

# MANUFACTURING MATTERS

## MACNY Announces 2017 Innovators of the Year

We are pleased to announce that MACNY's Innovator of the Year Award is being presented to a team: Tim Brauner and David Bates of Knowles Capacitors were nominated together and selected as the 2017 MACNY Innovators of the Year! They were nominated by their colleagues, and described as exemplary employees and team players who have advanced the company's growth tremendously through their dedication and efforts towards innovation excellence.

The nomination read, "The reason why we ask for a dual-nomination is because of the relationship these two have. Tim drives the commercial innovation and David the technical. Tim and David identify needs in the marketplace. David introduces unique technical solutions and Tim commercializes them. Tim also provides the energy to the whole operation in response to the opportunities in the marketplace. As a result of their leadership (and the contribution of others on the team) the business has averaged over 40% CAGR the last two years and anticipates extraordinary growth for the foreseeable future."

Tim Brauner has worked at DLI (a brand of Knowles) for 10 years, starting as a ceramic process engineer and has moved up in product management. As a product manager, Tim is always described by his colleagues as having his finger on the pulse of what customers want and using this pulse to ensure that manufacturing ability is always on the forefront of technology and constantly striving for improvement.

David Bates has over 20 years in the RF and microwave industry. He started off as a systems level engineer in phased array radars. In his current role, Chief Scientist, he is constantly developing products for the RF industry. David has an adept skill to read between the lines of where customers want to go with their technology road map and ensuring Knowles' road map aligns.

The MACNY Innovator of the Year Award, sponsored by Corning, Inc. was created at the suggestion of MACNY member Executives and CEOs, as a way to nominate and recognize individuals within a company who consistently demonstrate forward thinking ideas in the areas of technology, innovation, and advancement of products and production. David and Tim were nominated by the entire team at Knowles.

As part of MACNY's tradition, Brauner and Bates will be honored at MACNY's 104th Annual Dinner, in front of their colleagues and an audience of over 600 members of the manufacturing community from Central and Upstate New York. The dinner will be held at the Syracuse OnCenter on May 18th, 2017. For tickets or additional information, please contact Debbie Sindone at 315.474.4201 ext 24, or dsindone@macny.org.

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## Maximize Your Membership

Do you want to...

- learn more about MACNY's services and how to better utilize your membership?
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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...

**May 11 June 8 July 13**

Please contact Cindy Nave at [cnave@macny.org](mailto:cnave@macny.org) or 315-474-4201 ext. 11 to sign up for any of our upcoming sessions!

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Manufacturers Association  
of Central New York



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MACNY - The Manufacturers  
Association

## Join Us!

### MACNY's 20<sup>TH</sup> ANNUAL GOLF TOURNAMENT

**MONDAY, JULY 24<sup>TH</sup>, 2017**

**BELLEVUE COUNTRY CLUB, SYRACUSE  
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**CONTACT DEBBIE SINDONE AT  
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# PRESIDENT'S MESSAGE



Randy Wolken  
President & CEO

## We Have an Opportunity to Discuss Ways to Grow Manufacturing

The United States is still the leading developed country for manufacturing and as the “go to” developed nation for manufacturing, it needs to be embraced by local, state, and national leaders. We must do everything we can to encourage the growth of all forms of manufacturing in our country. We have seen the impact of the loss of manufacturing to our communities here in New York and throughout the nation. It is time to develop our local, state, and national policies in all areas so that our nation smartly supports manufacturing investment and job growth.

Trade policy is, and needs to be, one of the critical discussions we have this year. We need to create a policy that provides for fair trade and advances the needs of our domestic manufacturers that operate in global markets. We need to know what specific efforts will be employed to assist manufacturers in growing their ability to compete fairly with other manufacturers in global markets, sell their products in foreign markets, and grow their operations and production here in the United States.

We also need to take a comprehensive look at our tax policies for manufacturers. Our current tax system encourages companies to locate operations abroad and to domicile in other countries. We need to have a tax policy that is going to incent investment and job creation in this country. Our corporate tax rates are some of the highest in the world. We have small manufacturers that are paying at individual rates—some of the highest rates in the history of our country. Taxes are certainly draining the ability of our businesses to invest in this country. Let's create a comprehensive approach to fix our tax policies so as to encourage and facilitate manufacturing investment and job growth in our nation instead of creating a barrier for growth.

We need our political leaders to both understand and support public-private efforts such as the Ex-Im Bank. The Ex-Im Bank has been in existence for over 80 years. It has expanded export markets for U.S. products around the world. If we are to compete with 70 other countries that have export credit agencies of their own, we need the Ex-Im Bank. For manufacturers, trade is an opportunity to access the 95 percent of customers who live outside the United States, and we need every tool available, such as the Ex-Im Bank, to compete on a level playing field.

And finally, we need to reduce the cost of doing business here New York State and in our country. The cost of doing business is continually rising, the regulatory burden is growing, and health care prices are increasing. This is a negative drain on manufacturers and their ability to compete globally, thrive here in the U.S., and grow our local and national economy.

Let's use this year to continue to promote manufacturing and business growth and prompt our political leaders to lay out their plans for robust growth in manufacturing here in the U.S. Doing so will enhance our current and future economic growth and sustainability.

## Business Activity Grew at a More Subdued Pace in New York State

Business activity grew at a more subdued pace in New York State, according to firms responding to the April 2017 Empire State Manufacturing Survey. The headline general business conditions index fell eleven points to 5.2. The new orders index, which had climbed to a multiyear high in March, retreated sharply to 7.0 in April,

suggesting more modest growth. The shipments index edged up to 13.7, indicating that shipments continued to increase moderately. The unfilled orders index edged down to 12.4, after reaching its highest level in more than a decade in March; however, delivery times lengthened further, with that index climbing to a record high of 16.1. Labor

market indicators pointed to further sturdy increases in both employment and hours worked. Input prices and selling prices rose at a modest pace again this month. Indexes assessing the six-month outlook continued to convey a fairly high degree of optimism about future conditions. For more information visit [www.newyorkfed.org](http://www.newyorkfed.org).





Karyn Burns

VP, Government Relations & Communications



## New York State Budget Passes, Albany Agrees and Passes Much Needed Reform in Workers' Compensation

In early April, Albany leaders finally agreed on a final New York State budget for Fiscal 2018. Upon completion, MACNY released the following statement in response to the final budget negotiation and details:

"An area of specific concern where we see significant movement in the right direction was workers' compensation. After final negotiation, Albany passed reform measures that will hopefully begin the process of breaking down the high cost, burdens, and overall pains that come with the current and costly workers' compensation system in New York State."

Below are bullet summaries from the final budget detailing the reform in workers' compensation that was voted and passed as part of the budget for Fiscal 2018:

- Establishes a 130 week general rule for reaching maximum medical improvement (MMI) for the purpose of classifying for permanent partial disability (PPD) awards, and provides a safety valve for injured workers who have not reached MMI within 130 weeks.
- Removes the requirement that injured workers remain attached to the workforce after being classified with a permanent disability.
- Expands the safety net threshold from above 80% to above 75% impairment, to allow the most seriously injured workers to petition to continue receiving benefits after the PPD caps have been met.
- Moves the responsibility for annual safety net reporting from the Department of Labor to the Workers' Compensation Board.

- Provides for a statutory mechanism to require release and implementation of updated impairment guidelines reflective of advances in modern medicine.
- Provides for a comprehensive prescription drug formulary.
- Authorizes the Workers' Compensation Board to implement administrative efficiencies related to billing and periodic reporting.
- Authorizes the Workers' Compensation Board to execute assumption of liability policies for the special disability fund and the reopened cases fund.
- Requires a study of independent medical examinations be conducted by the Workers' Compensation Board and that a report be submitted to the Legislature and the Governor.
- Prohibits the Workers' Compensation Board from disallowing certain claims by police or firefighters that are related to job stress.
- Provides for a reduction in the maximum fund balance from 10 to 5 percent that can be retained by the Workers' Compensation Board from the Section 151 assessments and creates a fiduciary fund to transfer such excess fund balance into for the purpose of rate stabilization.

MACNY will be hosting a Government Relations Issue Series session in May on the workers' compensation changes and its impact on businesses. Check the Events page of our website for detail and registration information.

# PEB's ANNUAL AWARDS PROGRAM

## CNY STEM: A Success Story

*PEB to host Annual Awards Program at Le Moyne College's Campus Center  
on June 7, 2017*



PEB will once again recognize outstanding students, programs, partnerships, mentors, businesses and community members for their achievements.

A highlight of this year's program is the CNY STEM Scholarship Program. Over 600 high school graduates have applied for these scholarships since 2013. In addition to acknowledging this year's STEM Scholar winners, two of the original four STEM Scholars are graduating and have accepted jobs at SRC, Inc. They will share how the scholarship program and STEM networking events impacted their decision to stay in CNY.

Please join us in honoring these and so many other deserving students, businesses, and individuals who have made a difference and continue to support our community and PEB's programs.

**Register through MACNY's Events Calendar:** <http://www.macny.org/event/pebs-annual-awards-program-cny-stem-a-success-story/> or by contacting Kathy Birmingham at [kathyb@macny.org](mailto:kathyb@macny.org).

### Event Features:

CNY STEM Scholarship Recipients (11)  
AT&T STEM Women of the Year  
CNY STEM Champions  
P-TECH Program Recognition  
Merchants of Hope Mentoring Awards  
Students of the Year  
*and more...*



**AT&T**





Cindy Oehmigen

Director of Energy & Corporate Services

## Committing to Clean Energy

There is no doubt that with the new Administration many are concerned about the shift in policies for Environmental Protection and the dismantling of the Clean Power Plan. Regardless of which side of the argument one chooses to support, there is a lot for all of us to watch. Some have been getting a head start on doing what needs to be done, “with or without Washington.”

On March 28th, the announcement out of Albany was that Governor Cuomo and California’s Governor Brown are reaffirming their commitment to Clean Power. New York State and California represent nearly one-fifth of Americans and 20% of the national GDP, positioning them to have a powerful influence. Per New York State’s Press Office, efforts include several programs.

1. Greenhouse Gas Emission Reductions (targets 80% below 1990 levels by 2050)
2. Regional Greenhouse Gas Initiative (RGGI) aimed at reducing carbon emission cap by at least another 30% between 2020 and 2030)
3. Reforming the Energy Vision (Programs to encourage energy innovation, attract new jobs, and improve the consumer choice.)
4. Clean Energy Standard (Energy mandate for 50% electricity sourced through renewables like wind and solar by 2030)
5. Clean Tech Fund (Utilizing the Green Bank to eliminate market barriers making clean energy scalable)

According to World Wildlife Magazine (Spring 2017 issue), there is also a move afoot by an influential alliance of companies across the nation, both buyers and sellers, who are working “to add 60 gigawatts of renewable energy capacity to the grid by 2025.” The magazine also stated

that, “As of January 2017, 65 companies had signed on to the principles of Renewable Energy Buyers Alliance, REBA.” These are not small struggling companies. Recognizable companies such as 3M, Amazon, DuPont, Johnson & Johnson, and Walmart, and even some located in your back yard (Lockheed Martin and Novelis), are committed to the principles of Renewable Energy Buyers Alliance (REBA). The members of REBA tell utilities what they are looking for when buying renewable energy from the grid to meet their purchasing goals:

- Greater choice in options
- More access to cost competitive options
- Longer/variable-term contracts
- Access to new projects that will reduce emissions
- Increased access to third party financing and simpler processes/contract for renewable energy
- Opportunities to work with utilities and regulators to expand choices for renewables

Before you conclude this is only for the “big guys,” I know of a plastics molding company right around the corner in Rochester—HARBEC—who, at my last visit, was installing their second full scale wind generator, had a fully functioning bank of micro-generators, and was in the planning stages to offer energy resources for their business park neighbors. HARBEC is constantly considering the impact new initiatives will have on the environment. They had established goals to be carbon neutral by 2013, which they accomplished. They established a goal to be water neutral by 2015, also accomplished. If you get the chance to ask Bob Bechtold, President of HARBEC, why he is so committed to achieving these goals I bet he will tell you, not only do we take the welfare of our global community seriously, it provides a strong eco-economic value to our customers. In other words, it’s just good business.

I had the opportunity to attend a conference a few years ago. The key note, Andrew Winston, had co-authored the book, “Green to Gold.” It spoke to this very topic. I will end with a quote that Andy offered, “If you are not at the table, you are on the menu.” Pull up a chair.

For more information:

<https://www.nyserda.ny.gov/About/Newsroom/2017-Announcements/2017-03-28-Governor-Cuomo-and-Brown-Reaffirm-Commitment-to-Exceeding-Targets-of-Clean-Power-Plan>

<https://www.worldwildlife.org/magazine/issues/spring-2017/articles/exponential-power>

<http://www.harbec.com/sustainability-3/sustainable-manufacturing/>



**David Freund**  
Chief Leadership Officer

## He Changed The World

In Cresco, Iowa on March 25, 1914, future agronomist and humanitarian Dr. Norman Borlaug was born. After attending a one-room school house, Dr. Borlaug went on to the University of Minnesota where he received his Bachelors of Science in Forestry and his Ph. D. in Plant Pathology and Genetics. With finances running low, Dr. Borlaug put his studies on hold and took a job as a leader with the Civilian Conservation Corps. The CCC was one of the Federal programs started during the Great Depression to provide meaningful work for the many that were unemployed. Dr. Borlaug later recalled that many of the men in the CCC were starving and he saw firsthand how much food would change them. Upon recalling this, Dr. Borlaug stated, "All of this left scars for me."

After studying plant diseases in college, Dr. Borlaug traveled to Mexico where farmers were battling a fungus called wheat rust. Over four years Dr. Borlaug grew thousands of lines of wheat in two different ecosystems. As a result of his efforts, a rust-resistant strain of wheat was developed that improved wheat yields by six hundred percent. Mexico went from being an importer of wheat to an exporter. Dr. Borlaug's wheat strains later led to the elimination of starvation in India. Once a starving nation needing to import wheat, India became an exporter.

In 1970 the Nobel Prize committee recognized Dr. Borlaug's work awarding him the Nobel Peace Prize and stated: "More than any other person of this age, he has helped provide bread for a hungry world." For his efforts and contributions to humanity, Dr. Borlaug also received the Presidential Medal of Freedom in 1977, the Public Welfare Medal in 2002, the Medal of Science in 2004, the Congressional Gold Medal in 2006 and several others.

So, what can we learn about leadership and growth from this great man?

1. He allowed experiences outside his primary focus area to speak into his life. It was the scars he bore in his soul from seeing his fellow countrymen starving that propelled him to a lifelong pursuit of greater yields in agriculture. A pursuit he maintained his entire life. In fact, in 1970 when the Nobel committee tried to reach him to let him know he was chosen, they could only reach his wife because Dr. Borlaug was in a wheat field outside of Mexico City. His efforts resulted in forty important strains of wheat.
2. Dr. Borlaug remained humble. When his wife finally reached him with the news of his Nobel Prize, he refused to believe it and replied to his wife "someone is just pulling your leg."
3. Dr. Borlaug lived the Law of Legacy. His students whom he called Hunger Fighters, continue the legacy of a man who helped provide bread for a hungry world by following his example of dedication and by applying his ideas to other crops.
4. He finished well. In 1984 at the age of 70, Dr. Borlaug began teaching and conducting research at Texas A&M University. At the age of 95, he passed away holding the title of Distinguished Professor of International Agriculture and the holder of the Eugene Butler Endowed Chair in Agriculture.

What about us? Who is the next Norman (or Norma) Borlaug with passions and abilities just waiting to be unleashed? Do we have someone on our team that with a bit of watering and fertilizing will blossom and change our world? Dr. Borlaug's example should inspire all of us to allow outside experiences to speak into our life and the lives of our team members. Are we making sure that we all are taking the time to experience life through trips, books, and volunteer opportunities? Will we remind ourselves each day that we have not yet arrived and that there is so much more to learn? Will each one of us take the time to pass on our passion and excitement to those who look up to us? And will we finish well? Will the memories we leave behind be of someone consumed with self and the pleasantries of life, or will those left behind say "until the end he continued to give to others"?





**Patty Clark**  
HR Services Manager

## **HR Updates for 2017** *Awareness is Key!*

There are many issues HR professionals need to keep an eye on every year and 2017 is no exception. Below are a few of those key issues MACNY members should be aware of as well as links for additional information:

1. **New York Paid Family Leave:** According to the Department of Labor, 88% of private employers do not offer paid leave and of those that do offer paid leave, 33% of employees feel taking the leave would put their jobs in jeopardy. Effective January 1, 2018 NYS will join California, Rhode Island, and New Jersey and offer Paid Family Leave. The law will begin by offering eight weeks of paid leave to full-time employees who have been with a company at least 26 consecutive weeks or part-time employment for 175 days, and unlike FMLA, no hour requirement needs to be met. While FMLA can be used for one's own health the Paid Family Leave is job-protected, paid leave to bond with a new child, care for a seriously ill family member, or help family members when someone is called to active military service. The law will entitle qualified employees to 50% of their average weekly wage in 2018, increasing up to a max of 67% in 2021 with 12 weeks of paid leave. The leave will be totally funded through employee payroll deduction which may begin on or around July 1, 2017. Further details can be found at <https://www.ny.gov/programs/new-york-state-paid-family-leave>.
2. **I-9 Update:** A new version of the I-9 form was available as of January 22, 2017. Employers must start using the new version for all new employees and is not required for current employees. An I-9 form is used to verify the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure

proper completion of Form I-9 for each individual they hire for employment in the United States. The main changes include marking "N/A" in fields that would previously be left blank, verifying employment for individuals in person (not remotely via a webcam, for instance) and using a large blank field to leave notes instead of putting them in the margins. Additional information can be found at <https://www.uscis.gov/i-9>.

3. **EEO-1 Form:** The Equal Employment Opportunity Commission (EEOC) has made modifications to the Employer Information Report (EEO-1) which are effective March 31, 2018. At that time, employers will need to report their total number of workers, employees' gender and race, and employees' pay grade and job classification. The EEOC feels this information will assist in investigations of discrimination and pay disparities. Employers should start collecting this data in 2017 to report on in 2018. EEO-1 reporting information can be found at <https://www.eeoc.gov/employers/eeo1survey/2017survey.cfm>.
4. **Employee Retention and Engagement:** Employee retention and engagement continue to be a priority for every company, big or small. With an increasing number of millennials in the workforce, employers should consider new and different ways to retain and engage the current workforce. According to a recent survey from Deloitte, 44% of millennials say they would quit their jobs within two years if given the chance. Sixty percent say they wish to leave their current jobs by 2020. Open communication and involvement with causes continue to be important to millennials, as well as a work/life blend with a focus on flexibility. There is no time like the present to look at your retention and engagement initiatives.

### Additional Resources:

<http://time.com/money/4199776/why-millennials-want-to-quit-their-jobs/>

[http://www.macny.org/wp-content/uploads/2017/04/FINAL\\_5-Important-Issues-to-Monitor-for-2017.pdf](http://www.macny.org/wp-content/uploads/2017/04/FINAL_5-Important-Issues-to-Monitor-for-2017.pdf)



## Hot Off The Line

**Q** - We update our Affirmative Action Plan each year and were wondering how long are we required to keep the applicant flow logs and back up files?

**A** - You are required to keep the applicant flow and back up files at least 2 years.

## HR Stats & Facts

- A recent survey of 2,009 American workers revealed 60% of employees feel uncomfortable leaving work for an appointment.  
*Source: Zocdoc Unsick Day Survey*
- According to a National Survey of Employer Sponsored Health Plans, 51% of large employers (500+ employees) offer health insurance coverage to part-time employees who work an average of 21 hours a week.  
*Source: EBN Magazine March 2017*
- Sea Otters hold hands when they sleep so they don't drift away from each other.  
*Source: thefactsite.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](mailto:pclark@macny.org).

## CPI

Wage/Clerical	Feb.	Jan.	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	707.4	705.5	1.9	0.3%	2.8%
1982-84=100	237.5	236.9	0.6	0.3%	2.8%
<b>Urban</b>					
1967=100	729.7	727.4	2.3	0.3%	2.7%
1982-84=100	243.6	242.8	0.8	0.3%	2.7%
<b>Unemployment Rates</b>					
February- Onondaga County: 5.1; Metropolitan Syracuse Area (MSA): 5.7					



Joe Vargo  
Executive Director  
Partners For Education & Business

## PEB Works with Member Companies to Inspire Future Female Engineers

### WOMEN IN ENGINEERING DAY – MARCH 24, 2017

PEB has had an ongoing collaboration with Jordan-Elbridge High School for this annual event, now in its fifth year. The original format was attended only by J-E female students. Beginning in year three, the school began to reach out to other districts that are part of the Cayuga-Onondaga County BOCES. The addition of more female students reached a new high this year, totaling 76 students from six school districts.

The event opened with presentations from female engineers from five companies or institutions of higher learning. Technology teacher, Elisabeth Woodford, spoke first, discussing her early interest in discovering how things work. Students heard from 13 representatives from area employers including **Anaren, C&S Companies, GE Inspection Technologies, SUNY ESF's Paper & Bioprocess Engineering Dept., and Welch Allyn.**

These female engineers had backgrounds in Chemical Engineering, Mechanical Engineering, Structural Engineering, Civil Engineering, Bioengineering, Electrical Engineering, Computer Engineering, and Paper Engineering. The students were inspired by their personal stories of what first sparked their interest and how many of them were led to a different career path than what they had planned. They were amazed to hear how some were not top Math and Science students, yet are now using those skills daily.

Students' evaluations were summarized and some of the results included:

- 100% stated the event was More Than Satisfactory or Excellent
- 100% are now considering a career in Engineering due to this event
- 100% now realize that their high school math and science will impact their career options and plan to increase the number of these courses they take
- 100% had not realized how many different types of Engineering careers there are, how few female Engineers are in the workplace, and how interesting a career in Engineering could be

Thank you to the outstanding female Engineers who provided a positive impact on these students: Casey Hennigan and Nithya Mandala from Anaren; Jessica Fadden and Melissa Kehoe from C&S Companies; Jenny Genovese and Jackie MacDavitt from GE Inspection Technologies; Erika, Marisa, and Laura from SUNY ESF; and Corrie Baum, Jennifer Bergstrom, Kimberly Coon, and Michele Kwarta from Welch Allyn.



**Top:** Students attending Women in Engineering Day try to build the tallest tower using cups and rubber bands at C&S Companies' table. **Bottom:** Anaren engineers, Nithya Mandala and Casey Hennigan display the new Anaren Atmosphere, a cloud-based development platform to enable IoT capabilities on Bluetooth® Low Energy devices.

## P-TECH Update

### Syracuse

4/4/2017 – Syracuse sophomore P-TECH students visited **OCWA** (Onondaga County Water Authority) and heard from several employees who spoke about their careers as a Water Systems Chemist, I.T. Specialist, Water Systems Construction Engineer, and H.R. Assistant.

Andrew Weiss, Executive Engineer, described the Authority's coverage area and ability to serve up to half a billion people. The students had not been aware that 38 million gallons of water from Lake Ontario and/or Otisco Lake are processed through filtration plants and delivered to customers daily. OCWA has 2,100 miles of water main piping that it monitors and maintains in addition to filtration stations, dams, pump stations, water towers, and a new solar field. The students also learned about how to apply for civil service tests, beginning at age 18, and how those jobs will provide them with a stable income, benefits, and a pension. Many thanks to the OCWA staff who participated: Darlene Pettersen, Tavia Gilbert, John Palamara, Ken Beckering, and Will Bianchini.



*OCWA Executive Engineer, Andrew Weiss, gives an overview of the Water Authority to P-TECH students.*



*ZF TRW hosts Auburn P-TECH freshmen students. The students had to don anti-static suits before touring the facility.*

### Auburn

**ZF TRW** in Auburn welcomed Auburn High School 9th-grade P-TECH students in February to visit their facility. Students got suited up into their antistatic gear and took a safety test, which all passed. Products manufactured at the plant were examined by the students as they learned about the process of how they were constructed. After all questions were answered students were split into three groups and toured the facility with an engineer to go over all the progression a piece goes through. Once the tour was completed, ZF TRW's Human Resources representative spoke to the students about different levels of job opportunities with higher education and pay benefits, which drew the students' interest and motivation to further explore these jobs.

## Syracuse City High School Students Participate in the American Chestnut Research & Restoration Project

The CNY Biotech Accelerator Center (CNYBAC), a nonprofit partner of Upstate Venture Connect, hosted a speaker series event on April 13th, featuring Allison Oakes, Postdoctoral Research Associate for the American Chestnut Research and Restoration Project at SUNY ESF's Dept. of Environmental and Forest Biology. She gave a PowerPoint presentation to 33 science students from Corcoran, ITC, and Fowler PSLA High Schools, describing the research being conducted to save the American Chestnut Tree.

The lab at CNYBAC will be the main production facility to grow genetically engineered, blight resistant American Chestnut plantlets, with a goal of producing 10,000 American Chestnut trees in five years. The students were able to view the plantlets and learn about how they are being acclimated from sterile culture conditions to newly installed, state of the art, high-humidity, high-light growth chambers. The students concluded the morning by creating terrariums using canning jars, colored stones for drainage, potting soil, and the addition of a variety of small plants, such as ferns, moss, and carnivorous seedlings.





# APPRENTICESHIP UPDATE



**Martha Ponge**  
Director of Apprenticeship

## Reflections on the NYSMIAP Pilot

As we reflect on the first year of the New York State Manufacturers Intermediary Apprenticeship Program (NYSMIAP) we count the way we have come together as a community of businesses focused on the same goal as one of our biggest successes.

When I came on board at MACNY in September, I was immediately impressed by the way that our member companies had come together to address the skilled worker shortage in Central New York. The problem was not unique to a single business, but to nearly all the small and medium manufacturers in our geographic area.

The committee that was formed to identify the most sought after skilled trade areas consisted of plant engineers, factory and operations managers, and workers from the specific trades. This was the humble, but intentional beginning, of what MACNY believes can be the answer to our skilled worker shortage across the country – collaboration, shared goals, focused team building, and registered apprenticeship training that is easy to establish and even easier to maintain by small and medium manufacturers.

During 2016, we created a framework of partnerships with businesses, community colleges, training partners, and agencies that support workforce development– all to become a sole sponsor for New York State Department of Labor (NYSDOL) registered apprenticeship in CNY– a first of its kind by a manufacturers association in New York State. We have successfully written training contracts with 15 companies and have over 30 prospective apprentices in the pipeline. ToolingU, a training and curriculum development partner, has adapted five NYSDOL training outlines to reflect competency skills for required work processes and a checklist for training. This reduces the enormous amount of administrative energy normally

required to build an on-the-job training plan. ToolingU and our community college partners have also developed pathways to terminal degrees, should an apprentice want to attain these additional credentials.

The visibility of the apprenticeship program positioned MACNY to be partnered on federal grants that address general workforce issues as well as apprenticeship specifically. Our position as an intermediary is unique and our national partners like Jobs For The Future (JFF) and The Americas Promise grant want to establish similar programs. Sharing information and best practices is a cornerstone of our success thus far and will help to grow future successes with the apprenticeship program.

Our goal for the coming year is to replicate and share our learning and success to other areas of the state. We plan to do this with the continued support of the Independent Democratic Conference, and a NYSMIAP appropriation for year two. It is not MACNY's plan to manage apprenticeship programs statewide, but instead to partner with our NYS Manufacturers Alliance Partners to replicate the framework, to identify additional partners, and to assist in creating a model for successful apprenticeship programs in their regions. With the work that has been done in CNY there is a foundation of five trades to build on; Toolmaker, CNC Machinist, Maintenance Mechanic, Electronics Technician, and Welder. Each geographic area in the state has their own specific skilled trade shortages that need to be addressed. Additional trade outlines can be developed regionally based on their specific industry needs and then shared throughout the state. Workforce agencies and community colleges can also tap the works of their partners in CNY to build on successes.

The skilled Manufacturing workforce shortage remains a hallmark issue wherever you live in New York State. The businesses are different, the sizes of the businesses are different, and the owners come from all walks of life. The stories of jobs that continue to go unfilled and the “silver tsunami” of an aging workforce on its way to retirement leading to the forever loss of skilled experience is the same. MACNY's Apprenticeship Program work is a great beginning to proactively address this pressing issue.

To get involved and find out how your company can join with us to specifically address the skilled manufacturing worker shortage, please email me at [mponge@macny.org](mailto:mponge@macny.org).





Kristen Smith  
Bond, Schoeneck and King PLLC

## HR's Top Task for 2017: Prepare for New York Paid Family Leave

Paid Family Leave arrives in New York on January 1, 2018, and employers should soon begin to prepare. Enacted as part of the 2016 state budget process, New York's Paid Family Leave Law ("PFL") gives employees in New York access to job-protected paid time off (1) for the birth, adoption, or placement of a new child; (2) to care for a family member with a serious health condition; or (3) for a qualifying exigency (as defined in the federal Family Medical Leave Act). The leave entitlement and benefits will be phased in, starting with 8 weeks leave at 50% pay in 2018 (capped at 50% of the state's average weekly wage) and rising to 12 weeks leave at 66.7% of pay in 2021. All private employers covered by the Workers' Compensation Law are covered by PFL. Employees must be employed for 26 weeks full-time or 175 days part-time to qualify for leave. Employers must maintain an employee's health insurance during the leave (subject to the employee continuing to pay his/her share of the premium.)

Note the name of the law: paid **family** leave. The law does not cover the employee's own serious health condition; rather, it is designed to supplement the state's existing disability insurance program. PFL is intended to run similarly to that program. Disability insurance carriers will be required to provide PFL coverage, employees will submit requests for PFL to those insurance carriers and the carrier will decide if the requested leave qualifies for coverage under the law. Alternatively, employers can choose to self-insure. PFL will be 100% funded by employee payroll deductions.

The New York State Workers' Compensation Board released proposed regulations concerning the law in February and accepted comments for a forty-five-day period. The comment window closed in early April. It is unknown when

the final regulations will be published, or to what extent there will be changes from the proposed regulations.

A few aspects of the proposed regulations are worth noting.

- Employers who already provide some form of paid time off (such as PTO, sick or personal time) cannot *require* employees to use accrued paid time off for the requested PFL time. It can offer the option and then, if the employee elects this option, seek reimbursement from the insurance carrier. If the employee elects to use accrued paid time, the employee is still entitled to be reinstated. Alternatively, the employee can opt for the lower PFL insurance payment and save PTO for another day.
- Disability and PFL will not run concurrently. This means that in the case of maternity leave, an employee could collect disability payments for the first 6-8 weeks of leave (which would not be a PFL covered absence), and then transition to PFL for an additional 12 weeks of job-protected paid leave, for a total of 18-20 weeks off with partial pay.
- PFL and FMLA leave will run concurrently. FMLA-covered employers will need to consider how to incorporate the PFL claims process into its existing FMLA processes.
- Unionized employers with leave provisions in their collective bargaining agreement that are at least as favorable to employees as the PFL program are exempt from the law. However, it is not clear who will make the determination of whether the CBA's benefits are sufficiently favorable.

Since the regulations are still only in proposed form, it is premature to begin drafting and revising leave policies. However, it is not too early to take an inventory of current leave practices and policies and anticipate how they might need to change. Once the final regulations are published, it will be critical for employers to act quickly. Among other things, employers will be required to provide employees with written details of how PFL benefits are administered. Those written details will need to reflect the processes set forth in the final PFL regulations.

*Kristen E. Smith is a labor and employment attorney with Bond, Schoeneck & King, PLLC, in Syracuse. Kristen works with employers, large and small, to help ensure compliance with state and federal labor and employment laws. She is also an employment litigator, defending employers from discrimination, wage and hour, contract and related employment claims. Kristen can be reached at [smithk@bsk.com](mailto:smithk@bsk.com).*

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If you know of companies that could benefit from a MACNY membership, please contact Cindy Nave at 315-474-4201 ext. 11 or [cnave@macny.org](mailto:cnave@macny.org).

## DID YOU KNOW?

MACNY provides member companies with a Human Resource Guidebook which contains results of over seven different surveys, from the 4th Quarter Wage Survey to the Year End Holiday Plans Survey, as well as a summary of the CPI data published each month in the Manufacturing Matters newsletter. Each of the surveys are conducted and updated on an annual basis. Because of the confidential data in most of the surveys, the Human Resource Guidebook is only given to key HR professionals within a company. Some of you already have this binder and update it on a regular basis. If you are not sure who within your company may have the guidebook, please feel free to contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or [pclark@macny.org](mailto:pclark@macny.org) for more information.

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# Month at a glance... MAY

- 1 **The Risk of Data Breaches and How to Recover:** Time: 9 - 10 AM; Cost: \$40 for MACNY Members (\$36 for Individual Members) / \$60 for non-MACNY Members; Facilitator: Tyler Ward, CISSP; Senior Technology Consultant, IV4
- 2 **Understanding Yourself and Others - Behavioral Styles (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
- 3 **Emotional Intelligence 101:** Time: 1 - 4 PM; Cost: \$295 per MACNY Member (\$265.50 per Individual Member) / \$495 per non-MACNY Member; Facilitator: Cindy Masingill
- 5 **"The 21 Irrefutable Laws of Leadership" Mastermind (Individual Members Only)**
- 5 **P-TECH Career Coaching Information Session:** Time: 12 PM (lunch provided)
- 8 **ISO 9001:2015 Transition Implementation:** Time: 8:30 AM - 4:30 PM (lunch included); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Tara McInerney
- 10 **Finance Council: Succession Planning:** Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-Finance Council Members
- 11 **Technology Council: Building The Complete Information Security Program:** Time: 7:30 - 9:30 AM; Location: OneGroup Center; No Cost
- 11 **Tomorrow's Leaders Today: Supervisory Leadership (5-day Training):** Dates/Times: 5/11, 5/18, 5/25, 6/8 & 6/15 from 8:30 AM - 12:30PM; Cost: \$750 per MACNY Member (\$675 per Individual Member) / \$950 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 11 **Employee Benefit Marketplace Webinar:** Time: 2 - 3 PM; No cost; Location: At your desk via webinar
- 12 **Plant Engineers Council: Tour of Empire Farm Brewery:** Details to be announced—check [www.macny.org/events](http://www.macny.org/events) for more information
- 12 **ISO 9001:2015 Internal Auditor (2-day Training):** Dates/Times: 5/12 & 5/15 from 8:30 AM - 4:30 PM; Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney
- 15 **Crucial Conversations (2-day Training):** Dates/Times: 5/15 & 5/22 from 8:30 AM - 4:30 PM; Cost: \$995 per MACNY Member (895.50 per Individual Member) / \$1,295 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 16 **Business Development Council & Factory Managers Council: Tour of Syracuse Label:** Details to be announced—check [www.macny.org/events](http://www.macny.org/events) for more information
- 16 **HR Breakfast Briefing--Hiring, Firing & Probationary Periods:** Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Chris Harrigan, Attorney with Barclay Damon, LLP
- 16 **Forklift Operator Safety Training: Train-the-Trainer:** Time: 8:30 AM - 3:30 PM; Cost: \$300 per MACNY Member (\$270 per Individual Member) / \$500 per non-MACNY Member; Facilitator: Dave Bennett, Thompson & Johnson
- 17 **Safety Council: Tour of Novellis:** Details to be announced—check [www.macny.org/events](http://www.macny.org/events) for more information
- 18 **MACNY's 104th Annual Dinner:** Time: 5 - 9 PM; Location: The OnCenter in Syracuse, NY; Contact Cindy Nave at [cnave@macny.org](mailto:cnave@macny.org) for sponsorship and ticket details
- 21 **Lean-Six Sigma Green Belt Program Online:** Cost: \$1,840 per MACNY Member / \$2,000 per non-MACNY Member
- 21 **Lean-Six Sigma Black Belt Program Online:** Cost: \$3,680 per MACNY Member / \$4,000 per non-MACNY Member
- 23 **Employee Benefit Marketplace Webinar:** Time: 9 - 10 AM; No cost; Location: At your desk via webinar
- 30 **The 7 Basic Quality Control Tools + 2 (4-day Training):** Dates/Times: 5/30, 6/6, 6/13 & 6/20 from 8:30 AM - 12:30 PM; Cost: \$695 per MACNY Member (\$625.50 per Individual Member) / \$895 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy & Corporate Services, MACNY
- 31 **Geometric Dimensioning & Tolerancing (2-day Training):** Dates/Times: 5/31 & 6/1 from 8:30 AM - 4:30 PM (lunch provided); Cost: \$550 per MACNY Member (\$495 per Individual Member) / \$700 per non-MACNY Member; Facilitator: Walt Prystaj

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



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*The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit bulk rate postage is paid at Syracuse, NY.*