

# MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JANUARY 2025

## BUILDING TOMORROW, TOGETHER

2025 marks MACNY's 112<sup>th</sup> anniversary as an organization, and we're excited to continue working together to build the future of Central and Upstate New York. The start of a new year is a great time to reflect on the previous year while looking ahead to the potential of the upcoming one. 2024 was a very successful year, not only for us, but for our member organizations. We welcomed new members, grew our team, celebrated the continued success and expansion of our workforce development programs, hosted a multitude of events and trainings, and continued to inspire the next generation of manufacturers across local school districts.

January is a time to set intentions for the new year, and we'd like to share ours. In 2025, we'll focus on the aspects of manufacturing that foster innovation, focus on sustainability, and shape the industry. We're going to reemphasize our commitment to preparing for the evolving needs of the industry, embracing technological advancements, and addressing challenges like talent development. We'll continue to be the voice of manufacturers and a hub for connection, advocacy, and resource sharing that has enabled our members to thrive. This year, one vision will be at the core of everything we do: **Building Tomorrow, Together.**

While spring feels like a lifetime away as we continue to endure the cold, wind, and snow of January, we're already looking ahead to the warmer days of May and our 112<sup>th</sup> Annual Celebration of Manufacturing! In keeping with tradition, we're looking forward to recognizing this year's Innovator of the Year Award recipient and Manufacturers Wall of Fame inductee.

One of the many reasons our sector remains so strong is our ability to adapt

and innovate. This, in part, is because of individuals within companies whose forward-thinking ideas help their companies thrive. It has become customary at our Annual Celebration of Manufacturing to recognize an innovator who is a pioneer of ideas in the areas of technology, innovation, and advancement of products and/or production.

Similarly, since 2001 MACNY has been honoring executive-level leaders in manufacturing that have displayed exceptional vision and leadership while navigating today's complicated economic conditions. These leaders tend to share four key characteristics: They are humble, curious, caring, and dedicated. Each year, former inductees select a new inductee to join them on the Manufacturers Wall of Fame based on criteria including revenue growth, capital investment, leadership, employee development, sustainability, production quality, and any other factors contributing to growth within a company, supply chain, or industry.

We are currently accepting nominations for MACNY's Innovator of the Year Award and the Manufacturers Wall of Fame! If someone at your company exemplifies the qualities for either award, please submit your nomination by scanning the QR code or visiting [macny.org](http://macny.org).



2025 will be a year of growth, development, and positivity, and we can't wait to continue Building Tomorrow, Together with you.

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# NEW YEAR CELEBRATION

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the vibrant ideas, and energy we'll bring  
to *Building Tomorrow, Together* in 2025.

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into the New Year, join us in wearing  
a splash of color!



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Scan the QR code or email [info@macny.org](mailto:info@macny.org).

# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

## MANUFACTURING GROWTH NEEDS REALISTIC ENERGY APPROACHES



Manufacturing is underappreciated in New York State. Why is this? One of the main reasons is there's a negative perception of manufacturing as an industry that's dirty, polluting, and low-skilled. This view is blatantly false. Manufacturers are innovators in protecting our environment and building sustainable facilities. Every year they make meaningful progress in becoming increasingly sustainable and environmentally friendly. They go even further with their leading-edge investments in renewable energy sources, energy efficiency measures, and cleaner production processes. As a result, manufacturing and tech companies serve as crucial leaders in transitioning to a greener and cleaner economy.

This refocused importance on the industrial sector requires us to invest heavily in our energy production and electrical infrastructure. Massive investments in new transmission lines and substations and the deployment of energy storage systems will be necessary to achieve carbon reductions while enhancing our economy. It's not possible for the industry to do this alone, significant federal and state support will be required. Government support will ensure that energy sources, especially renewable energy sources, are available. Recent planned investments by the manufacturing sector in new nuclear and biofuels, like clean hydrogen and renewable biodiesel, will help our communities move toward sustainability. There are many advantages to updating our fuel sources to green and renewable types that support economic growth and long-term sustainability.

However, transitioning to a new energy and carbon neutral future will take time. Manufacturers will need to make investments in capital intensive operations. They need safe, available, reliable, quality, and affordable energy. For instance, many of their processes currently require natural gas and will continue to for the foreseeable future. However, these natural gas pipes may one day carry renewable hydrogen gas or carbon free nuclear power, another excellent source of transition fuel. If we want manufacturing jobs, we must make these accommodations. This will require realistic timelines and public support to create the energy grid of the future. Our current grid has been built

over the last 100 years and the new grid will take decades to develop and deploy.

What makes this worth our effort is that the industrial sector provides a solid foundation for the economy by creating high-quality jobs, generating wealth, and supporting other sectors of the economy. The technical jobs of the manufacturing sector can begin at any time in a person's lifetime. Manufacturers will hire straight out of high school, after two years of community college, or after earning a bachelor's, master's, or doctorate degree. Earn-and-learn approaches are more available in tech and manufacturing jobs than any other industry. These community-sustaining jobs are the lifeblood of thriving communities.

For those of you who work in the advanced manufacturing sector, we need you to share your experiences with your neighbors, policymakers, and political leaders. Help us tell the story of the transformation of manufacturing in our state. We're on the cusp of rapid and significant growth of these jobs and will need the entire community to support our efforts. To get involved in telling the story of modern manufacturing, please reach out to me or MACNY's Director of Government Relations, Tiffany Latino-Gerlock. Together we can tell the real stories of exciting industries that will grow our communities over the next 50 years and beyond!



**Email**  
**Randy Wolken**  
*President & CEO*



**Email**  
**Tiffany Latino-Gerlock**  
*Director of Government Relations*

# GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

## NEW STATE LAWS TAKING EFFECT IN 2025



New Year's Day isn't only a time to celebrate past accomplishments and the fresh start of a new year, but also a time when several new state laws and rules begin to take effect. We want to make you aware of some of these changes being implemented in New York in 2025 that will likely affect employer operations. Please see a summary below. I wish all of you a happy and healthy new year and look forward to collaborating with you on various advocacy items as the 2025 New York State Legislative Session commences in Albany.

### **Paid Prenatal Leave**

Beginning January 1<sup>st</sup>, 2025, New York's Paid Prenatal Leave law comes into effect. This first-in-the-nation law will require private employers to provide pregnant employees with 20 hours of paid prenatal leave so expecting employees can take time for medical appointments related to pregnancy without losing income. Paid Prenatal Leave applies to all private employers in New York, with no minimum employee threshold, and is applicable to both full-time and part-time employees. Pregnancy-related health care includes physical examinations, medical procedures, monitoring, testing, and any discussions with a health care provider related to pregnancy.

Employers aren't required to pay an employee for unused prenatal personal leave at the time of separation from employment. For more information about the new measure and how it might affect your company's policies, please visit [ny.gov/prenatal](http://ny.gov/prenatal).

### **Minimum Wage**

Starting this year, the minimum wage in New York State will increase to \$16.50 an hour in New York City and Westchester, as well as in Nassau and Suffolk counties. Concurrently, it will increase to \$15.50 an hour in all other parts of the state, like here in Central New York. In 2024, the minimum wage in Central New York was \$15 an hour. New York's minimum wage is scheduled for another 50-cent increase in 2026.

Meanwhile, the minimum salary threshold for the executive and administrative exemptions from overtime pay requirements in New York will also increase. Those working in Central New York

will need to earn at least \$1,161.65 per week (\$60,405.80 per year) to maintain the exemption, or they will lose it. Workers in New York City, Long Island, and Westchester who qualify for the executive or administrative exemption will now need to earn at least \$1,237.50 per week (or \$64,350 per year) to maintain the exemption. However, noting that to be exempt, an employer must also satisfy a job duties test.

### **COVID Leave**

New York COVID-19 Paid Emergency Leave will expire later this year, on July 31<sup>st</sup>, 2025. After this date, employees who need time off to manage their healthcare or isolate for COVID-19 will need to use existing paid leave methods, such as New York State's Paid Sick Leave.

### **Mark Your Calendars!**

We hope you can join us in Albany for Manufacturing Advocacy Day on February 26<sup>th</sup>, 2025. We'll be meeting with key legislators on critical issues, including but not limited to, taxes, workforce development, and energy.

For more information, please visit [macny.org/events](http://macny.org/events) or email me at [tlatinogerlock@macny.org](mailto:tlatinogerlock@macny.org).



**Sign up for  
Advocacy Day  
on February 26<sup>th</sup>**



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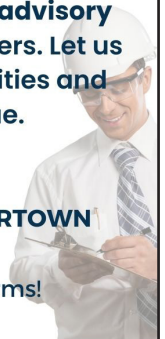


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# WORKFORCE DEVELOPMENT

Eileen Donovan, Manager of Apprenticeship & Workforce Development

## JFF INCENTIVE FUNDING SUPPORTS YOUTH IN APPRENTICESHIP



In May 2024, Colin Corcoran and Lilly Kohlbach registered for the Industrial Welder program at CNY Fabrication/GA Braun under MACNY group sponsorship. Neither one of these new apprentices had even turned 21 years old.

Despite their youth, the program manager, Nick Stanley of CNY Fabrication, recognized their potential. An enthusiastic proponent of this kind of standardized training program, Stanley had been on the lookout for good candidates to enroll since CNY Fabrication graduated its last welding apprentice in the summer of 2023. When the prospect of JFF Incentive Funding became available, he was inspired to focus on inclusivity. Corcoran and Kohlbach were obvious choices; they grasped the level of commitment that it takes to work full-time and go to school part-time and understand the value of the resulting credential. CNY Fabrication was awarded \$2,400 in IDEA-M incentive funding to aid this expansion of their apprenticeship program.



The experiences of these two apprentices exemplify what often happens with youth; they discovered what they did not want to do while pursuing what they thought they did want to do. In this case, there was an observant employer who mapped out an alternative career pathway for which they're better suited.

opportunities. However, it also taught him that he wasn't interested in the building trades; instead he wanted to explore advanced manufacturing. That's how he found his way to CNY Fabrication in North Syracuse.

Kohlbach, came to employment at CNY Fabrication as a New York State Pathways in Technology (NYS P-TECH) student. P-TECH is a rigorous curriculum that prepares participants to graduate with their high school diploma and associate's degree in just five years. Kohlbach, working through the machinist program, discovered that she was more drawn to welding, and exited the program when she graduated from high school. The welding apprenticeship at CNY Fabrication will allow her to utilize State University of New York (SUNY) Apprenticeship funding to achieve the associate's degree that she began in high school. She feels she's right where she should be, even though she was advised in high school that advanced manufacturing wasn't a great place for women.

CNY Fabrication/GA Braun, manufacturer of industrial laundry machines since 1946, works to counter this narrative by seeking to expand apprenticeship opportunities to underrepresented groups, like youth, and regularly participates in career exploration activities with local school districts. The story of these two apprentices demonstrates that apprenticeship is higher education. Colin Corcoran hadn't considered an associate's degree prior to registering; that's changed. Both he and Lilly Kohlbach plan to emerge from Registered Apprenticeship with skills and education that place them fully on track to enjoy successful careers in high-demand occupations. CNY Fabrication hopes they will spend these careers, jump-started by JFF Incentive Funding, with them.

Both apprentices were enrolled in classes at Onondaga Community College for the Fall 2024 semester. Corcoran wasn't sure what he wanted to do upon graduating from high school and registered into the welding program at OCM (Onondaga-Cortland-Madison) BOCES. This program taught him the basics of welding and afforded him internship

# PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

## LIVERPOOL HIGH SCHOOL CREATES NEW OPPORTUNITIES FOR HANDS-ON LEARNING



Highlighting and supporting innovative ways to engage students and help grow the workforce is a core pillar of Partners for Education & Business, Inc. (PEB). For this reason, we're excited to share the work happening at Liverpool High School this year and the plans for the future. In 2025, PEB will continue building on the successful collaboration that began with discussions in the spring of 2023 and officially launched in 2024 with site visits for Year 2 students enrolled in Drone Technology and Pre-Apprenticeship programs. This collaboration will extend into 2025 and beyond, with the partnership now expanding to include support for Entrepreneurship, a Business Capstone, and a newly introduced Manufacturing Elective class.



The Manufacturing Elective class was designed with input from local industry professionals. In 2023, PEB organized discussions with employers to ensure the course content meets the needs of the industry. The class consists of 17 high school seniors, many of whom have already explored other technology-focused courses.

Beyond the classroom, students also have the chance to engage with local manufacturers. In November, they participated in

a “speed dating” career exploration event with representatives from local manufacturing companies. These professionals shared their knowledge through interactive, hands-on activities. At Byrne, students conducted a pH test with two female quality assurance staff members, demonstrating the connection

between manufacturing and scientific fields such as chemistry. It was inspiring for the students to see women in these technical roles. At WestRock, students used a virtual catapult simulation to test their accuracy and learned about 5S, a workplace organization method they'll explore in more detail later in the year. The competitive nature of the activity kept the energy high! At JPW Companies, students learned about steelwork and welding by watching videos and completing a short math quiz. A perfect score earned a sweet reward while emphasizing the importance of math skills in manufacturing.

PEB is excited to continue supporting Liverpool High School as they expand career-focused education through various CTE pathways. Businesses interested in partnering with these innovative programs can contact [pebteam@macny.org](mailto:pebteam@macny.org). Let's work together to inspire the next generation of skilled professionals!



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.

# UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

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## EPA LAUNCHES THE ENERGY STAR INDUSTRIAL ASSISTANCE NETWORK



Energy discussions have become front and center for five reasons: the emphasis on decarbonization, the risk of becoming dependent on foreign supply, the possibility that greenhouse gas is contributing to the increase in natural disasters, changing regulations, and requests from customers to present evidence that a company is working on energy efficiency and greenhouse gas reduction.

Regardless of what position you have on these topics, reduction in energy consumption contributes positively to a company's bottom line. The U.S. Environmental Protection Agency (EPA) understands the importance of energy efficiency and recently launched the ENERGY STAR Industrial Assistance Network (IAN) to help companies develop in-house energy management skills through training. Your internal professionals will learn through eight 90-minute monthly sessions that will be live, online, and interactive. They will also receive coaching from experienced industrial energy managers to help build a culture of energy management. Most sessions will have an assignment (1-2 hours) that's designed to help participants take concrete steps to advance the company's program.

Participants from your company will gain valuable skills to help them achieve energy and cost savings, increase competitiveness, and reduce energy waste in manufacturing operations. They will understand how to gain and maintain management support for your energy program, explore how to measure energy data, build energy teams, identify and implement savings opportunities, and use helpful tools that can improve a facility's energy performance. After successfully completing the training series and assignments, the participants will receive a Certificate of Successful Completion from ENERGY STAR.

Since training participants will learn through a cohort model, they'll have the opportunity to benchmark with other participants, connect with peer companies during regional networking meetings, and become part of the ENERGY STAR network. For companies that have manufacturing plants in multiple locations in the U.S., participants can join the IAN in their region and will receive the same standardized training to ensure consistency. The participating company will benefit from improved energy efficiency and the participants will gain insights from shared best practices and lessons learned to help them become leaders in energy management.

There is no charge to participate in the training or the network. The next round of training begins on January 16<sup>th</sup>, 2025. Manufacturers are invited to join their respective network by emailing [R2EnergyNetwork@energystar.gov](mailto:R2EnergyNetwork@energystar.gov).



**Learn more  
about IAN**

Create an account in the ENERGY STAR Learning Portal to join the next round of training on January 16<sup>th</sup> and start seeing the benefits! Please feel free to reach out to me at [coehmigen@macny.org](mailto:coehmigen@macny.org) if you need help connecting to the next cohort.



**Sign up  
for training**



# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## ARE YOU IN A GROWTH ENVIRONMENT?



If you've read more than two or three of my articles or bi-weekly blogs, you know that I love talking about growth. When the rate of change outside of us exceeds the rate of growth within us, we quickly become obsolete.

Similarly, when the rate of change outside of our organization exceeds the rate of growth within our organization, our organization becomes obsolete. The solution to this problem is to make sure we're always growing and are in a growth environment.

Let's look at the 10 key characteristics that John Maxwell says make up a successful growth environment.

- 1. In a growth environment, there are other people ahead of you.** Perhaps a simpler way to say it is, if you're the smartest person in the room, you're in the wrong room. By associating with people who are ahead of you in your growth journey, you dramatically increase your growth opportunities. Find people who are committed to growth and travel with them.
- 2. You're continually challenged.** When was the last time you felt challenged by something? Growth is slowed or even stopped if you aren't working on challenging things. Look for opportunities to work on new and exciting activities.
- 3. The focus is always forward.** In a growth environment, an organization is always moving forward. They don't forget the past, but instead use it as a springboard for new opportunities and ways to positively impact their stakeholders.
- 4. The atmosphere is affirming.** Some may misinterpret this point to think that a growth environment is a place where anything goes, and there are no rules. On the contrary, it's a highly interactive environment where people are held accountable for their actions but are affirmed and encouraged as they work in their gifted areas.
- 5. You wake up excited.** Because you're working in your gifted areas, you wake up excited and happy to go to work. You view your job as something you get to do rather than have to do. Don't blame your boss if you aren't excited about your job. Enjoying your work is an inside job; You need to take ownership and want to be excited.
- 6. Failure isn't your enemy.** In an affirming environment, failure is viewed as an opportunity to learn and grow. You realize that you learn much more from failures than you do from success. The key is to always look for learning opportunities and continue to move forward.
- 7. The people around you are growing.** Do you see growth as you look around you? Are people getting better each day? Growth is happiness and inspiring to those who witness it. In a growth environment, this happiness radiates throughout the organization. Perhaps the most positive and affirming place I've ever been is the International Maxwell Certification event. The 3-day event takes place annually in March and August, convening around 3,000 people to focus on learning and growth. I have never experienced anything like it and look forward to attending every year.
- 8. People desire change, and they aren't content with the status quo.** In a growth environment, people have a positive impatience and are consistently asking why.
- 9. You're encouraged to get out of your comfort zone and into your potential zone.** When was the last time you did something for the first time? Everything you want in life is just outside of your comfort zone. It's time to move from your comfort zone to your potential zone.
- 10. Growth is modeled and expected.** Lastly, in a growth environment, the leader is growing and modeling this growth to others. They also expect team members to become serious about personal and professional growth. As you enter the exciting year of 2025, see how many of these keys to a growth environment you have in place. Which ones need some work, and when will you start to improve? If you want to develop your personal growth plan, we can work on it together.

Live2Lead is a great way to grow, so please remember you can schedule a replay of this annual event for your team at your site (or virtually) from now until February 28<sup>th</sup>. Please reach out to me at [dfreund@macny.org](mailto:dfreund@macny.org) if you're interested in bringing Live2Lead to your organization or working on your personal growth plan.

# THE BOTTOM LINE

Rich Smith, CPA, MBA, Tax Partner,  
Bowers CPAs & Advisors

## POST ELECTION TAX CONSIDERATIONS TAX PAYERS SHOULD BE PAYING ATTENTION TO

Now that we're past the political commercials, texts, and robocalls that inundated most of us during this year's election, some of President-Elect Trump's agenda is starting to take shape. While it may still be too early to act, it's important for taxpayers to pay attention to the potential tax law changes President-Elect Trump discussed during his campaign.

Below we will highlight a few of the more significant potential tax policy changes to be mindful of.

### Corporate Tax Rate

President-Elect Trump has indicated that he'd lower the current corporate tax rate from 21% to 20%. This is after previously cutting the corporate income tax rate from 35% to 21% during his first term. In addition to the one-percentage point decrease in the overall corporate tax rate, he's also proposed a 15% corporate tax rate for companies that manufacture their products in the U.S. The early indications are that this would be accomplished by re-instating the previously expired Domestic Production Activities Deduction ("DPAD") at 28.5%, thus lowering the corporate tax rate for domestic production to 15%.

As was the case the last time the corporate tax rate was lowered, taxpayers structured as S Corporations would be wise to revisit whether moving to a C Corporation would lower their tax burden. This is particularly true if they believe they would qualify for the 15% corporate tax rate.

### Tax Cuts and Jobs Act ("TCJA")

During President-Elect Trump's first term the Tax Cuts and Jobs Act, (TCJA) was passed, with many of the provisions set forth within it set to expire at the end of 2025. The President-Elect has indicated that as part of his tax policy he'd make many of the provisions set to expire, permanent.

The list below is not all-inclusive but highlights some of the more significant provisions set to expire on December 31<sup>st</sup>, 2025.

### Individual Income Tax Rates and Brackets

The TCJA cut the top marginal rate from 39.6% to its current 37%.

### State and Local Tax Deduction ("SALT")

The TCJA imposed a \$10,000 cap on the deductibility of state and local taxes severely harming taxpayers in high-tax states. If this provision of the TCJA expires, all state and local property and income taxes would become deductible.

### Qualified Business Income Deduction ("QBI")

The TCJA provided a 20% deduction for qualified pass-through income for sole proprietorships, partnerships and S Corporations that met certain requirements. Qualified Business Income Deduction (QBI) was included in the TCJA as an effort to provide benefits to pass-through entities that saw the tax rate for C Corporations reduced from 35% to 21%.

### Alternative Minimum Tax ("AMT")

The TCJA increased the Alternative Minimum Tax (AMT) exemption amounts and raised the income levels at which these exemptions phased out resulting in fewer taxpayers being subject to AMT.

### Bonus Depreciation

The TCJA changed the applicable percentages and qualifying property eligible for bonus. Under the TCJA, used property, except for property purchased from related parties, became eligible for bonus. The TCJA also provided 100% bonus depreciation for property placed in service after September 27<sup>th</sup>, 2017, through December 31<sup>st</sup>, 2022. That percentage has been phasing-down each year as follows; 80% in 2023, 60% in 2024, 40% in 2025, 20% in 2026, and ultimately down to 0% after December 31<sup>st</sup>, 2026. Taxpayers can still take advantage of expensing qualifying fixed assets purchased through Section 179, but it remains to be seen if there will be a fix to the bonus provisions under the TCJA.

### Additional Potential Tax Policy Changes:

- Exempt Social Security Benefits from Taxation
- Exempt Tip Income from Taxation
- Exempt Overtime Pay from Taxation
- Create a Deduction for Automobile Loan Interest
- Create a Tax Credit for Family Caregivers

### And last but not least.....**TARIFFS!**

President-Elect Trump has touted the use of tariffs and has proposed a 10% to 20% baseline tariff on all U.S. imports and a 60% tariff on all U.S. imports from China.



Rich received his Bachelor's Degree in Accounting and MBA from SUNY Oswego. With more than 22 years of experience in public accounting, including 10 years working with Big 4 accounting firms, Rich brings a broad range of industry experience including partnership, corporate and multistate tax services for public and privately held companies, as well as small business consulting and compliance. His experience also includes specialized expertise in multistate tax consulting for large and small businesses.

# MACNY STAFF ANNOUNCEMENT



We're excited to announce the expansion of our team with the addition of four key staff members, as well as an internal promotion, to support our organization's programmatic growth.

**Amanda Serow** joins as a Senior Accountant, bringing over three years of experience in financial analysis and reporting. She will manage state and federal funding sources, ensure compliance with federal grants, and support budget monitoring and variance analysis.

**Jason Poole** brings over a decade of experience in business development, sales, and team management. As a Workforce Development Specialist, Jason will focus on the New York Registered Apprenticeship Manufacturing Program (NY-RAMP), working closely with businesses, educators, and community partners to provide workforce solutions and training

**Lauren Devlin** joins as a Marketing & Communication Specialist,

with expertise in marketing, content creation, and digital media. Her background includes roles in social media management, website development, and event support, which will enhance our communications and marketing efforts.

**Lindsay Fay**, with a background in recruitment and workforce development, joins as a Workforce Development Specialist. She brings experience in screening and placing candidates, particularly in manufacturing, and will support our apprenticeship programs and workforce solutions in Central New York.

Additionally, **Eileen Donovan** has been promoted to Manager of Apprenticeship & Workforce Development. She will lead statewide and federal initiatives, represent programs to employers, and serve as a subject-matter expert on our services.

These additions and promotions will strengthen our efforts in workforce development and further its mission to support the manufacturing community across New York State.

Scan the QR code to learn more about our new staff members.



# Precision matters.

*We prove it in our work.*



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# JANUARY

## TRAINING AND EVENTS

### MAXIMIZE YOUR MEMBERSHIP

Jan 7<sup>th</sup> | 9:15 – 10 AM

### MAXIMIZE YOUR MEMBERSHIP WEBINAR

Jan 9<sup>th</sup> | 9:15 – 10 AM

### PROJECT MANAGEMENT WORKSHOP

Jan 14<sup>th</sup> & 16<sup>th</sup> | 9 AM – 12 PM

### SUPERVISORY LEADERSHIP

Classes start Jan 16<sup>th</sup> | 8:30 AM – 12:30 PM

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

Jan 21<sup>st</sup> | 8:30 AM - 3:30 PM

### MICROSOFT EXCEL FOR OFFICE 365 - PART 1

Jan 23<sup>rd</sup> | 9 AM – 5 PM

### MACNY'S NEW YEAR CELEBRATION

Jan 23<sup>rd</sup> | 4:30 - 7 PM

### 2025 STATE OF THE STATE RECAP DISCUSSION

Jan 24<sup>th</sup> | 9 -10 AM

### INTRODUCTION TO DIGITAL MARKETING

Jan 28<sup>th</sup> & 30<sup>th</sup> | 9 AM - 12 PM

### CRUCIAL CONVERSATIONS

Jan 28<sup>th</sup> & 29<sup>th</sup> | 9:30 AM - 3:30 PM

### MICROSOFT EXCEL FOR OFFICE 365 - PART 2

Jan 30<sup>th</sup> | 9 AM - 5 PM

### PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Classes start Jan 30<sup>th</sup> | 1 - 4 PM

### CYBERSECURITY MORNING UPDATE

Jan 31<sup>st</sup> | 8 - 10 AM



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For More Information Contact

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