

MANUFACTURING MATTERS

Transformational Leadership

Comprehensive Five-Month Course Offered by David Freund

New this year, David Freund, Chief Leadership Officer at MACNY, will be offering a five-month program called **Transformational Leadership** that includes a four-hour session each month, action items to work on throughout the month, a group coaching session via conference call two weeks after the classroom session, and a book to read based on the topics covered.

Topics will include:

- **What Got You Here Won't Get You There** - The need for continued growth and development.
- **Excellence in Leadership** - The indispensable qualities of a leader.
- **The Trust Factor** - How trust impacts our ability to lead and will either speed things up or dramatically slow them own.
- **Goal Setting & Vision Casting** - Developing goals and casting the vision for your organization.
- **Building an Exceptional Team** - Hire the best, develop your team, and becoming a multiplier.

Transformational Leadership will be offered beginning in January 2018: 1/31, 2/28, 3/28, 4/25, and 5/30. To participate, individuals must have a minimum of one year of supervisory/managerial experience OR have successfully completed MACNY's Supervisory Leadership course. To enroll visit www.macny.org/events or contact Julianne Pease at jpease@macny.org.

If you would like to learn more about this exciting new offering at MACNY, please contact David Freund at dfreund@macny.org or 315-474-4201 ext. 20.

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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...

December 14 January 11 February 8

Please contact Julianne Pease at jpease@macny.org or 315-474-4201 ext. 11 to sign up for any of our upcoming sessions!

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Visit them at: <http://www.huenelectric.com/>

Watkins Glen International

Watkins Glen International, nicknamed "The Glen," is an automobile race track located in Watkins Glen, NY, at the southern tip of Seneca Lake. It was long known around the world as the home of the Formula One United States Grand Prix, which it hosted for twenty consecutive years, but the site has been home to road racing of nearly every class. Visit them at: <http://www.theglen.com>



Randy Wolken
President & CEO

Reform Needs to Result in Economic Growth

Our nation needs reforms that grow our economy and create more manufacturing and high-tech investment. This is an important outcome. Our nation has many challenges ahead of us - and manufacturers and business leaders must work with our elected representatives at the State and Federal levels. We must urge the Administration and Congress to achieve real results to bring about growth in the manufacturing and high tech sectors.

One area needing work is tax reform. The National Association of Manufacturers (NAM) has identified five main priorities for tax reform: a corporate rate as close to 15 percent as possible, lower rates for income from small businesses and other “pass-through” entities, a “territorial” tax system that doesn’t touch U.S. companies’ foreign earnings, preservation and enhancement of the research and development tax credit, and incentives for the purchase of capital equipment. Each of these would help U.S. manufacturers become more competitive in a global economy.

We are committed to working with the President and members of Congress. There is much work ahead of us and manufacturers are ready to help elected leaders succeed in forging a better tax code that rewards growing manufacturing here in the U.S. Of course, there are other issues as well. We will need to work with the Administration and Congress to increase exports, implement smart regulatory reform, and strengthen our workforce by preparing Americans for jobs in modern manufacturing and our high-tech economy. We need to continue to make a case for a pro-growth effort.

Here in New York State, we are committed to working with our state legislators and the Cuomo Administration. We will work with our representatives to improve the economic climate here in New York so manufacturers and businesses can thrive.

This is where you, our members, can help us. Let us know what reforms you need to be more successful. Together, we can work with our elected officials in Washington and Albany who share our vision of growth and success for manufacturers.

Business Activity Continued to Grow Strongly in New York State

Business activity continued to grow strongly in New York State, according to firms responding to the November 2017 Empire State Manufacturing Survey. Though the headline general business conditions index fell eleven points from the multiyear high it reached last month, it remained firmly in positive territory at 19.4.

The new orders index climbed to 20.7 and the shipments index came in at 18.4—readings that pointed to ongoing solid gains in orders and shipments. Delivery times were slightly shorter than last month, and inventory levels edged higher. Labor market indicators reflected moderate employment gains and little change

in hours worked. Both input prices and selling prices rose at a pace that was little changed from last month. Indexes assessing the six-month outlook suggested that firms were very optimistic about future business conditions. For more information visit www.newyorkfed.org.



Karyn Burns

VP, Government Relations & Communications

Regulation Burdens Continue to Hinder New York State Business Climate

We recently held our 9th Annual Central Upstate Manufacturing Legislative Breakfast, and in doing so I referenced a recent study by The National Association of Manufacturers (NAM) that addressed the recent momentum, on the Federal level, of regulatory burdens and oversight. I was stunned when the Executive Summary alerted me to the fact that currently there are 297,696 restrictions on operations for manufacturers.

This number threw me back, especially when I realized that this number only included Federal regulations, NOT State. Additionally, those surveyed indicated that 94% believed the regulatory burden has gotten higher in the past five years, with 72% saying “significantly higher.”

I then started making calls to a handful of folks, asking them a very quick question: “Any regulations off the top of your head that are burdensome to your business and its ability to do operations?” I was stunned with the instant responses I heard, and at the event, shared the top 20 regulations that were simply shared to me that day before. During the event, at least 10 more were shared by equally concerned manufacturers.

I then was asked to present to MACNY’s Human Resources Council this past week, and instead of presenting, I opted to make it a roundtable session. I emailed each attendee ahead of time, and asked them to do two things prior: the first was to sit down with their internal team, and identify three to five specific examples of regulations that were a problem for their business. The second? To have an idea of a way that would fix it.

The meeting ended up running over two hours, and throughout it the dialogue was incredible. I learned about

more regulations than I ever expected, AND the best part was that each company had specific ways to fix them. What was refreshing was that none of the solutions were doing away with a regulation, but rather fixing things about it that do not work, are repetitive, or downright antiquated and wrong.

It is most certainly understandable that businesses should always be mindful and respectful of the health, safety, and working conditions of their employees. Each of those participating these past few weeks in my regulation witch-hunt would certainly agree to that. It is also understood that Government should effectively work to create policies that help foster a better business climate, and play the important role in accelerating or inhibiting the growth of companies and in turn, economic development. With these two specific roles and responsibilities so clearly defined, why is there such a challenge with Government’s role in regulatory policy and its impact on businesses?

While I believe in most circumstances, regulatory reform and policy, however it comes about and is enacted, is intended for some type of positive impact. Perhaps it is a response to a particular bad circumstance whereas an employee was treated unfairly or wronged, for example, and in response, a legislator, attempting to do the right thing, introduces a bill that becomes Law whereas the circumstance will not happen again.

Our role now? Not to do away with anything that looks to protect people or make conditions safe. It is to review them, just as it is being done on the Federal level, and decide what has become antiquated or outdated, and make changes that will benefit all.

That said, over the course of this next year, here at MACNY we will be working with our membership to find those pieces of regulatory policy that simply make doing business more difficult. Once we can better understand why, then we want to find a solution, whether its changes to the regulation, carve outs, or perhaps even reversing antiquated policies that are considered irrelevant this day in age. With that, I want to hear from you, our members. Keep an eye out for our upcoming survey asking for your feedback in regulation and policy that we can address together in the 2018 legislative session and beyond.



Cindy Oehmigen

Director of Energy and Corporate Services

Solar Power: Why I can't imagine life without it!

I recently had the good fortune to visit Italy for nine days. I was well prepared for seeing a lot of very old buildings and art done by the Masters over the centuries. I was not prepared for the seamless integration of modern day technologies. Much of it driven by necessity.

Such narrow and winding streets would make it impossible to navigate the cities in typical American style. I am sure there must be some, but I did not see SUVs, pickup trucks, and certainly no limos. Instead the streets were crowded with Smart Cars of varying models. Even one-person size. Granted, they aren't driving long distances. If you are traveling between the major cities, you take mass transit. (In fact, in Venice, there are no cars or bicycles allowed.) There is not nearly enough parking to accommodate even the cars they do drive. Driving something small enough to park perpendicular to the street curb (and still not infringe on the actual traveling lanes) is key. Electric cars are not the rarity we see in the U.S. It is common place. While they are still working on air quality challenges, I suspect the auto traffic is not a big contributor.

A second surprise came to me while traveling the highway through the mountains on our way to Florence. Coming into the city, as we started to see the marks of population, I was astonished at the widespread use of solar power. The factory roofs are flat (not much snow where we were) and covered in solar panels. Almost all of them. Given that Italy is so mountainous, I would image it is difficult to expand and maintain a grid. However, from what I gathered in my research, Italy has a highly successful net-metering solar program. According to Ilias Tsagas, Renewable World Energy, they have about 4GW of net-metering systems. Given that Italy has the highest electricity prices in Europe, that makes sense. There is also strong interest in energy storage systems among Italian households and businesses. Italy as a whole generated 24,676 GWh in 2015 covering 7.8% of the country's electricity mix. To put this in perspective, New York State is about half the size of Italy with about a third the population. New York generated just over 1 Million MWh in 2016. 84% from rooftop panels. The Italians far outpace us for leveraging solar.

Probably driven by high electricity costs, our hotel room was outfitted with a hotel key activated main switch. You leave your Card Key in the device by the door to keep your lights operating while you are in the room. When you leave, you take your key and the lights are deactivated. It took a while to get it figured out, but easy enough. I have heard there are some hotels in the U.S. that have installed this technology. Now I will know when I run across it.

And my last thought on Italian energy and environmental consciousness, they drink a lot of wine. Brought to you by the bright Italian sunshine. Italy has been renowned for their wines for centuries, and therefore have been using solar power for centuries. Long live Solar Power.



Martha Ponge
Director of Apprenticeship

A Career in Manufacturing May Be For You-- But, How Do I Find You?

When newspaper headlines regularly say things like “STEM occupations have above-average growth” and “Ninety-three out of 100 STEM occupations have wages above the national average,” why are manufacturers still having challenges attracting skilled workers? Could it be we are starting to identify these workers too late?

Manufacturers in the U.S. process materials to make all kinds of products, just a few include food products, pharmaceuticals, cars, and electrical components such as printed circuit boards.

In the very beginning of the manufacturing process engineers and designers create new products and improve existing designs. They also design the machines and technologies necessary to create those products.

Production workers enter the process to make the product. They do things like operate the machinery, oversee quality, and prepare the goods to be shipped to consumers.

Installation, maintenance, and repair workers help to keep the production equipment and the facility functioning properly. Because of the increased technology in manufacturing and the increased use of automated machinery, these jobs can be very high tech and require substantial and ongoing training.

Even transportation and material moving workers have moved into the area of high tech workspaces with automated lifting equipment and the use of logistics to coordinate the process and make it more efficient.

Manufacturing provides opportunities for workers with all kinds of backgrounds and education levels. Workers need a combination of education and training, which varies by occupation, according to the skill set which is required to do the job. It offers flexibility of job type, environment, and even schedule due to shift work.

Preparing for a manufacturing career will most likely include some specialized education, on-the-job training experiences such as internships, and even earning licenses or certifications prior to becoming employed. My question is why does this have to wait until after high school? What can we do before students leave high school that will prepare them to be part of the manufacturing community? One answer may be the use of pre-apprenticeship programs in the high schools.

Pre-apprenticeship programs include educational opportunities that are stackable to registered apprenticeships. They include a partnership with a current apprenticeship program sponsor and provide industry-based training and classroom instruction that is aligned with an existing registered apprenticeship program. Programs such as these provide flexibility

for training at the high school level and allow industry partners more accessibility to high school students who are trying to decide what they will do after graduation. Students often work for these industry partners a few hours a week during the school year and full time during school holidays.

States like Colorado have initiatives targeted at placing more than 20,000 high school students in pre-apprenticeships statewide by 2027. They are creating a process for building a pipeline for talent that goes from the schools directly to the workplace. Their philosophy is “Companies are looking for bright, hard-working, caring people who want to make a difference...Through this initiative, they can grow their own.”

Former U.S. Secretary of Labor Thomas Perez says that “Apprenticeship is the other college – except without the debt... We’ve got work to do. We’ve got to make sure apprenticeship is available to everyone and we’ve got some attitude adjusting to do. There are still folks who think about apprenticeship and they think about it in yesterday’s paradigm. Apprenticeship is remarkable.”

MACNY, with the help of our partners, would like to explore the idea of utilizing pre-apprenticeship in Central New York. We think that it would be valuable to our students, fit the needs of our community, and provide a chance for employers to secure employees for high tech, in-demand, and hard to fill jobs.

Source:

<http://www.denverpost.com/2016/09/15/9-5-million-grants-apprenticeship-program-for-colorado-high-school-students-careerwise/>

HELP WANTED:

Retired toolmaker or machinist to proctor delivery of NOCTI* assessment to high school students in the P-TECH program at Institute of Technology in Syracuse.

Must be familiar with Bridgeport mill & 2 axle manual lathe.

This is a paid, part-time position.

Please contact Joe Vargo at PEB/MACNY at 315-440-1966 or joev@macny.org

*NOCTI is the largest provider of industry-based credentials and partner industry certifications for career and technical education (CTE) programs across the nation.

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



Patty Clark
HR Services Manager

Working from Home, Is It For You?

Over the last few years companies have begun to allow some of their staff to work from home. With the development of technology, it is easier for employees to stay in touch with their boss or other employees. Video conferencing, conference phones, voicemail, and emails help employees stay in touch. Some employees find it helpful to work at home if they have small children or a parent that needs help during the day. Working from home may seem like a good idea to most people—no commute time, no one looking over your shoulder, you get to work at your own pace, etc., but it is not always as easy as you think it might be. Some of the downsides of working from home are:

- You can never escape the office and go home.
- You miss out on the camaraderie with your co-workers.
- Your boss can't see how hard you are working or the extra hours you put in.
- You do not hear about new projects you may be interested in.
- You are by yourself all day, no one to interact with.
- And as hard as it may be to believe, you could put in too many hours—It is easy to go into your home office to put in a few hours of extra work.

Although there are downsides to working from home, some people feel there are benefits such as:

- You don't have to get dressed every day.
- You save money by not having to commute to work or go out to lunch.
- You are free to do as you please.

There are definite advantages and disadvantages to working from home but it is important to be disciplined in your day to day routine. Some things to remember in order to be successful are:

- Have a separate area that is designated as your office where you can concentrate and not be distracted.
- Close the door at a certain time in the evening and don't open it until a certain time in the morning—those are your “business hours”.
- Visit the main office on a regular basis. This will ensure your supervisor and co-workers are aware of the work you are getting done.
- Be structured. Set daily goals or block off time on your calendar to complete certain tasks such as making calls, or writing the newsletter article for the company newsletter.
- Get dressed each day as if you are going into the office. If you act like you do when you go into the office you are more likely to check things off your to-do list.
- Schedule a meeting or a lunch on a regular basis to be sure you have face to face interactions as working from home can make you feel isolated and lonely.

Although most find working from home a benefit some companies are “calling their employees back into the office.” Even though the workers are productive, companies like IBM feel they are losing out on “collaborative efficiency” – the speed at which a group successfully solves a problem. By allowing employees to work from home, companies feel like they are losing out on the results of employees working together to solve a problem.

Working from home is not for every employee or employer. It takes the right person to be able to work in isolation and still be productive. Finding the right mixture of working from home and interacting with those in the office will help everyone involved to be successful.

Sources:

New York Post, 11/6/17 issue

<https://www.monster.com/career-advice/article/pros-cons-of-working-from-home>

https://www.theatlantic.com/magazine/archive/2017/11/when-working-from-home-doesnt-work/540660/?lipi=urn%3AAll%3Apage%3Ad_flagship3_feed%3BG3oErU31Qt2EBj5qFD9FpQ%3D%3D

Hot Off The Line

Q - When a holiday falls on a Friday we always tend to have a few employees who call in “sick” on the following Monday. When someone doesn’t show up to work following a holiday do we need to pay them for the holiday?

A - That would depend entirely on what your policy states. There is no state or federal requirement to give employees holidays off from work. There also is no requirement to pay them if you do give them a holiday.

However, NYS does require that if you are going to give your employees paid time off, such as a holiday, you need to have a written policy. The policy needs to state how pay will be calculated and which days will be given off as a holiday. With that in mind, you could have a policy that states employees need to work both the scheduled day before and after a holiday to be eligible for holiday pay.

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.

HR Stats & Facts

- According to EBN Alert (11/13/17) diabetes is the top health condition costing employers the most. *Source: www.benefitnews.com*
- 87% of employers surveyed say supporting caregiving will increase workforce productivity. *Source: Northeast Business Group on Health and AARP, 2017*
- The average person eats and drinks almost 7,000 calories on Christmas Day. *Source: Spoonuniversity.com*

CPI

Wage/Clerical	September	August	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	717.7	713.2	4.4	0.6%	2.3%
1982-84=100	240.9	239.4	1.5	0.6%	2.3%
Urban					
1967=100	739.4	735.5	3.9	0.5%	2.2%
1982-84=100	246.8	245.5	1.3	0.5%	2.2%
Unemployment Rates					
September - Onondaga County: 4.6; Metropolitan Syracuse Area (MSA): 4.8					



The Manufacturers Association

Ready to start?
Contact Marisa Norcross at
mnorcross@macny.org

MACNY

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WHAT MAKES INDIVIDUAL MEMBERSHIP DIFFERENT?

Think of MACNY Individual Membership as a full professional development toolkit that brings together all the benefits of networking, relationship building, online learning, and classroom style learning.

Individual Membership serves as an All-Access Pass to MACNY Council Programs allowing you to attend all council programs throughout the year. Additionally, Individual Members receive access to a Skillsoft E-learning Knowledge Center, discounts on Open Enrollment Training, discounts on special events, and access to an exclusive mastermind group discussing John Maxwell's book "The 21 Irrefutable Laws of Leadership."

COMPARISON

Single Council Membership
Access to one MACNY Council
\$60 per council, per year

Individual Membership
Access to ALL eight of MACNY's Councils
Access to a Skillsoft Knowledge Center
Discounted Open Enrollment training
\$189 per year

NEW! "THE 21 IRREFUTABLE LAWS OF LEADERSHIP" MASTERMIND GROUP

MACNY will now be offering Individual Members exclusive access to a monthly mastermind group based around John Maxwell's book "The 21 Irrefutable Laws of Leadership." The group will be led by Certified John Maxwell Team Coach and MACNY Chief Leadership Officer, David Freund. Each month the group will meet to discuss 1-2 laws. Come prepared to discover leadership as seen through the eyes of this New York Times bestselling author and INC Magazine's and the American Management Association's number one leadership guru. This offering (valued at \$400) is available at no cost to MACNY's Individual Members.

Ready to start? Contact Marisa Norcross at mnorcross@macny.org



David Freund
Chief Leadership Officer

It's Time To Decide

It is said that, "Change never leaves you the same. It's either growth or grief." When faced with change each of us must make a choice, and not choosing actually is a choice. We can go through the change, or we can grow through the change. Change will occur in our lives no matter what. It is as sure as death and taxes, but it should not be feared but rather embraced. The key factor in our approach to change is quite simply our attitude. We will either be the masters of the situations or the victims. As we plan for a new year let's take a look at how we can become masters of change.

Before you tackle a major change, you need to make sure you are taking care of yourself physically. Are you getting enough rest? Are you eating right? Are you exercising? If you are not managing your health, you won't be able to manage your stress and your attitude. Taking time each day for a brisk walk can accomplish many things:

1. It can shift your brain into a calmer meditative state
2. Spending time outdoors reduces stress
3. Brisk walking boosts stress-busting endorphins

The next step in the process is to evaluate your present attitude. How are you really viewing your life and the changes you are facing. You need to know where you are starting from. Try to see how you are viewing the change you are facing. Take time to write out your feelings. The process of spending the time needed to identify and actually write down the feelings can bring about catharsis and allow you to process away the fears and anxieties.

Once you have identified your fears, write a statement of purpose regarding the change you are facing. I believe that each one of us should become intentional in deciding to grow through the challenges and changes we face. Look

beyond what is, to what can be. What future can you create out of the change you are facing? Construct your purpose statement with inspirational words that frame a victor's mindset.

Based on your purpose statement, develop daily actions that you can take to move you in a positive direction. Activities might include reading or researching specific information. Find people ahead of you in your journey to share ideas and concerns with. Allow them to speak into your life and learn from their experiences. At the end of each day, spend time reflecting. I have found these four simple reflection questions to be very powerful:

1. What went well?
2. What didn't go well?
3. What did I learn?
4. What will I change?

If practiced daily, these four questions will ensure that you are growing through the experiences you made throughout the day. Remember, reflection brings insight and learning to each experience.

Work to make the transition from "I can" or "I can't" to "how can I?". This simple shift moves us from wondering if there is an answer to knowing there is an answer. Every problem has a solution; we just haven't found it yet. Someone once asked Thomas Edison if he was discouraged by the over 900 failures in developing the incandescent light bulb. His reply was so telling, "Not at all. I knew it would work once I exhausted all the ways to not make the incandescent bulb."

It's time to decide. Change is going to come. Will you be a victim or a victor? Choose well.



Joe Vargo

Executive Director

Partners For Education & Business

Career Pathways Filling Up for Manufacturing

P-TECH Programs Begin a New School Year

AUBURN P-TECH CORNER

The Auburn P-TECH Program has now grown to include students in Grades 9-11. Students have started on activities that will increase their awareness of careers in manufacturing and help to develop problem-solving skills.

Problem-Solving Activity – Exploding Bags

The Auburn P-TECH program had a great time with this month's activity: exploding bags. Auburn students and their career coaches were given the task of creating enough carbon dioxide to pop a bag within 20 to 30 seconds with only baking soda, vinegar, and paper towels. The students and the career coaches had a good time experimenting with different ideas trying to get the bag to pop within the allotted time. The career coaches were complimented as fun and interesting to work with by the students. In addition, they learned that there's more than one way to get the bag to pop and although failure is not fun, it is a part of the learning experience. Great job, Auburn P-TECH!



P-TECH Students Tour the Manufacturing Floor of Magnus Precision

On November 2, the 9th grade Auburn P-TECH students visited Magnus Precision in Phelps, New York. Magnus produces precision machined parts, tooling, and components for industries including aerospace, medical, optics, and photonics. The students took a guided tour of the facility and got an up close view of what precision really means.

Once on the tour, the students observed machines making parts for some of the latest high-tech technologies. One of the things the students learned was that if a part was off by a strand of hair, the customer considered it a defective part and as much as 40 hours of work that was put into that part was lost. They also learned that due to the nature of the parts, material had to be carefully selected by suppliers and temperatures had to be carefully monitored as the parts were produced. A special thank you to our hosts Ron Wilson and David Arena.

SYRACUSE P-TECH CORNER

The Syracuse P-TECH Program has now grown to include students in Grades 9-12. The older students will be focusing on developing skills to allow them to participate in internships and employment.

First in-school activities of the 2017-2018 school year

Starting off the new school year, P-TECH Career Coaches participated in two activities with 9th and 10th grade students. On October 3rd, 19 professionals from various local businesses teamed up with students in small groups to work on a design challenge – building a Bucket Tower. Each team was provided with straws, tape, string, and a plastic cup. With these resources, the students and coaches had to construct a tower that could support the largest amount of pennies put in the cup, which was to be suspended from the tower by string. The students learned about teamwork, design, and problem-solving skills used in Engineering (and many other careers as well).

The sophomore P-TECH students brought their resumes to a Practice Interview Session held on November 1st at their school (Institute of Technology). Dressed professionally, 40 students were “interviewed” by two Human Resource Specialists/Career Coaches, responding to questions regarding their motivation, personal strengths/weaknesses, conflict resolution, goals, etc. Students learned how to present themselves to professionals, how to greet with a handshake, look directly at the interviewer when answering questions, and to ask questions of the interviewer regarding their company and/or position.

P-TECH sophomores visit Sunoco's Ethanol plant in Fulton

On November 2nd, 41 P-TECH students toured the ethanol plant and learned many interesting facts about the company and how the ethanol is produced. Students first had a presentation conducted by Laura Snepenger, Biotechnology professional for the company. Laura explained that Sunoco processes 17,763 truckloads of corn, or 22 million bushels, each year, which is 20% of the total NYS crop.



Students then toured part of the plant, including the lab, where they learned about the CO₂ produced as part of the manufacturing process. To take advantage of the CO₂ being produced by the Sunoco Ethanol Fulton plant, Linde North America, a member of The Linde Group, a world-leading gas and engineering company, built a 600 ton-per-day CO₂ plant on the site of the Sunoco Ethanol plant. The P-TECH students also viewed a sample of the corn oil, which is another by-product of ethanol and can be used for biodiesel production and domestic and exported feed. The ethanol produced by the plant is the Official Fuel of NASCAR®.

BE A HOST COMPANY-- CNY STEM JOB SHADOW DAY February 2, 2018

Companies are invited to participate in **CNY STEM Job Shadow Day**, facilitated by PEB. Over 300 high school students from the area are invited to visit local STEM companies like yours to shadow professionals. Job shadowing provides young people with a firsthand look at the skills and knowledge required to succeed in the workplace and get the connection between the classroom and the “real world.”

Benefits for Host Companies:

- The satisfaction that comes with mentoring a young person and introducing them to careers.
- Hosting reinforces the link between academic performance and career attainment.
- Provides an opportunity for companies who may not have been a host before to be aligned with this regional STEM event.

Register at: <https://www.surveygizmo.com/s3/3141805/CNY-STEM-Job-Shadow-Day-for-Companies>

Deadline is December 22, 2017.

MANUFACTURING CAREERS DAY BY THE NUMBERS

Students attending Manufacturing Careers Day at SRCTec or at Marquardt Switches in October completed evaluations about their experience. Over 400 students from 12 CNY high schools/programs participated. Here are some of the statistics:

List any particular careers you observed/learned about today that you found interesting. The top jobs selected were:

- Mechanical/Industrial/Chemical/Electrical Engineering and Project Manager/Manufacturing

Did today's visit / tour change your mind about your future career goals?

- Yes = 48%

Did it change your mind about (considering) Manufacturing careers?

- Yes = 44%

Overall, what did you think of today's event

- More Than Satisfactory / Excellent = 75%

Month at a Glance... **DECEMBER**

- 1 “The 21 Irrefutable Laws of Leadership” Mastermind Discussion**
This event is exclusive to Individual Members. To learn more, contact Marisa at mnorcross@macny.org
- 1 P-TECH Career Coaching Information Session**
Time: 12 - 1 PM (lunch provided); No cost
- 4 ISO 9001:2015 Internal Auditor (2-day course)**
Time: 8 AM - 4 PM; Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney
- 5 Change Anything**
Time: 8:30 AM - 4:30 PM; Cost: \$595 per MACNY Member (\$535.50 per Individual Member) / \$795 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 6 Business Development Council & Finance Council: International Trade**
Time: 8 - 10 AM; Cost: No cost for Business Development Council Members, Finance Council Members, and Individual Members / \$40 per non-council member; Presenter: John Tracy from U.S. Commercial Service, US Department of Commerce and Nate Andrews from Morse Manufacturing
- 7 Understanding Yourself and Others - Behavior 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
- 7 Government Relations Issue Series: New York State Senator Fred Akshar at The Raymond Corporation**
Time: 3 - 5 PM; Location: The Raymond Corporation, 22 South Canal Street, Greene, NY 13778; No Cost
- 8 Quality Professionals Council: Internal Auditing Part 1 - Getting Your Team Ready**
Time: 8 - 10 AM; Cost: No cost for Quality Professionals Council Members and Individual Members / \$40 per non-Quality Council Member; Presenter: Tara McInerney
- 12 Save the Date for Breakfast with Jim Beckman**
More details to follow on www.macny.org/events
- 14 Making Today Matter**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (\$89 per Individual Member) / \$195 per non-MACNY Member; Facilitator, David Freund, Chief Leadership Officer, MACNY
- 14 Maximize Your MACNY Membership**
Time: 9 - 10 AM; No cost
- 14 Lean Office**
Time: 1 - 3:30 PM; Cost: \$145 per MACNY Member (\$130.50 per Individual Member) / \$345 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY

Month at a Glance... **DECEMBER**

18 OSHA - 10 Hour General Industry Outreach Training (2-day course)

Time: 8:30 AM - 4:30 PM; Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Occupational Safety Consultants, Inc.

18 Intentional Living

Time: 2 - 4 PM; No Cost; Facilitated by David Freund, Chief Leadership Officer, MACNY

19 HR Breakfast Briefing - New York Paid Family Leave - Are you ready?


Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presented by: Mackenzie Hughes, LLP

25 MACNY & PEB Offices Closed

26 MACNY & PEB Offices Closed

29 MACNY & PEB Offices Closed

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



*Save the Date for
MACNY's Post-
Holiday Party!*

*Thursday,
January 18, 2018
4:30 PM to 7:00 PM*

Details to follow!



The Manufacturers Association

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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.