Contribution Benefits Marketplace Webinar

Time: 3 - 4 PM; No cost; Location: At your desk via webinar

20 Understanding Your Personality with Myers-Briggs Type Indicator (MBTI)

Time: 12:30 - 4:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$350 per non-MACNY Member; Facilitator: Hilary Hext, Training Manager, MACNY

21 Lean Office

Time: 8:30 - 11:30 AM; Cost: \$145 per MACNY Member (\$130.50 per Individual Member) / \$345 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY

21 Working with Generations in the Workplace

Time: 2:30 - 4:30 PM; Cost: \$99 per MACNY Member (\$87.50 per Individual Member) / \$199 per non-MACNY Member; Facilitator: Hilary Hext, Training Manager, MACNY

Unless otherwise noted, all events and classes are held at MACNY Headquarters, 5788 Widewaters Parkway, Syracuse, NY 13214

WELCOME OUR NEW MEMBERS...

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Sol Systems

Sol Systems is one of the preeminent solar finance and development firms in the United States, with an established reputation for integrity and reliability. The company delivers sophisticated, customized services for their institutional, corporate, and municipal partners. Sol is employee-owned, and has been profitable since inception in 2008. Sol is backed by Sempra Energy, a \$25+ billion energy company.

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