

# MANUFACTURING MATTERS

## MACNY Celebrates 104<sup>th</sup> Annual Dinner

On May 18<sup>th</sup>, over 600 MACNY and community members came together for our 104<sup>th</sup> Annual Dinner and Awards Ceremony at the Syracuse OnCenter. The keynote Speaker for the evening was Duane Wiedor, Senior Vice President of Research and Development at Welch Allyn.

The evening celebrated the 17<sup>th</sup> Induction Class into MACNY's Manufacturers Wall of Fame. The Manufacturers Wall of Fame recognizes individuals who have made significant contributions in manufacturing in Central and Upstate New York. This year's class includes Arnold "Arnie" Rubenstein of United Radio and the late Raymond "Ray" Currier of Currier Plastics.

The 6<sup>th</sup> Annual Innovator of the Year award was also presented to this year's winners, Tim Brauner and David Bates of Knowles Capacitor Company. This has been the first year we've honored a team of two with this award, however after understanding how this duo functions as a team, it only made sense to do so. The Innovator of the Year Award, sponsored by Corning Inc., allows for employers to recognize deserving individuals within their companies who have gone above and beyond in terms of their work, productivity, and dedication to innovation and manufacturing. Tim and David were nominated together by their colleagues at Knowles.

In addition to the Manufacturers Wall of Fame and Innovator of the Year awards, MACNY presents awards to members reaching significant milestones in operations. This year we were able to recognize Packaging Corporation of America (150 years), Divine Brothers Company (125 years), Solvay Bank (100 years), Strathmore Products (75 years), Barber Welding (50 years), Anaren (50 years), Sellco (50 years), and Syracuse Label & Surround Printing (50 years).

We cannot forget to mention and recognize the overwhelming support we received throughout the year from you, our dedicated and supportive membership. Of particular note, we would like to extend our sincere gratitude to the dozens of companies who sponsored this event. Without your support our annual dinner celebration would not be possible. Thanks, as always, for your continued support of MACNY and its mission. For a display of our sponsors, please visit pages 10 and 11.

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

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## Maximize Your Membership

Do you want to...

- learn more about MACNY's services and how to better utilize your membership?
- meet our staff and, more importantly, have an opportunity to meet other MACNY members and learn more about what they do in our community?

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

Mark your calendars for our next three meetings...

**June 8 July 13 August 10**

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!

## Come Join Us!

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

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

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\*Please feel free to invite Non-MACNY members to join your foursome as a guest!

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for details and sponsorship opportunities



**Randy Wolken**  
President & CEO

## Is Your Next Teammate a Cobot?

Is your next teammate a Cobot? The likely answer is yes. So, what is a cobot? It is a computer-controlled robotic device designed to assist a person. They are human-safe collaborative robots who work alongside humans to make incredible products more efficiently.

Manufacturing, and all jobs, are becoming more automated and technical. Economists Carl Frey and Michael Osborne of Oxford University have estimated that close to half of U.S. jobs could be at risk from automation. This means our current jobs will be transformed using technology. Therefore, every job in the future will need us to guide and optimize the best technology we have. In fact, we all must learn to be continuous rookies and relearn jobs using the latest technology. The good news, it does not mean that we are going to get replaced by robots. But, we will mostly likely be working with a cobot or other new technology to assist in our work.

What we also know is this trend of assisted work with cobots is accelerating. According to James Stettler, an analyst at Barclays Capital, the cobot market could grow from just over \$100 million last year to \$3 billion by 2020. From what I am seeing, it means we will need to learn to use the newest technologies and upgrade our skills constantly. And, as we all know, this is not easy to do. However, it has a huge potential to make our lives easier and more productive. How much more productive? Working with German carmaker BMW, researchers found that robot-human teams were about 85 percent more productive than either alone. This combination shows that man and machine can win together.

**Looking for this month's Empire State  
Manufacturing Survey Results?  
Turn to page 5 for the report.**

As a leader, we will need to help our teams see the value of the newest technology advances and guide them to using it. This will require substantial behavior changes over a sustained period of time. For many, this will be a culture shock from what they expected when they entered the workforce. The entire pattern of learning has shifted. When I was entering the workforce, I was taught that we would receive our education and then our training and we were then expected to use it to be successful. Learning and education upfront was emphasized. In the last two decades, due to the speed of change, the winning formula has shifted. Continuous learning and upskilling has become the necessary rhythm of every job. Along with skillset upgrades has come the necessary requirement to use new processes and technology—and adapting as technology continues to change at an ever-increasing pace. As Will Rodgers said, “Even if you are on the right track, if you stand still you will get run over!”

As leaders, we must model the need for continuous behavior change and the use of new technologies such as cobots. This is where our use of the millennials’ understanding of new technologies, especially software solutions, can help. It can also bind us to the fast growing part of our work teams – the millennial generation. It will take humility to admit we don’t know the answer and need to learn the technology. However, this is exactly what all others in our organizations will need to do. If we go first, they are much more likely to follow. Future leaders of excellence will ask more questions, take more risks, and be more humble. The sooner we learn and demonstrate this with excellence the sooner our teams will follow and grow on their own path to success.

Despite the fear being generated around robot use, it is not likely that a robot will replace you. However, new technology, such as cobots, will certainly change everything you know about your current work and your current business. What are you doing to get ready for it? What is your team doing?





Karyn Burns

VP, Government Relations & Communications

## Labor Policies on the Federal Level and Manufacturers: Time for Change

Every time a new Administration takes office, particularly when there is a change in the party leadership, business owners and employees alike not only witness a giant pendulum swing by way of policy implementation, but moreover, they are personally impacted by it. Regardless of what side of the policy you are on, this constant shift, change, and imposition on businesses to suddenly adapt to entirely different labor policies is a challenge in and of itself. Not only does this impact the employers of the manufacturing sector, but their employees as well.

In my position, I have the distinct pleasure of chatting with many of you during these times of change, so not only do I get to see the perspective from the policy side, but I also hear from the people the change (or lack thereof) impacts: manufacturers and the hard-working folks who own and operate them.

One of the most consistently changing areas on the Federal level on pendulum style change comes through labor policy, and how much oversight is provided at any given time. Recent changes during the Obama Administration called for heavy increases in oversight, causing frustration amongst many of our members over the last few years. However, with the Trump Administration and its polar policy differences from the Obama Administration, change has been brought to the forefront and we are seeing many positive changes and dialogue in the area of labor policy. What many considered overzealous oversight by the National Labor Relations Board on businesses is being lifted at the direction of the Trump Administration, much to the delight of the national manufacturing community. Instead of unnecessary oversight

and a climate that fosters unnecessary and costly rules and mandates, our sector needs labor policies that will instead support flexibility, innovation, and the ability to create world class goods in an ever growing competitive global market.

A recent report conducted by The Manufacturing Institute of the National Association of Manufacturers projects that over the next decade; nearly 3.5 million manufacturing jobs will need to be filled. The current and growing skills gap is expected to result in 2 million of those high paying, reliable jobs and careers to go unfilled. This in turn will cost up to 11% of earnings annually in increased production costs and lost revenue, altogether contributing to a less competitive manufacturing sector in the United States.

All is not lost however, because knowing what we know; we continue to promote what we believe to be the solution to all of this. One such way is through giving manufacturers and businesses the freedom and flexibility they need in order to operate and grow their businesses. Manufacturers need less oversight and more flexibility to fill open jobs and retain employees by offering unique and enticing incentives and benefits to include paid time off or flexible work schedules, in order to attract not just any employee, but the RIGHT employee. With recently enacted policy set forth under the Obama Administration such as mandated sick leave requirements for Federal contractors, manufacturers are expected to carry the costs of this to be as much as \$49 billion and require over 146 million hours of compliance time over the next 10 years.

While there are a myriad of solutions that are not only critical, but necessary by way of fixing the overzealous regulatory climate that we currently face, here is an example we recently advocated for on a trip to Washington meeting with New York State Congressional representatives, on behalf of our membership:

*Repeal the mandated sick leave requirement for Federal contractors: Our readership knows it better than anyone: manufacturers provide fair and excellent paid leave benefits to their employees, and do not need excessive oversight and regulations in order to do so. To the contrary, current policies such as the mandated sick leave requirements actually cost businesses more in time, money and resources, hindering not only the business, but the employees as well. It is time we repeal the mandated requirements that are hindering our manufacturing companies and their ability to grow.*

What do you think of the current Labor policies and mandates? What else would you like to see changed under the new Administration? Contact me at [kburns@macny.org](mailto:kburns@macny.org).

# EMPIRE STATE MFG. SURVEY

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## Business Activity Levelled Off in New York State

Business activity leveled off in New York State, according to firms responding to the May 2017 Empire State Manufacturing Survey. The headline general business conditions index fell six points to -1.0. The new orders index dropped to -4.4, suggesting a small decline in orders, and the shipments index edged down to 10.6, indicating that shipments increased at a slightly slower pace than in April. Labor market indicators pointed to a modest increase in both employment and hours worked, and input prices and selling prices rose at a more moderate pace. Indexes assessing the six-month outlook were close to last month's levels, and continued to convey a high degree of optimism about future conditions.

### BUSINESS ACTIVITY FLATTENS OUT AFTER SIX-MONTH RUN

Manufacturing firms in New York State reported that business activity was little changed in May. On the heels of positive readings for the prior six months, the general business conditions index retreated six points to -1.0. Twenty-six percent of respondents—down roughly 10 percentage points from the corresponding share in April—reported that conditions had improved over the month, while 27 percent reported that conditions had worsened. The new orders index fell below zero for the first time in several months, and at -4.4, pointed to a small decline in orders. The shipments index slipped to 10.6, indicating that shipments increased at a slower pace. The unfilled orders index tumbled sixteen points to -3.7. The delivery time index fell nine points to 6.7, a sign that delivery times continued to increase, though less so than last month, and the inventories index fell to -0.7, suggesting that inventory levels were stable.

### EMPLOYMENT CONTINUES TO EXPAND

Employment indexes remained positive, pointing to continued improvement in labor market conditions. The index for number of employees edged down to 11.9, and the average workweek index was little changed at 7.5. Price increases slowed: The prices paid index fell twelve points to 20.9, its lowest level since November, and the prices received index moved down eight points to 4.5.

### FIRMS REMAIN OPTIMISTIC

Indexes assessing the six-month outlook suggested that firms remained optimistic about future conditions. The index for future business conditions held steady at 39.3, and indexes for future new orders and shipments were somewhat higher. Employment was expected to increase in the months ahead. The capital expenditures index fell fourteen points to 13.4, and the technology spending index also came in at 13.4.

*The full Empire State Manufacturing Survey report, plus data, charts, and explanations can be found at [www.newyorkfed.org](http://www.newyorkfed.org).*

#### Contacts

Tech help: [nyrsf.webteam@ny.frb.org](mailto:nyrsf.webteam@ny.frb.org)

Questions about survey/data: [richard.deitz@ny.frb.org](mailto:richard.deitz@ny.frb.org) or (716) 849-5025; [jason.bram@ny.frb.org](mailto:jason.bram@ny.frb.org) or (212) 720-5651



Cindy Oehmigen

Director of Energy & Corporate Services

## Farming of a Different Kind in Madison County

On April 21, 2017, I had the opportunity to attend the Symposium on Energy for the 21st Century, an event held annually for the last 13 years. It was my first and I was there because several of my colleagues had recommended it to me. The event typically draws several hundred attendees. While I didn't count them, I am certain that was true this year as well. Many respected experts in the field of renewable energy shared the latest research and policy news. Topics included everything from financing options for wind and solar and the impact on job creation to considerations for Cyber Security.

After a full program, we were offered the opportunity to take one of six tours; Onondaga Composting Facility, Onondaga Lake Cleanup, Syracuse University Smart Grid Laboratory, Anheuser-Busch Brewery, SUNY ESF Wood Chip to Ethanol Process, or the Fenner Windfarm and ARE (Agricultural Renewable Energy) Park. I have often been mesmerized by the Wind Generators so I chose that one.

Until you have had a chance to be up close with a turbine blade, it is hard to conceptualize just how large the wind generator is (328 feet in height). A blade is on display at the FREE (Fenner Renewable Energy Education) Center. The windfarm is quiet and the generators are elegant and graceful in their process of producing electricity. In fact, 7,800 homes benefit from the operation of these 20 turbines.

The ARE Park was also quiet, no energy wasted on sound in converting sunlight to electricity. Utilizing an array of 210 3x5 panels, this 50 kW photovoltaic system sits on the southern facing slope of the west side landfill. The array

was a 2014 project. These panels have now been joined by a literal 'bank' of flexible solar panels that hug the ground on the bank of the hill.

If you are looking for more evidence to support the business case for renewable energy, Johnson Brothers Lumber, a Madison County occupant, recognized the potential of building in the ARE Business Park. Thanks to the assistance of NYSERDA and Madison County programs, a ribbon cutting took place on June 3rd, 2016 for a \$1.7M facility housing five drying kilns. Free heat was not a small factor in the decision to locate there. And Johnson Brothers was able to secure a NYSERDA grant covering 25% of the project cost.

The tour was interesting and educational. Given by an enthusiastic Russ Cary, farm land owner and former Town Supervisor who is clearly proud of the accomplishments of the Madison County team's efforts. While there are still challenges to be worked out with solar and wind (like effective means of power storage for better reliability from these renewable sources), Madison County is taking a leadership role in helping meet the NYS Clean Energy Standard goals, 50% of the State's electricity by 2030. And thank you Dr. Rhea Jezer, President-Energy 21, LTD., for pulling together an important and informative program.

On some nice summer day, go take a tour. It will give you an appreciation for the potential of renewable energy resources that are supported and encouraged by programs in New York State.

For more information on these programs go to:

<https://www.nyserdera.ny.gov/renewable>

<https://www.ny.gov/sites/ny.gov/files/atoms/files/WhitePaperREVMarch2016.pdf>

<http://www.thefreecenter.org/>

<https://www.madisoncounty.ny.gov/solid-waste/johnson-brothers-lumber-co>



David Freund  
Chief Leadership Officer

## Where Did They Go?

Several weeks ago I wrote in my weekly email about this topic, and I feel more time should be given to addressing this serious issue further. Thousands of dollars and countless hours are spent to find the best people we can. We congratulate ourselves because we have found the key person, that emerging leader who will help take our company to the next level. We are just so pleased and begin to tell our friends about this new key person and the high hopes we have for them. We then move on to other tasks, and before we see it coming, they leave. What happened? They were the perfect hire. You thought things were going well.

So why do they leave us? The answer is very simple. It has little to do with our company and almost everything to do with us. Are we effective leaders? Are we adding value to their lives or are we a burden to them? We could actually be driving them out of our organization. Let's take a look at what might be driving them out.

- **We have overloaded them.** Emerging leaders are always ready to take on a challenge. Because so few employees will rise to the occasion, we have a tendency to keep going back to the same person when things need to get done. Remember the saying "if you want something done, give it to a busy person." Just keep piling it on, and they will leave.
- **We hire them and then micromanage them.** When we presented the job offer, we told them how much we looked forward to their insights, ideas, and how valuable their experience would be to our team. Now we don't listen to their ideas, dismiss their experience, and expect them to do things just the way we would. Then, to make things even worse, we check up on them incessantly.

- **We don't make them feel valued.** Do we let them know that we care about them? Do we have any idea what they are passionate about? Do we know the names of their family members and perhaps their hobbies? Do we know what their growth goals are? Have we taken the time to share our goals with them, the company vision and how all of the pieces will fit together, so everyone wins? Are we showing them that we care more about ourselves and our life by expecting them to carry the load, work extra hours, or move vacations while we go off and do our own thing?
- **Are we dealing with poor performers?** One sure way to drive great employees away is to allow poor performers to skate along without facing the consequences. We end up losing the best and keeping the rest.
- **Too little coaching and feedback.** Do we take the time to come alongside our team members and really coach and mentor them? Are we giving the feedback that is needed for them to grow and develop? It is our job as the leader to help them grow and develop. We are the gardeners that tend the soil, pull the weeds that compete for nutrients, and prune the shoots that will not produce real growth.
- **We don't honor commitments.** In my conversations with people, I frequently hear that things were promised and never happened. Whether it was a possible promotion we eluded to during the interview or simply promised to get back to them with a question, when we don't follow through it is often viewed as a lie.
- **We don't give meaningful recognition.** Are we making our recognition meaningful? Are we specific when we thank people publicly? Meaningful recognition proves to our team member that we value their individual efforts.
- **They have lost faith in us.** These great emerging leaders don't leave quickly. It takes time for them to realize what is really happening. Over time, these issues add up and in the end, they lose faith in us and move on.

The sad reality is this; **people don't leave companies, they leave bosses.** So, what can we do? It's simple. Be an authentic leader. Ask yourself a simple question; would you follow you? Care about your people. Talk with them. Be real with them and encourage them to be real with you. Establish a real connection with them. Believe in them, help them grow, and then watch them blossom.





Patty Clark  
HR Services Manager

## Some Things to Consider When Developing a Safety Committee

Safety is an important part of doing business and likely should be part of a business's mission statement. Even though a safety committee is not required by OSHA, it has been found to be effective in providing a better overall safety culture for the company, no matter the size of your company. Some workers' compensation insurance providers may require a company to have a safety committee and you would be required if participating in OSHA's Safety and Health Achievement Recognition Program (SHARP) or Voluntary Protection Program (VPP). Some items that should be addressed when setting up the committee are as follows:

**Members:** It has been found that 5-10, with a max of 20, people on the committee works best. Smaller groups allow for better conversations amongst members, while too big of a group takes away the ability to speak freely. Have at least one representative from management and one from each department from the shop floor. It is a good idea to have a representative from management on the committee to keep them aware of safety issues. It is also important to have people who want to be on the committee so it is a good idea to see if people want to be on the committee instead of assigning them. If you find that members are not able to attend or just don't attend, try to find out why, as maybe there is a scheduling issue or they just don't want to be involved. It is also a good idea to change the members every so often so you can get a different perspective, a fresh set of eyes, and new ideas. By rotating committee members, eventually there will be more people on the floor that know what safety issues to look for. It is a good idea to have new employees attend a safety committee meeting so they are aware of the committee and what they do. You will want to post a listing of committee members, and might even want to post their pictures, so other employees will know who to talk to with an issue or a question.

**Structure:** Treat the safety committee meetings as a business meeting. Have an agenda and send it out to all members beforehand so they come prepared. Decide how often you will meet and how long the meeting will last. Start out with meetings once a month for one hour and adjust as needed. Set goals, track to closure, discuss what you are trying to accomplish. What do you want the safety committee to do? Audit or inspect an area? What do you want the committee to do with its findings? Take notes, have a sign in sheet, and start the meeting by reviewing action items from previous meetings. Make sure the findings are addressed so employees will see they are being heard. You don't have to accomplish everything that was discussed. Pick a few key items at first, evaluate the suggestions, is it feasible? Does it make sense? Is it a priority?

**Development of Members:** It is important to train the safety committee members and empower them with the ability to make a difference. Teach them why inspections are done, how to do an inspection, and root cause methods with corrective action. Teach the members what to look for, or even have training from outside vendors, resources, or consultants. Develop an audit form, a check list, and/or pictures of what to look for.

A safety committee is an important part of any manufacturing facility, no matter the size of the organization. If the members are engaged and properly trained they can be an integral part of the success of your organization. The NYS DOL Division of Safety and Health and US DOL Occupational Safety & Health Administration are great resources for programs to help keep your workplace safe.

For more information, visit: [https://www.labor.ny.gov/workerprotection/safetyhealth/dosh\\_onsite\\_consultation.shtm](https://www.labor.ny.gov/workerprotection/safetyhealth/dosh_onsite_consultation.shtm)



## Hot Off The Line

**Q** – We offered a position to an applicant, he went through the pre-employment screening and then was a no show on what was to be his first day of employment. What should I do and can I charge him for the pre-employment screening?

**A** – You should send a letter (regular mail and certified return receipt) asking him to respond regarding employment within one week (give specific date), state if you do not hear from him you will assume he no longer would like the position and that you will have to fill it with another applicant. Unfortunately, you cannot charge him for the background check and drug test fees.

## HR Stats & Facts

- HR Managers believe that Tuesday is the most productive day of the week. *Source: Business News Daily*
- For calendar year 2018, the amount an individual may contribute to an HSA (Health Savings Account) for self-only coverage will increase to \$3,450 (an increase of \$50) and \$6,900 for families (an increase of \$150). *Source: www.SHRM.org*
- According to a recent Employee Financial Wellness Survey of 1,600 full-time employed adults, 51% of employees with student loans say those loans have a moderate or a significant impact on their ability to meet other financial goals and withdraw money from their retirement plans. *Source: Employee Financial Wellness Survey PwC 2017*

## DID YOU KNOW?

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

## CPI

Wage/Clerical	Mar.	Feb.	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	707.9	707.4	0.5	0.1%	2.3%
1982-84=100	237.7	237.5	0.2	0.1%	2.3%
<b>Urban</b>					
1967=100	730.3	729.7	0.6	0.1%	2.4%
1982-84=100	243.8	243.6	0.2	0.1%	2.4%
<b>Unemployment Rates</b>					
March- Onondaga County: 4.4; Metropolitan Syracuse Area (MSA): 4.9					

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**Joe Vargo**  
Executive Director  
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## PEB Provides Career Sparks for Law Career Day and Future Innovators

### LAW DAY CAREER FAIR 2017

PEB and the Onondaga County Bar Association (OCBA) once again teamed up to provide Fowler High School students with the opportunity to talk with professionals from the community that are involved on a daily basis with various aspects of the law. The school is an especially good model for this event as it has several Public Service Leadership Academies, including First Responder, Homeland Security, Military Security, and Entrepreneurial. These Academies have modules on Law Enforcement, Fire Rescue, Forensic Science, Cybersecurity, and Geospatial Intelligence. Students will earn a CTE designation on their high school diploma and an industry credential that identifies them as college- and career-ready.

This year's Law Day theme was "The 14th Amendment." No state shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any state deprive any person of life, liberty, or property, without due process of law.



To encourage students to start a conversation with the attending professionals, an evaluation form was developed that included questions about the 14th Amendment. Specific exhibitors were selected to have the answers to these questions. Several lawyers from the OCBA's Diversity and Inclusion Committee held a "Lawyer Chat" within the context of the Career Fair. Interested students had the opportunity to talk one-on-one with a lawyer about topics concerning the different types of lawyers, what courses they should take in college and how to pay for their education.

Many thanks to the companies, organizations, and institute of higher learning that participated:

- **Barclay Damon Law Firm**
- **Bryant & Stratton College**
- **Independent Insurance Agents & Brokers of NY (IIABNY)**
- **Forensic and National Security Sciences Institute (FNSSI at S.U.)**
- **Legal Services of CNY NYS Comptroller's Office**
- **NYS Office of the Attorney General**
- **NYS Police**
- **Onondaga County Emergency Communications (911)**
- **Onondaga County Health Dept./Restaurant Inspections**
- **Onondaga County Justice Center Oversight**
- **Onondaga County Legislature**
- **Onondaga County Probation Dept.**
- **Onondaga County Sheriff's Dept.**
- **Syracuse Fire Dept.**
- **Syracuse Metro League of Women Voters**
- **U.S. Border Patrol**
- **Unified Court System**





## CNY INNOVATION CHALLENGE

On April 8, 2017, PEB, SRC, Inc., AT&T, and Bond, Schoeneck & King hosted the inaugural Central New York Innovation Challenge at Le Moyne College in Syracuse, NY. The competition aimed to spark ideas to develop groundbreaking products or services and foster entrepreneurship. More than 60 students pitched their solutions in front of a panel of judges to win cash prizes.

The competition gave students the opportunity to solve a challenging problem, network with industry professionals, and improve presentation skills, while allowing business partners to build relationships with top local talent. The Challenge was open to students in grades 6 - 12. The winners were...

**High school bracket (grades 10 - 12):** First place: Oriskany High School team received \$1,000 for their “Dog Recycling Center”; Second place: Marcellus team received \$500 for their bike that charges a phone as you ride it; and Third place: ESM team received \$250 for their Valance Table that charges any cell phone.

**Middle school bracket (grades 6 - 9):** First place: St. Margaret’s in Mattydale team received \$500 for their “TechTarp”; and Second place: Chestnut Hill Middle School in Liverpool received \$250 for their games that help families grow closer together.

Paul Tremont, President and CEO of SRC, Inc. said, “Our engineers and scientists are constantly innovating to provide our customers with the best possible products and services. This challenge will help students understand what it takes to develop an idea from inception to market.”

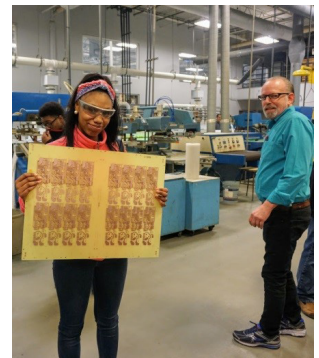
Kevin Hanna, director of External Affairs, AT&T stated, “AT&T is proud to collaborate with PEB to support this innovative experience for these students as it further enhances our commitment to providing resources for STEM-related educational programming throughout Central New York. I applaud all of the students who took part in today’s challenge, and based on the creativity and innovation demonstrated by the young participants, Central New York is in good hands.”

Joe Vargo, Executive Director of PEB added, “This event exceeded expectations. We had more interest than anticipated and the pitches were amazing. We look forward to growing the event next year and encourage everyone to visit [www.cnystem.com](http://www.cnystem.com) to keep up on all the activities helping students find that career spark.”



## P-TECH Update

**Syracuse**—ICM Controls is actively engaged in the ITC P-TECH pathway program. ICM has taken a stance to support the future workforce by inspiring the next generation’s interest in engineering and the industrial arts. Twenty-six freshman P-TECH students toured ICM controls in North Syracuse on April 7, 2017, one of the most vertically integrated facilities in the country. Students saw how ICM has their own printed circuit board fabrication operation, complete automated electronics assembly operation, and injection molding operation. Students learned how important it is to ICM to keep their manufacturing facility environmentally friendly. They multipurpose supplies, maintain an energy efficient work space, and recycle water to help reduce their environmental footprint.



*FAR LEFT: Students inquire about careers as a U.S. Border Patrol Agent at the Law Day Career Fair.*

*LEFT: Representatives from Barclay Damon Law Firm explain their Pipeline Internship Initiative to an interested student.*

*TOP: 1st Place Winners from Oriskany at Innovation Challenge.*

*ABOVE: Syracuse P-TECH student displays a copper circuit board while visiting ICM Controls.*



Martha Ponge  
Director of Apprenticeship

## How Do We Inspire and Prepare the Next Generation of Advanced Manufacturing Workers?

I receive daily news feeds from multiple manufacturing magazines and they all say the same thing – there is a shortage of skilled workers in manufacturing that is approaching a catastrophic point. At the current rate, in 10 years three million jobs in advanced manufacturing will go unfilled because there won't be workers with the appropriate skills to fill them. Prominent Technology Publications like *STEMConnector* talk about the need for diversity in STEM jobs. *Manufacturing Economy Daily* highlights the struggles to get teachers for STEM programs and the need to provide more funding for scholarships for teachers. There is much buzz about the problem; we now need to quickly expend more energy on addressing how we can inspire and properly prepare the next generation of Advanced Manufacturing workers.

We must ask ourselves – does the younger generation that is about to enter the workforce understand what Advanced Manufacturing even is? And what it pays? I would venture a guess that most of the students graduating high school today do not. If they don't know, who can blame them for not pursuing a great paying career in Advanced Manufacturing?

So we essentially have a marketing problem.

A sampling of the proactive actions that MACNY is taking to address this marketing problem include the following:

### Internet Marketing

Given that most young people these days get their information from the internet, MACNY is working on improving how we market to them via that vehicle as well.

This past Fall we rolled out our new website. The new website includes updated skilled workforce and Partners for Education & Business (PEB) pages. The new pages highlight ways to build career pathways to Advanced Manufacturing. [www.macny.org/skilled-workforce](http://www.macny.org/skilled-workforce)

### Innovation Challenge for Middle School and High School Students

Partners for Education and Business (PEB) supported the SRC sponsored Innovation Challenge which gave middle school students and high school students the opportunity to participate in a multi-school challenge to invent a product that would change or improve their lives. The winning teams from each school gave a shark tank type live pitch to determine the winner in CNY.

At the high school level MACNY and PEB work to support local Career and Technical Education (CTE) programs and serve on committees that support the development of new and relevant curriculums. We also actively participate in the Pathways in Technology Early College High School program (P-TECH) with the Syracuse City School District and Auburn Enlarged City School District. By participating in P-TECH, students are able to complete high school and their Associate's degree in Mechanical or Electrical Technology concurrently over a six year period. Many MACNY members volunteer to be career coaches for P-TECH. Students learn the most by hearing stories about their coach's career and the many diverse opportunities that manufacturing provides in our own community. If you haven't signed up to be a career coach yet, contact [mmcbennett@macny.org](mailto:mmcbennett@macny.org) for more information.

### Enterprise America

PEB is a partner in the Enterprise America program which provides an opportunity for middle school students to see the inner workings of an entire community, including a manufacturing facility.

Please take a minute to check out our progress towards the efforts of spreading the word about Advanced Manufacturing in Central New York and the many ways you can become involved in helping us.

What ideas do you have to help market Advanced Manufacturing to young people? Please send your ideas to me at [mponge@macny.org](mailto:mponge@macny.org).

# 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 directly:** Contact Kathy Birmingham at [kathyb@macny.org](mailto:kathyb@macny.org).

**Register through MACNY's Events Calendar:** <http://www.macny.org/event/pebs-annual-awards-program-cny-stem-a-success-story/>

### 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...*





Brian Gerling  
Harris Beach PLLC

## **Trade Secret Litigation In New York: A Brief Look at the Impact of the DTSA**

The enactment of the Defend Trade Secrets Act (“DTSA”) in May of 2016 brought significant changes to the intellectual property laws in this country because it affords federal protection to company trade secrets bringing them more in-line with other forms of intellectual property protection, namely patents, trademarks, and copyrights. See generally 18 U.S.C. §§1831 et seq. While the DTSA arrived with great fanfare in the legal community last May, as with any new legislation still in its infancy, use of the DTSA has endured some growing pains and its effects are yet to be fully appreciated. Nonetheless, the DTSA should be something that New York companies keep on their radar because it has offensive benefits beyond what is currently provided by New York law; but, for that same reason, could also expose your company to potentially greater liability.

One goal of the DTSA was to provide litigants with access to federal courts due to the ever increasing frequency of corporate espionage, including misappropriating trade secrets through, for example, employee defections, bribes, or other improper means. For New York entities, in particular, it did even more than that. The reason is that New York has yet to adopt the Uniform Trade Secrets Act (“UTSA”) followed by most other States, much of which has been adopted by the DTSA. The UTSA sought to streamline trade secret claims by constructing a uniform set of rules for adjudicating such claims. Yet, the UTSA was not a federal law having application in each State—New York, for example. Rather than follow the majority and adopt the UTSA, New York still relies on the common or “court-created” law. With the introduction of the DTSA, what that means for a New York company is that it may potentially bring a trade secret claim under both the DTSA and New York’s common law. The potential benefits, or the potential harm depending on which side of the dispute one finds herself, are significant and worth revisiting.

The first key point is that what may constitute a “trade secret” under the DTSA is much broader than under New York law. New York law requires that the trade secret be “used in one’s business,” meaning the secret is literally in continuous use. See, e.g., *Ashland Mgt. v. Janien*, 82 N.Y.2d 395, 407 (1993). There are other stringent factors that figure into the New York calculus, such as the depth of the investment or the length to which the company has gone to protect the formula or technique, none of which may be required under the DTSA. If, for example, a company discovers a valuable formula by accidental discovery through little or no investment or labor expended to uncover it, it may not qualify as a protectable “trade secret” under New York law. Conversely, under the expanded definition of “trade secret” in the DTSA, the same accidental discovery may qualify as a “trade secret” and be appropriately shielded from use by another entity. Therefore, if a company made a significant investment to develop and protect a trade “secret,” New York law may be most helpful; whereas, if a secret uncovered around May 2016 is quite valuable but was simply a lucky break, the DTSA may prove more beneficial.



Another key difference between the two laws is the type of monetary damages available to the parties. Under the DTSA, a successful plaintiff may be entitled to additional damages up to two times the amount of actual damages if it can demonstrate that the trade secret was willfully and maliciously misappropriated. The statute also provides a specific right to attorneys' fees, which is atypical under American jurisprudence. The DTSA affords a prevailing party—either a plaintiff who has shown willful and malicious misappropriation by a defendant or, on the other hand, a defendant who has shown that a plaintiff's claim was brought in bad faith—the right to seek its reasonable attorneys' fees. This aspect of the law may cut both ways because it can be viewed as an offensive threat or serve as a defensive backstop because attorneys' fees can sometimes be significant in these types of fact-intensive cases.

Additionally, the DTSA offers significant added protection against disclosure of valuable confidential business information by departing employees, as well as the ability to ex parte seize goods employing the misappropriated trade secret. These are important changes for businesses that were comparatively limited by New York's common law.

This discussion is by no means intended to be exhaustive as there are other key differences between the two laws. Yet, New York companies should at least be aware of these highlighted changes, and care should be taken to ensure that the different rights and advantages that now exist under federal and state law are diligently defended or preserved.

<sup>1</sup> N.Y. Senate Bill 4688 (and its counterpart Assembly Bill 6419) does, however, seek to bring N.Y. law in-line with the UTSA. As such, companies should track these bills to see if either makes it out of committee.

*Brian Gerling is a member of the Intellectual Property Practice Group at Harris Beach PLLC in Syracuse and may be reached at [bgerling@harrisbeach.com](mailto:bgerling@harrisbeach.com).*



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**RSVP TO [MNORCROSS@MACNY.ORG](mailto:MNORCROSS@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.

## MACNY'S ANNUAL **CLAMBAKE**

**WEDNESDAY, AUGUST 16TH**  
**4 - 7 PM**

**HINERWADEL'S**  
**5300 WEST TAFT ROAD, N. SYRACUSE**

**\$57.50 per person includes:**  
**dinner, beer on tap, and non-alcoholic drinks.**  
**Bottled beer, wine, and mixed drinks available at cash bar**

**RSVP to [cnave@macny.org](mailto:cnave@macny.org)**

**Come hungry and ready to party!**

# Month at a glance... JUNE

- 1 **HR Council: Ask the Experts Q & A:** Time: 8 - 10 AM; Cost: No cost for HR Council Members & Individual Members / \$40 per non-HR Council Member
- 2 **Safety Audits:** Time: 8:30 AM -12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Mark Sliker, Occupational Safety Consultants
- 2 **"The 21 Irrefutable Laws of Leadership" Mastermind Group (Individual Members Only):** For more details contact Marisa Norcross at mnorcross@macny.org or 315-474-4201 ext. 22
- 2 **P-TECH Career Coaching Information Session:** Time: 12 Noon (lunch provided); No cost
- 7 **PEB's Annual Awards Program: CNY STEM – A Success Story:** Time: 7:30 - 9:15 AM; Location: Le Moyne College - James Commons; Cost: \$20 (includes light breakfast), no cost for students, parents, teachers, and family members
- 7 **Business Development Council: Presentation by Bartell Machinery:** Time: 8 - 10 AM; Cost: No cost for Business Development Council Members & Individual Members / \$40 per non-Business Development Council Member
- 7 **Lean - Six Sigma & Structured Problem Solving Yellow Belt (2-day training):** Dates: June 7 & 14; Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$500 per MACNY Member (\$450 per Individual Member) / \$700 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY
- 8 **Employee Benefits Marketplace Webinar:** Time: 8 - 9 AM; Location: At your desk via webinar; No cost
- 8 **Maximize Your Membership:** Time: 9 - 10 AM; No cost
- 8 **7 Secrets of a Highly Organized Professional:** Time: 12:30 - 3:30 PM; Cost: \$145 per MACNY Member (\$130.50 per Individual Member) / \$345 per non-MACNY Member
- 9 **OSHA - 10-Hour General Industry Outreach Training Program (2-day training):** Dates: June 9 & 16; Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member
- 13 **Change Anything:** Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$595 per MACNY Member (\$535.50 per Individual Member) / \$795 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 14 **Finance Council: Lease Accounting Insights:** Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-MACNY Member
- 15 **Federal Employment Law:** Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Michael L. Dodd
- 15 **Lean Office:** Time: 1 - 4 PM; Cost: \$145 per MACNY Member (\$130.50 per Individual Member) / \$345 per non-MACNY Member; Facilitator: Debbie Sindone, MACNY
- 20 **HR Breakfast Briefing: Navigating Employee Leaves - ADA & FMLA:** Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Bond, Schoeneck & King, PLLC
- 20 **Employee Benefits Marketplace Webinar:** Time: 11 AM - 12 PM; Location: At your desk via webinar; No cost
- 21 **Safety Council: OSHA Updates:** Time: 8 - 10 AM; Cost: No cost for Safety Council Members & Individual Members / \$40 per non-Safety Council Member; Presenter: Ron Williams, Compliance Assistance Specialist from U.S. Dept. of Labor - OSHA
- 21 **New York State Employment Law:** Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175 per Individual Member) / \$395 per non-MACNY Member
- 27 **The 7 Basic Quality Tools + 2; Optional Train-the-Trainer Class:** Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$350 per MACNY Member (\$315 per Individual Member) / \$550 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY

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.*