

# MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | SUMMER 2024

## THE PRE-APPRENTICESHIP PIPELINE:

***The Advance2Apprenticeship and Real Life Rosies™ Programs have Boots on the Ground in Onondaga and Oswego Counties***

Today, the number one need of our MACNY members is a skilled workforce. What it comes down to is there just aren't enough people to fill the open positions. What's the solution? How do companies find, attract, and secure talent in such a competitive job market?

We believe that the answer is rooted in early career preparation and investing in an industry-driven, high quality career pipeline through pre-apprenticeship and Registered Apprenticeship Programs. These programs are a proven method for workforce expansion that deliver a steady pipeline of trained workers. On the surface, this may sound like a costly and administratively laborious effort, but that simply isn't the case. Through the New York State Manufacturers Intermediary Apprenticeship Program (MIAP), MACNY, along with the Manufacturers Alliance of New York partners and New York State Department of Labor (NYSDOL) make it easy for companies to establish Registered Apprenticeship Programs.

How do we do this? By acting as a group sponsor. MACNY's role as a group sponsor eases the administrative burden for companies by managing relationship with NYSDOL, establishing internal processes and coordinating with approved education providers. We also source funding streams and offer support and guidance to ensure the programs are successful.

To speak to the success, benefit, and need of pre-apprenticeship and Registered Apprenticeship Programs, MACNY has been awarded funding from NYSDOL to expand our Real Life Rosies™ and Advance2Apprenticeship direct entry pre-apprenticeship programs to Onondaga and Oswego counties. This will enable MACNY to provide underrepresented populations



## ADVANCE2

with training and exposure to various trades and offer opportunities for entry into Registered Apprenticeship Programs.

If finding skilled workers is an area that your organization is finding challenging and you're looking to learn more about cost-effective approaches to addressing the skilled workers shortage, we encourage you to attend the Advanced Manufacturing Industry Roundtable on August 8th from 8:30 - 10 AM at Onondaga Community College.

This event is designed to help employers learn more about the benefits of Registered Apprenticeships and how to implement them successfully. Through engaging panel discussions, you'll have the opportunity to converse with industry experts, apprentices, and peers. The topics that will be discussed are: how to start an apprenticeship, funding opportunities for Registered Apprenticeship Programs, and employer and apprentice experiences.

If you're interested in attending the event, scan the QR code to register.



Are you looking to learn more or get involved with our pre-apprenticeship or Registered Apprenticeship Programs? Visit [nysapprenticeship.org](https://nysapprenticeship.org).

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## MACNY'S 2024 SIGNATURE EVENTS

### GOLF TOURNAMENT

July 22, 2024 | Bellevue Country Club, Syracuse

### \*NEW\* BREW-B-QUE

August 15, 2024 | Meier's Creek Brewing Company

### FALL KICKOFF

September 18, 2024 | The Metropolitan Club at NBT Bank Stadium

### MANUFACTURING MONTH

October 2024 | Central New York

### LEGISLATIVE BREAKFAST

October 2024 | Central New York

### LIVE2LEAD

November 1, 2024 | The Lodge, Skaneateles

## MARK YOUR CALENDAR!

Sponsorship opportunities available.  
For more information, email [info@macny.org](mailto:info@macny.org)

## PLAN FOR TOMORROW, LIVE FOR TODAY.



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# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## TARIFFS, TRADE, AND MANUFACTURING



In May, the White House announced an increase in tariffs on Chinese electric vehicles to around 100%. Beyond raising tariffs on electric vehicles, the White House said it would be increasing a key tariff rate on steel and aluminum products to 25% from 7.5%, while the tariff on solar cells would rise to 50% from 25%, and a new duty on shipping cranes would be 25%. Those tariff increases, among others, will kick in this year, while others, including a tariff increase to 25% from 7.5% for larger storage batteries and a new tariff on natural graphite set at 25%, will take effect in 2026.

The U.S. and its allies have been attempting to loosen China's grip on minerals critical to defense and key manufacturing industry technologies. However, Chinese companies are becoming more – and not less – dominant. They have expanded operations, supercharged their supply, and forced prices to drop. China is taking these actions because it is not interested in the West reducing its leadership in critical minerals.

Minerals such as lithium, nickel, copper, and cobalt are in demand, and China largely controls these minerals and their distribution. Last year, according to Darton Commodities, non-Chinese production of refined cobalt declined to its lowest level in 15 years. The share of lithium mining done within China or by Chinese companies abroad has grown from 14% in 2018 to 35% this year, according to Fastmarkets, a commodities information provider. Over the same time, lithium processing done within China has risen from 63% in 2018 to 70%, according to Fastmarkets. This has all occurred due to the massive state subsidies of the Chinese government, which pushes competition out of business.

China continues its market-distorting behavior that began with China's 2001 entry into the World Trade Organization (WTO). Its behaviors have enabled it to dominate multiple global markets, including steel and solar panels, and threaten to do the same in advanced technology industries such as semiconductors.

China seeks to continue its foul behaviors—from intellectual property theft to market-distorting industrial subsidies—that

harm manufacturers and their employees in the U.S. and worldwide. MACNY believes that we need a pragmatic approach to our relationship with China that works for U.S. manufacturers. We are pleased that there is an emerging consensus by all parties that we must hold China accountable, step-up direct U.S. engagement with Chinese officials, and work to ensure that the U.S. and its allies shape the global rules for trade.

As a nation, we must also invest in making ourselves more competitive. We need to implement a robust infrastructure investment. In a global market, we need vital investments to strengthen our ability to compete. On top of infrastructure, we will need critical investments in essential technologies such as semiconductors to remain at the forefront of the next generation of manufacturing opportunities. Along with an increased emphasis on securing talent for our industries, we can and will be successful. These areas of emphasis enhance both our national and economic security.

I remain convinced that New York and U.S. manufacturers can grow and produce the world-class products needed here and abroad. Please join us at MACNY in advocating for these actions by our elected officials at every level of government.

# GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

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## 2024 LEGISLATIVE SESSION RECAP



The 2024 Legislative Session wrapped up early June as state legislators negotiated last-minute amendments and agreements during the final days and hours of the session. There were various key issues legislators deliberated to include elections, public health and safety, and mental health.

Legislation related to the environment and energy also was debated amid increasing pressures from advocacy and interest groups. The efforts of our MACNY Team and support from member companies through call-to-action letters, meetings and phone calls, helped stall action on some of these bills that could have placed significant burdens on manufacturers. We thank our members for lending their voice to these issues. Please see a summary below.

### **NY Home Energy Affordable Transition Act (NY-HEAT Act)**

The NY-HEAT Act passed the State Senate earlier in the year but stalled in the Assembly, in large part due to pressure from various business and industry groups across the state that voiced collective concern regarding the unintended impact on struggling businesses. The legislation would cap utility payments for low and moderate-income New Yorkers, but in doing so, remove a subsidy for companies to install new gas hookups and authorize the Public Service Commission (PSC) to decommission portions of the natural gas distribution system. While we support efforts to reduce greenhouse gas emissions, it is essential to avoid imposing significant adverse impacts on the state's economy. A modified version was included in the Executive Budget, and while there were late negotiations, no updated legislation was introduced. The MACNY advocacy team will continue to have meaningful conversations with state legislative leaders on the proposal.

### **The Packaging Reduction and Recycling Infrastructure Act**

MACNY and our members opposed the “packaging reduction and recycling act” as written – related to establishing an Extended Producer Responsibility program that would require producers

of packaging to be responsible for managing post-consumer packaging waste; establish non-reusable packaging reduction and ban the use of certain substances and materials from packaging. This bill would impose aggressive packaging source reduction mandates and prohibit use of specific chemicals and categories of plastics in packaging, as well as limit the involvement of producers in establishing the program. Consumers would also face higher costs and limited choices. The legislation only passed the Senate despite an updated version being introduced amid late negotiations.



### **Expanded Bottle Bill Legislation**

This legislation would amend and expand the bottle deposit law to also include, by 2025, noncarbonated soft drinks, fruit and vegetable juices with less than 100% juice, coffee and tea beverages, and cider, and by 2029 all “drinkable liquid” except FDA regulated substances, milk and plant-based dairy substitutes, infant formula, or 100% fruit or vegetable juice. It also would increase the deposit to ten cents per container. The bill did not pass either house.

## Workforce Development Funding

One of the biggest victories from the 2024 Legislative Session is the continued funding of the Manufacturers Intermediary Apprenticeship Program (MIAP). The State Legislature secured \$1.75 million in the final 2024-2025 State Budget for MIAP.

MACNY, our member companies, and the Manufacturers Alliance of New York partners, worked hard from the start of budget negotiations to ensure that this funding was included in the final budget agreement. We would also like to thank our state senators and assembly members for supporting the continued funding of this program.

## Next Steps

State legislators have returned to their home districts ahead of the upcoming primary elections in June and general elections in November. Agency leaders will pursue regulatory and other activities post session. Over the summer, MACNY Team members and Alliance Partners will continue to meet with legislators to advocate for issues of importance to our members. Among these initiatives is the funding of MIAP to help grow a larger network of registered apprenticeships across New York.

We are proud of MIAP's proven successes thus far and confident that support for the program will continue. Additionally, we will continue to advocate for an extension of the zero percent franchise tax for all manufacturers in New York State. Such tax parity will help create a more level playing field and contribute to the success of our economy.

While the legislative session has concluded, legislators could be called back to Albany for a special session.

At this time, the Legislature has not announced plans to reconvene before the 2025 Legislative Session. We will continue to keep you updated should there be any developments, and we will remain in regular contact with key stakeholders to advocate on your behalf.

If you have any questions or comments about the above-mentioned bills, please feel free to contact me at 315-474-4201 ext. 13 or [tlatinogerlock@macny.org](mailto:tlatinogerlock@macny.org).

Please stay tuned for additional information about the new grassroots advocacy and engagement tool MACNY will be utilizing ahead of the next legislative session. It's a pleasure to be working on the issues that matter most to those we serve – our MACNY members. I look forward to visiting facilities and meeting with many of you over the summer.

# MACNY STAFF ANNOUNCEMENT

## TIFFANY LATINO-GERLOCK REJOINS MACNY AS DIRECTOR OF GOVERNMENT RELATIONS

In her role, Tiffany will manage the advocacy and public policy efforts of MACNY and The Manufacturers Alliance of New York State in both Albany and Washington. Tiffany will take the lead on getting members involved in advocacy efforts around key pieces of proposed legislation and policy measures. She will track and inform MACNY members of important legislative issues and focus on growing the Alliance's statewide visibility and influence. In addition, she will facilitate MACNY's state and federal political action committees.

Tiffany was most recently employed at OCWA – Central New York's Water Authority – as the Director of Communications and Government Affairs. From 2019 – 2023, Tiffany was MACNY's Director of Government Relations and Communications. Prior to joining MACNY, she served as Communications Director for the New York State Senate after working as a news reporter in the Syracuse community and beyond for approximately 10 years.

MACNY's President & CEO, Randy Wolken, states, "We're thrilled to welcome Tiffany back to the team. Tiffany's extensive experience in government relations is an incredible asset to our membership and collective voice in Albany."

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# WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

## APPRENTICESHIP IS HIGHER EDUCATION



What a great way to put it! The route might not be the usual one, but there are some undeniable benefits to attaining college credits via Registered Apprenticeship.

With the State University of New York's (SUNY) commitment to this pathway, higher education is affordable for thousands of individuals across the state. These workers gain college credits without paying for them. This had to be part of the conversation between Brian Trexler and Shane Bingel during the Spring of 2023.

CNC Machinist apprentice, Brian Trexler, was taking Machining Fundamentals, one of the last courses needed for his related instruction requirement, at Mohawk Valley Community College. By October 2023, he would complete the program, but not before he recruited his classmate, 21-year-old Shane Bingel, to pursue the same pathway at Hubbard Tool & Die in Rome, NY.

Shane was attending Mohawk Valley Community College on his own, working toward an associate degree, and hoping to be employed at a local manufacturing company. As they became acquainted, Brian shared his experiences in the Registered Apprenticeship Program under MACNY sponsorship at Hubbard Tool & Die. Recognizing the appeal of structured on-the-job training combined with the ability to attain college credits without dipping into his own savings or going into debt, Shane applied to Hubbard Tool & Die.



Fast forward to April 2024 and we find Shane Bingel employed at Hubbard Tool & Die, signing paperwork to register for the CNC Machinist apprenticeship, with Brian Trexler as his mentor. At MACNY, we celebrate the fact that this is exactly how we hope it works:

- Employer recognizes the need for skilled worker training and launches a Registered Apprenticeship program.
- Employer actively recruits individuals from under-represented categories, including youth.
- Employer utilizes incentives and funding opportunities to offset the costs of running the program and sourcing classes for their apprentices. MACNY signatories contract us to do this work for them.
- SUNY provides money, recently increased from \$5k to \$8k per apprentice per four-year trade, to cover required classes.
- Journey worker becomes mentor to the new apprentice. This is where the pay-off really starts, where the employer realizes that they are establishing a “bench” of skilled workers.

This is a cautionary tale for us. We still have work to do to ensure that high school students have opportunities to prepare them for this pathway. In the right scenario, Shane Bingel might have known about Registered Apprenticeship before he graduated. He might have participated in dual enrollment with a local community college while still in high school. Hubbard Tool & Die might have been involved in career exploration activities that introduced them to a promising candidate like Shane, who may have spent some of his high school hours at Hubbard Tool & Die performing on-the-job training, working part-time. Connecting the emerging workforce with employers who need them is everyone's responsibility.

SUNY also recognizes its role and has recently expanded its financial support for pre-apprenticeships and Registered Apprenticeships.

Don't overlook opportunities and leave money on the table!

Scan the QR code to register for the MACNY-hosted Advanced Manufacturing Industry Roundtable on this topic with our SUNY representatives on August 8th from 8:30 – 10 AM.



**NBT BANK STADIUM**

**5:30 PM • METROPOLITAN CLUB**

**KNIGHTS VS. METS**



**MACNY'S**  
**Baseball**

**FALL KICKOFF EVENT**

**SEPT 18**

**DON'T MISS OUT!** Join us for the perfect blend of fun, relaxation, and networking at the ballpark! This home run event offers exclusive access to the Metropolitan Club hospitality room during a Syracuse Mets home game against the Charlotte Knights.

Questions about this event? Contact Deb Tilton at [dtilton@macny.org](mailto:dtilton@macny.org). Sponsorship opportunities available!



SCAN ME

# UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

## ESTABLISHING YOUR GHG EMISSIONS BASELINE



MACNY's Energy Program offers more than potential savings on your energy spend. As a part of your connection with one of our energy partners, you will have access to a variety of expertise on topics like converting to renewable sources.

Energy sustainability is no longer a lofty buzzword, but is in fact, an increasingly important factor in achieving long-term success. Even if your organization has set goals, designing and executing a robust sustainability plan can be complicated. Building an effective plan requires consideration for evolving technology and clean energy supply options. It requires balancing investment in the future while keeping tight to the budget now. These challenges make it clear: reducing emissions requires more than the right mindset. It requires a sustainability roadmap that clearly and transparently lays out how to properly execute and meet your objectives. In this article, we'll help guide you through the various steps to developing effective sustainability strategies.

As organizations strive to embrace a more sustainable future, establishing a greenhouse gas (GHG) emissions baseline is a crucial starting point. Greenhouse gases are emitted by many sources and are classified as either Scope 1, 2, or 3 emissions. Scope 1 emissions are the direct emissions from an entity's operations while Scope 2 emissions are the indirect emissions from an entity's purchased utilities. Multiple solutions exist to help reduce Scope 1 and 2 emissions. Scope 3 emissions occur in the value chain of an entity, such as upstream emissions from suppliers, downstream emissions from customers using their products, or emissions associated with the business travel or commuting of an entity's employees. Scope 3 is quickly gaining more attention as many companies look for even more leadership opportunities in the climate space by setting targets on their value chain emissions. A GHG emissions baseline serves as a foundation for understanding an organization's current emissions profile that can lead to enabling informed decision-making, target setting, and effective implementation of emissions reduction strategies. To begin, a business or organization can depend on several areas of guidance and methodologies to help them define appropriate GHG reduction targets.

### Self-Defined GHG Emissions Targets

Many organizations have set self-defined GHG emissions targets. These goals typically focus on reducing emissions by a certain percentage from their baseline emissions by a specific deadline. For example, a company might set an absolute target to reduce 50% of their 2020 emissions by 2050. Without first gathering the data and calculating the 2020 emissions baseline, it is impossible to quantify progress or measure success. It's also common for organizations to set multiple goals, milestones, or intensity targets where they might track emissions against a different benchmark, such as headcount or production (for example, metric tons emitted per widget produced).

Self-defined GHG targets may be established for various reasons, such as corporate social responsibility, environmental sustainability goals, or to demonstrate leadership in addressing climate change. These targets are completely voluntary and allow organizations to demonstrate their commitment to a sustainable future.

### Federal, State, or Local Requirements

While an increasing number of organizations have voluntarily been working towards self-defined GHG targets, certain federal, state and local laws are being introduced that require organizations to report GHG emissions or achieve certain reductions. The United States Federal Government requires entities with sources that emit at least 25,000 metric tons of carbon dioxide equivalent to report resulting GHG emissions for those facilities to the Environmental Protection Agency (EPA) annually.

Additionally, 24 states plus the District of Columbia have adopted specific GHG reduction targets to address climate change. Even specific cities such as New York City, Washington D.C., Chicago and Philadelphia, require businesses to track their energy consumption and some also require yearly reports. To learn about your state's requirements, visit: <https://www.c2es.org/content/state-climate-policy/>.

### Take Action Today

Working with a trusted energy expert like Constellation can help your organization establish actionable and attainable GHG benchmarks for meaningful sustainability initiatives and positions you as a responsible and forward-thinking leader in addressing the pressing challenges of the climate. Please become a part of our Energy Program and put these free resources to work! For more information, reach out to me via email at [coehmigen@macny.org](mailto:coehmigen@macny.org).



*Thank you to Constellation for sharing your insights.*



# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## LEST WE FORGET



We are well into summer and celebrations of July 4th may have already come and gone. If it has passed, I hope you took some time to spend with family being grateful for the great nation we have the privilege of living in. Some will quickly point out everything that's wrong with our country, and never take the time to point out what's right with it. Often, I find that those who appreciate the United States the most are those who came here as a refugee from tyranny in their own countries or those who came to our shores for greater opportunities. My family came for both reasons.

My grandparents fled Europe just before World War II. They had experienced World War I as young people and saw the winds of war blowing again and knew what that would mean for their young family. With two little girls (ages seven and three) in tow, they spent just about every penny that had to sail for New York Harbor and get a glimpse of Lady Liberty. If you asked my grandpa how much money he had when he arrived, he said, "enough to buy a quart of strawberries." Life was hard when they arrived in 1938. The Great Depression was still in full swing, and work was hard, if not impossible, to come by. But they persevered through hard work and an optimism that things would improve. My mom and her sister were taught to love our country and cherish the freedoms and opportunities they could enjoy.

My father-in-law spent three years in a Yugoslavian prison for his religious beliefs before he and my mother-in-law fled to Austria with a nine-month-old little girl. He was able to escape across the border in a wagon filled with hay. My wife was born in Austria one year later. They found religious freedom and a warm welcome with the Austrian people. In 1978, their approval came, allowing them to immigrate to the United States. You might wonder why they would leave the beautiful city of Salzburg and travel to central Ohio. Family, a vibrant faith community, and opportunity. This past Saturday, my wife commented as she sat on our deck, how she never could have dreamed of a life as she has here in Central New York. Her own house with a private backyard and room for our grandkids to run and play. In Austria, that would have only been a dream. If she had a house, it would be much smaller and probably shared with our parents or one of our kids' family.

It's so easy to forget. We get so busy and are bombarded with negative news stories and people spouting off about how bad things are. My grandparents and in-laws saw freedom and opportunity here, which are things that far too many take for granted. Freedom to be who you want to be, to believe what you want to believe, and to achieve your dreams if you are willing to work for it. These freedoms and opportunities are not and were never free. They came at a great price. It started with a shabby group of patriots that challenged the greatest military of their day. After winning the Revolutionary War they did the hard work of putting together our Constitution so they could "form a more perfect union." The mid-1800s saw a great challenge to the union, and this great American experiment prevailed.

80 years ago, young men stormed the beaches of Normandy to help liberate France and then Europe from the tyranny of the Nazis. The battle which began on June 6, 1944, lasted through August. 29,000 young American soldiers died and another 106,000 were wounded. This number doesn't include the Canadian and British casualties. In 2023, only 119,550 of the 16.4 million World War II veterans were still alive. Approximately 131 are passing each day. Soon, the last of those who served and can share their experience will be gone.

Let's try to engage those we still have. If you don't know any World War II veterans, look for Korean, Vietnam, Desert Storm, or Operation Enduring Freedom veterans. Thank them. Tell them we appreciate everything they did to help keep the United States free. Lastly, let's stop the negativity and remember why we are here. The mission is still the same, to "form a more perfect union."

Lest we forget.

# PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart Workforce Development Specialist,  
PEB

## 2024 WORKFORCE DEVELOPMENT AWARDS



Partners for Education & Business, Inc., the Kindergarten through Grade 16 arm of the Workforce Development team at MACNY, along with the rest of the Workforce Development team, held the 2024 Workforce Development Awards on Wednesday, June 12th at Le Moyne College.

- Beardsley Architects + Engineers – Sophia Synborski (Cazenovia)

The following student will receive \$1,000 per year as they complete their undergraduate degree:

- INFICON – Kelsey Dwyer (Baldwinsville)



The individuals and companies that were honored at the event were the 2024 CNY STEM Scholarship and PEB Award recipients, 2023 Registered Apprentices graduates, the new apprenticeship signatory companies, and companies that expanded their Registered Apprenticeship Programs, and MACNY apprentices.

The following students, individuals, companies, and Registered Apprentices were recognized:

### CNY STEM Scholarship Recipients:

The following students will receive \$5,000 per year as they complete their undergraduate degree:

- SRC, Inc. – Ethan Harbinger (East Syracuse Minoa), Hayley Harbin (Fayetteville-Manlius), and Yandel Valdes (East Syracuse Minoa)

The following students will receive \$2,000 per year as they complete their undergraduate degree:

- King+King – Megan Reymond (Chittenango)
- Novelis – Elijah Haga (Cato-Meridian) and Gavin Nichols (Cicero-North Syracuse)
- TTM Technologies – Ahmad Alawaad (SCSD) and Brooke Kirkpatrick (East Syracuse Minoa)
- WestRock – Evan Gray (New Hartford)

The following students will receive \$1,500 per year as they complete their undergraduate degree:

### Business Partnerships of the Year:

This award recognizes exceptional businesses within Central New York that have supported our mission of building awareness of local careers in STEM.

- Belden Inc.
- Byrne Dairy, Inc.
- City of Syracuse
- Giovanni Food Company

### Community Partnership of the Year:

This award recognizes community organizations within Central New York who have partnered with us to strengthen our reach to students, families, and educators to build an awareness of local careers in STEM.

- The MOST

### **SRC CNY STEM Champion:**

This award recognizes leaders in our community who champion accessibility and awareness of STEM education in our community.

- Matthew Eaton, Senior Business Consultant, JPMorgan Chase

### **Lifetime Achievement Award:**

This award recognizes individuals who have dedicated their time and expertise to supporting students pursuing STEM career pathways in Central New York.

- Steve Schill

### **Apprentices Graduates:**

- Bausch + Lomb: Alara Powell – Electro-Mechanical Technician
- Baxter: David Sipes – Toolmaker
- City of Syracuse: Egzona Imeri and Nicole Broadnax – Software Developer
- CNY Fabrication, LLC: Joshua Jones – Welder
- Custom Tool and Model Corporation: Landon Malanoski – Machinist (CNC)
- Gaylord Archival: Eric Short and Nicholas Piciuccio – Industrial Manufacturing Technician
- Giovanni Food Company: Carter McArthur – Industrial Manufacturing Technician; Shaun Tiffany – Maintenance Mechanic
- Hardinge, Inc: Preston Mele, Emily Sheerer, and Daniel Saunders – Industrial Manufacturing Technician; Matthew Snyder – Electro-Mechanical Technician
- Hartman Enterprises, Inc.: Alyssa Enslow – Industrial Manufacturing Technician
- Hubbard Tool & Die: Brian Trexler – Machinist (CNC)
- Indium Corporation: Taylor Zammiello, Timmy Le, Anthony George, Hone Kim, Brianna Bouck, Julianne Burchill, Michael Ziobro, Efrain Diaz, and Madyson Bridge – Industrial Manufacturing Technician
- North Country Dairy: James Miller, Jr. – Electro-Mechanical Technician
- Twinco Manufacturing Co., Inc.: Raul Flores – Machinist (CNC)
- WestRock: Wendi Czirr and Jacob Money – Plant Maintenance-Electrician



### **Companies with New Registered Apprenticeship Programs:**

- Buxton Medical Equipment Devices
- Eaton Crouse-Hinds, Inc.
- Flex-Hose Co., Inc.
- F.X. Matt Brewing, Co.
- GSE Dynamics, Inc.
- Plug Power, Inc.
- Semikron Danfoss
- Wolfspeed

### **Companies Expanding Their Registered Apprenticeship Programs:**

- 110 Metalworks, Inc.
- Allen Tool Phoenix, Inc.
- Bausch + Lomb
- Belden Inc.
- Bush Industries, Inc.
- Consolidated Precision Products
- EMCom, Inc.
- Hardinge, Inc.
- Hubbard Tool & Die Corporation
- Indium Corporation
- Knowles Precision Devices
- North Country Dairy
- Superior Metals Manufacturing
- Thompson & Johnson Equipment Co., Inc.

As a testament to our commitment to upskill and bolster the talent development pipeline, MACNY concluded the program with a first-ever apprentice signing for four of our own team members to signify the beginning of their apprenticeship journey.

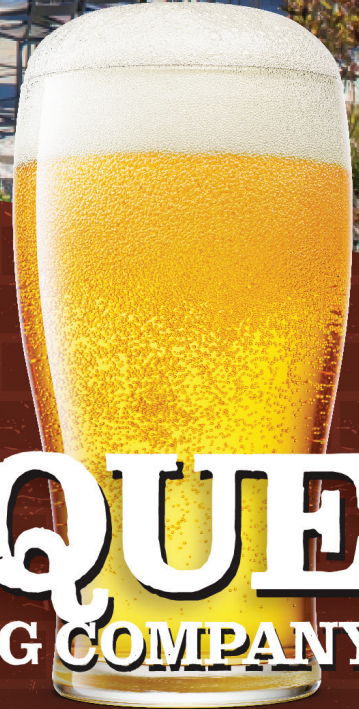
The MACNY team members beginning their apprenticeship are:

- Murjan Abdi – Workforce Development Specialist apprentice
- Colleen Blagg – Project Manager apprentice
- Amanda Rice – Project Manager apprentice
- Justyna Valencia – Marketing Coordinator apprentice



Thank you to our sponsors who made this event possible: PaperWorks; SRC, Inc.; Semikron Danfoss; Belden Inc.; Community Bank; C&S Companies, The National Institute for Industry and Career Advancement; Thompson & Johnson Equipment Co. Inc.; Bluefors Cryocooler Technologies; JPMorgan Chase; TACNY; CNY Fabrication, LLC; Custom Tool & Model Corporation; Griffis Institute; Giovanni Food Company; Hubbard Tool & Die Corporation; TDO; and The MOST.

Partners for Education & Business, Inc. (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.



**MACNY'S**

# **BREW-B-QUE**

**AT MEIER'S CREEK BREWING COMPANY**

**: AUG 15 • 5 PM • MCBC IN CAZ :**



 **SCAN ME**

## **REGISTER TODAY!**

Join at the picturesque Meier's Creek Brewing Company (MCBC) in Cazenovia, NY! This unique event combines the charm of a brewery setting with the fun of a barbecue, making it the perfect summer outing for beer and networking enthusiasts alike!

Questions about this event? Contact Deb Tilton at [dtilton@macny.org](mailto:dtilton@macny.org).



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As a premier integrated provider in North America, PaperWorks specializes in crafting 100% recycled paperboard and folding cartons for diverse packaging needs. Serving a variety of market sectors, we specialize in sustainable and innovative packaging solutions and exceptional printing capabilities. We invest heavily in our people, our company culture and technology and are committed to being leaders in the industry.

We proudly support the Manufacturers Association of Central New York.



# MEET THE MACNY TEAM

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President & CEO  
**RANDY WOLKEN**  
Ext 15



Senior Vice President  
**MIKE FRAME**  
Ext 59



Chief Operations Officer  
**MARISA NORCROSS**  
Ext 60



Chief Financial Officer  
**MARY ROWLAND**  
Ext 21



Chief Leadership Officer  
**DAVID FREUND**  
Ext 20



Director of Government  
Relations  
**TIFFANY LATINO-GERLOCK**  
Ext 13



Senior Manager,  
Communications & Media  
**MARISSA BECK**  
Ext 53



Senior Manager,  
Marketing & Events  
**DEB TILTON**  
Ext 19



Member Engagement  
Manager  
**JUSTYNA VALENCIA**  
Ext 54



Training  
Coordinator  
**ERIC FELDSTEIN**  
Ext 51



Accounting & Benefits  
Manager  
**PATTY CLARK**  
Ext 10



Senior  
Accountant  
**CARRIE ARENS**  
Ext 52



Manager of Workforce  
Operations & Advancement  
**AMANDA RICE**  
Ext 57



Director of Apprenticeship  
& Workforce Development  
**AMY STAGE**  
Ext 58



Manager of Corporate Services  
& Workforce Development  
**COLLEEN BLAGG**  
Ext 61



Senior Workforce  
Development Specialist  
**EILEEN DONOVAN**  
Ext 22



Workforce Development  
Specialist  
**BRYNN SEMERARO**  
Ext 63



Workforce Development  
Specialist  
**SAMANTHA WESSING**  
Ext 18



Workforce Development  
Specialist  
**YAWA ZEWOU**  
Ext 55



Workforce Development  
Specialist  
**ALTHEA STRIFE**  
Ext 28



Workforce Development  
Specialist  
**AMANDA WILSON**  
Ext 64



Director, Partners for  
Education & Business, Inc.  
**TAYLOR HODGE**  
Ext 24



Manager, Partners for  
Education & Business, Inc.  
**EMILY LANGAN**  
Ext 12



Workforce Development  
Specialist, PEB  
**AMY STEWART**  
Ext 26



Workforce Development  
Specialist, PEB  
**NIRA IRBY**  
Ext 56



Workforce Development  
Assistant, PEB  
**MURJAN ABDI**  
Ext 62



Energy & Corporate  
Services Consultant  
**CINDY OEHMIGEN**  
Ext 14



The Manufacturers Association

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# JULY & AUGUST

## TRAINING AND EVENTS

### THE FOUR DIMENSIONS OF CULTURE

July 9 | 9 AM - 3:30 PM

### BUSINESS ANALYTICS CERTIFICATION PREP COURSE

Starting July 9 | 9 AM - 12 PM

### PROJECT MANAGEMENT WORKSHOP

July 11 & 12 | 1 - 4 PM

### ELECTRICAL SAFETY IN THE WORKPLACE: NFPA 70E® TRAINING

July 12 | 8 AM - 12 PM

### FALL PROTECTION TRAINING

July 16 | 8:30 AM - 12:30 PM

### MICROSOFT FOR OFFICE 365 - PART 2

July 16 | 9 AM - 5 PM

### MAXIMIZE YOUR MEMBERSHIP

July 16 | 9:15 - 10 AM

### ISO 13485: 2016 INTERNAL AUDITOR TRAINING

July 17 & 18 | 8 AM - 4 PM

### BLUEPRINT READING: LEVEL 2 (WITH GD&T)

July 17 & 19 | 9 AM - 12 PM

### ADVANCED MANUFACTURING INDUSTRY ROUNDTABLE

July 18 | 8:30 - 10 AM

### MAXIMIZE YOUR MEMBERSHIP WEBINAR

July 18 | 9:15 - 10 AM

### STRATEGIC SOURCING WORKSHOP

July 18 & 19 | 1 - 4 PM

### MICROSOFT FOR OFFICE 365 - PART 3

July 24 | 9 AM - 5 PM

### FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

July 25 | 8:30 AM - 3:30 PM

### EFFECTIVE PRESENTATIONS

July 26 | 9 AM - 5 PM

### ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

July 31 | 8 AM - 12 PM

### GETTING THE MOST FROM YOUR SPREADSHEETS WITH GENAI

July 31 | 9 AM - 12:30 PM

### GETTING THE MOST FROM YOUR PRESENTATIONS WITH GENAI

July 31 | 1 - 4:30 PM

### MAXIMIZE YOUR MEMBERSHIP

Aug 6 | 9:15 - 10 AM

### MAXIMIZE YOUR MEMBERSHIP WEBINAR

Aug 8 | 9:15 - 10 AM

### MACNY'S BREW-B-QUE AT MEIER'S CREEK BREWING COMPANY

Aug 15 | 5 - 7:30 PM

### MICROSOFT OUTLOOK FOR OFFICE 365 (DESKTOP OR ONLINE) - PART 1

Aug 16 | 9 AM - 5 PM

### MOBILE ELEVATING WORK PLATFORM (MEWP) TRAIN-THE- TRAINER

Aug 20 | 8:30 AM - 3:30 PM

### AS9100D INTERNAL AUDITOR TRAINING

Aug 21 & 22 | 8 AM - 4 PM

### USING MICROSOFT COPILOT

Aug 26 | 9 AM - 5 PM

### MICROSOFT OUTLOOK FOR OFFICE 365 (DESKTOP OR ONLINE) - PART 2

Aug 28 | 9 AM - 5 PM

REGISTER FOR AN EVENT OR TRAINING

