

MANUFACTURING MATTERS

MACNY Expands Widewaters Office

Come check out our new space!



The Manufacturers Association

We are excited to announce that our office space has been expanded to include 4,306 square feet of new space. The new space will be dedicated to workforce development to include: Partners for Education and Business (PEB), our apprenticeship team, and the CNY School Boards Association (CNYSBA).

The new space includes a large conference room that can be used for meetings and training events—by both MACNY and our members; a large kitchen/eating area with plenty of tables for our staff and members; and an open seating area surrounded by natural light for casual events and for members to connect with members.

So you may be wondering, what does this mean for MACNY Members? This means that we now have additional space to hold events and additional space for our members to come and meet with our staff or other members. We thoroughly encourage all our members to come check out the new space—we know you'll love it.

For a full tour, join us at our annual Post-Holiday Party on January 18 from 4:30 - 7 PM where we will be showing off the space. To register for this event, visit www.macny.org/events or contact Julianne at jpease@macny.org.

As a reminder, all of our common space, both in the new and existing spaces, is available for MACNY members to reserve for private meetings. To reserve space, call our office at 315-474-4201.

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Randy Wolken
President & CEO

Mentoring is at the Forefront of Successful Businesses

There is a tradition of successful societies nurturing the next generation of workers and craftsmen using structures such as apprenticeships, internships, and formal guilds. They use a variety of methods to reach out to youth and help them find fulfilling, meaningful, and rewarding careers. The transition from childhood and adolescence to young adulthood and into a career path has become far too perilous and unpredictable for many of the country's youth. In spite of our country's considerable resources, far too many of our youth are effected by poverty and community violence. Too many students struggle to complete their education. Too many young adults have trouble finding a career foothold in our current global economy. We must do more to nurture youth during their challenges and ensure their personal and educational development results in them joining and contributing to our workforce.

Mentoring must be a part of a business's strategy to be of real use to the organization. Companies who encourage youth mentoring by their employees usually do so for three key reasons: to foster employee engagement; to increase satisfaction and retention; to cultivate and develop their future workforce; and to support vibrant communities (which include viable customers). These are outcomes you can expect to receive if your company participates in your community's mentoring programs.

There is growing evidence that mentoring can be effective and impactful. MENTOR's 2014 report, *The Mentoring Effect: Young People's Perspectives on the Outcomes and Availability of Mentoring*, asked youth directly about the impact mentors (both programmatic and informal) had on their lives and the evidence was overwhelming - youth with mentors were more likely to be successful in school, more likely to be leaders in their communities, and more likely to enter into young adulthood with opportunities for ongoing education and career choices.

MACNY and Partners for Education and Business (PEB) are committed to providing mentors for tomorrow's manufacturing and business workforce. We are partnering with the Syracuse City School District and the Auburn Enlarged City School District through P-TECH (Pathways in Technology Early College High School) to identify companies and individuals to serve as mentors. We need your help. Please contact Jason Bjork at jbjork@macny.org to learn more about mentoring and to offer your assistance. Together we will create mentorship opportunities for our future workforce.

Business Activity Continued to Grow at a Solid Clip in New York State

Business activity continued to grow at a solid clip in New York State, according to firms responding to the December 2017 Empire State Manufacturing Survey. The headline general business conditions index, at 18.0, remained close to last month's level. The new orders index and the shipments index both

showed sustained strong gains, with the former holding steady at 19.5 and the latter edging up to 22.4. Delivery times were slightly longer than last month, and inventory levels were stable. Labor market indicators pointed to a small increase in employment but no change in hours worked. Both input prices and selling

prices rose at a somewhat faster pace than last month. Indexes assessing the six-month outlook suggested that firms remained optimistic about future business conditions. For more information visit www.newyorkfed.org.



Karyn Burns

VP, Government Relations & Communications

MACNY Kicks off Government Relations Executive Speaker Series: On the Road!

In November and December, MACNY held its first two of our popular monthly Government Relations Executive Speaker Series: On the Road! This series connects our Elected Officials and MACNY members, all participating in a tour of one of our local world-class manufacturing facilities and concluding with a dialogue with attendees on policy and manufacturing in New York State.



Our first Speaker Series event was with Senator Pamela Helming (R, C, IP-54th), a first term Senator, and was hosted at Currier Plastics in Auburn, New York. Senator Helming joined twenty MACNY members on a guided tour of the manufacturing facility, guided by President John Currier and his team. During the last hour of the session, MACNY members discussed with the Senator the 2018 legislative session outlook, and discussed, in depth, the need for stronger policies in areas such as workforce and energy. Much of the dialogue centered around the need for regulatory burdens to be eased on the State level, following in tune with the recent regulatory lifts that have been proposed and implemented on the State level.

In December, our second Speaker Series was held, hosting Senator Fred Akshar (R, C, IP-52nd), this time in his district at The Raymond Corporation facility in Greene, New York. Again a maxed out attendee list of MACNY Members joined the Senator in a full tour of the impressive Raymond facility, led by Senior Vice President Rick Harrington and his staff. The tour concluded with a presentation by Senator Akshar on some of the work he and his conference have been doing on behalf of manufacturers, as well as a lively discussion on the need and continued support of Albany for apprenticeship and workforce needs for our sector.





Cindy Oehmigen

Director of Energy and Corporate Services

It Takes More Than a Village

As I learn more about the world of energy, I continue to find the more I know the less I know. And by world of energy, I do mean the world. Logic would tell us that making a change to electric vehicles (EVs) would be driven by the over-all availability and cost of fossil fuels. What is happening in Norway flies in the face of that logic.

Norway is a major player in oil production. Almost all of it for export. At the same time, Teslas are becoming a very familiar sight across the Norwegian countryside. According to Somini Sengupta in a *New York Times* article, there are many factors encouraging this growth in electric car use. The government waives the high taxes on electric vehicles that it imposed on other cars. EVs can use bus lanes. Toll roads are free. Parking lots offer free charging stations and new stations are being set up on the nation's highways. The goal is to have only EVs sold in Norway by 2025. There is much effort to curb emissions within its borders. In fact, they do not use fossil fuel to produce any of their domestic electricity, it is all hydro power. The Paris Accords only addressed each country's domestic emissions and not how their exports might contribute to the rest of the world's emissions. However, Norway appears to be leading the charge in many ways for a positive global impact.

Statoil is a global, Norway-based energy company with 40 years' experience in the energy field. One of Statoil's most recent efforts is investing in renewables on the east and west coasts of the U.S. Empire Wind is the company's first significant off-shore wind investment. The commercial lease was signed in March 2017 for renewable energy development off the south coast of Long Island and east of the Rockaways. Statoil hopes to leverage their experience in Scotland where they have constructed the world's first floating windfarm. Hywind Scotland is demonstrating the feasibility of future commercial floating windfarms that could be four times larger than this 30MW pilot park. New York's Empire Wind will likely play a key role in meeting the State of New York's commitment to 50% renewables by 2030.

We have touched on wind and hydro—now on to solar. Solar has been receiving a lot of press (including my newsletter article in December). One of the less publicized renewables is gaining traction through Google's Alphabet R&D Facility X. And it is not a world away. Dandelion is a geothermal start-up that is basing itself in the Albany Area. This particular area was selected because of the concentration of homeowners using gas and oil to fuel their heating requirements. There is also a lack of local natural gas. Dandelion has new installation technology that makes it more viable. Through partnerships with other clean energy providers, they are giving homeowners the opportunity to become 100% clean energy households.

You can read more about any of these efforts by visiting the following links:

<https://www.bizjournals.com/albany/news/2017/09/08/googles-latest-spinoff-targets-albany-area-to.html>

https://www.statoil.com/en/what-we-do/new-energy-solutions.html?_ga=2.233359963.412082448.1512746948-1931294479.1512746948



Martha Ponge
Director of Apprenticeship

It's Not Your Grandad's Apprenticeship...

An apprentice as defined by *Technical Education Matters* is one who is bound by legal agreement to work for another for a specific amount of time in return for instruction in a trade, art, or business.

Apprenticeships in Britain started back in the Middle Ages and were closely related to the medieval craft guilds. Depending on the trade one was indentured in, an apprentice typically worked closely with a master craftsman for two to seven years. After successful completion of the apprenticeship, the apprentice became a journeyman. Interestingly, the term journeyman was derived from the French word for day, which is 'journee.' A journeyman was one who was paid "by the day" for his work. A journeyman could progress to a master craftsman after significant work experience and was at that time deemed qualified to teach others.

Apprenticeship flourished in Europe and became the standard for training for many occupations including: engineering, medicine, law, and skilled trade areas such as shipbuilding and artisan crafts like silversmith. In the U.S., apprenticeship was utilized, but not nearly to the extent it had been in Europe. The number of apprentices in the U.S. peaked in the 1960s when about 33 percent of males went into apprenticeable trades – mostly industrial in nature.

We have seen a decline in the use of apprenticeships in manufacturing in the U.S. since the 1990s. The most successful apprenticeship model used in the U.S. today is in the building trades, such as pipefitters and electricians. The building trades have seen continued success with their apprenticeship model so why the decline in its use in manufacturing? There are many factors that contributed to the decline, but one I see largely responsible is that the current registered trades for advanced manufacturing have not kept pace with the accelerating pace of technological

and scientific advances that are occurring daily in manufacturing.

In addition to the more traditional trades like Toolmaker and Welder, manufacturers need trades that reflect their current technological needs. Bausch and Lomb in Rochester, for instance, needs a hybrid apprentice. One that is part Maintenance Mechanic, part Electronics Technician, and part PLC/Computer technician. Enter the new New York State trade in Electro Mechanical Technician. MACNY member, Knowles, in Cazenovia, NY is also looking into this new trade. The Industrial Manufacturing Technician, usually referred to as the IMT, has just been introduced in New York State as well, for use as a comprehensive entry level training tool. Many firms across the state are eagerly waiting for its final approval by the state. On the federal level, Northrup Grumman was finding it challenging to hire qualified engineers and so they wrote a new trade for upskilling current employees into the role of Aeronautical Engineer. The lack of personnel to fill the positions as well as the decline in the number of graduating engineers with prior work and/or internship experience both contributed to their need to come up with an alternative solution. Even banks and pharmaceutical firms are finding a need to get into the apprenticeship game. BNY Mellon needed a way to fill Data Science related positions and so the new trade for Data Analyst was born. It accompanies new trades in Software Development, Network Systems Analyst, and Database Administration. M.A. Polce, a consulting firm in Rome, NY, will be using the aforementioned trades to train current and future staff.

With the myriad of new trades currently under review and the number of companies that are utilizing apprenticeship for rigorous, structured, and consistent training, it's easy to see why it's not your granddad's apprenticeship anymore.

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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!

WELCOME OUR NEW MEMBERS...

ComTec Solutions

ComTec Solutions has been providing technology expertise to a diverse client base for over 20 years. Offering a range of business technology services, including Epicor Enterprise Resource Planning (ERP) systems, Epicor software support for Epicor Vista and Epicor Vantage, and managed IT services, ComTec is committed to providing the very best technology solution to fit each customer's individual needs.

Visit them at: <https://www.comtecsolutions.com/>

M&T Bank

For more than 160 years, M&T has helped people and businesses manage their money and make sound financial decisions, so they can live better today and realize their goals for tomorrow.

Visit them at: <https://www.mtb.com/home-page>

Powers Wealth Management

Powers Wealth Management provides financial services for individuals and business owners as well as planning, investment options, and lending.

Visit them at: <http://financialservicesinc.ubs.com/fa/colettepowers/>

Riverhawk Company

Riverhawk designs and manufactures hydraulically tensioned studs and nuts, tensioning tools, and plug and ring gauges. They also provide source inspections and training seminars.

Visit them at: <http://riverhawk.com/>

Special Metals Corp.

Special Metals is the world leader in the invention, production and supply of high-nickel alloys for critical engineering.

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



Patty Clark
HR Services Manager

Sexual Harassment In The Workplace

Ways to prevent and eliminate it

In response to the many cases of sexual harassment being brought to light in the media it is a great time to review your company's harassment policy, reporting procedures, and schedule harassment training geared towards your organization and its employees.

The U.S. Equal Opportunity Employment Commission (EEOC) defines workplace sexual harassment as unwelcome sexual advances or conduct of a sexual nature which unreasonably interferes with the performance of a person's job or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur at any level in the workplace, by a supervisor on the shop floor or by a non-employee while visiting the office. For harassment to occur, the conduct must be unwelcomed, the harasser may be a male or a female, and the victim can be of either gender. The victim should tell the harasser directly that the conduct is unwelcome and to stop. It is important for an employer to have a complaint process or a grievance system and to take every complaint seriously, taking immediate and appropriate action. When a complaint is filed with the EEOC the investigation will take a look at the entire scenario and a determination will be made on a case by case basis. They will look at the nature of the sexual advances and the context in which the alleged incident occurred.

The best way to eliminate sexual harassment in the workplace is prevention, and the best way to do that is to communicate that sexual harassment will not be tolerated and provide harassment training to all employees.

According to the Report of the Co-Chairs of EEOC's Select Task Force on the Study of Harassment in the Workplace there are five main principles identified that have proven effective in preventing and addressing harassment. Those principles are a committed and engaged leadership team, consistent and demonstrated accountability, strong and comprehensive harassment policies, trusted and accessible complaint procedures, and regular, interactive training tailored to the audience and the organization.

Leadership and Accountability: It is important to have senior leaders committed to creating and maintaining a workplace in which harassment is not tolerated. They can do this by making it clear that harassment is not allowed through an easy to understand and clearly communicated policy, providing money and time for training, and recognizing and minimizing risk factors where harassment could occur.

Comprehensive and Effective Harassment Policy: An essential part of an effective prevention strategy is to have a clear and comprehensive policy and to communicate to all employees on a regular basis. It should be easy to understand; be very clear that it applies to all employees, applicants, clients etc.; describe that all complaints will be taken seriously by the employer; and outline any and all steps that will take place.

Effective and Accessible Harassment Complaint System: The complaint system should clearly welcome questions, concerns, and complaints; state that the employer will treat all involved with respect; and outline consequences for harassment and any related actions.

Effective Harassment Training: The involvement of leadership, the best and effective policy, as well as an effective and accessible harassment complaint system are only effective if the employees know they are available. It is important to train all employees so the entire workplace is aware of the rules, policies, procedures, expectations, and consequences of any type of harassment – sexual, or even that based on race, religion, or age, to name a few.

A detailed description of each of the five core principles as well as a checklist for each to help employers prevent and respond to workplace harassment is available at the Equal Employment Opportunity Commission website at <https://www.eeoc.gov/eeoc/publications/>.

Hot Off The Line

Q - We are currently in the middle of open enrollment for healthcare. I was wondering if I can offer one employee a flat amount of money to enroll in healthcare at the spouse's employer and decline it at ours?

A - Yes, but only if you will be offering that flat amount to all other employees at your company to do the same.

HR Stats & Facts

- According to a 2017 survey of approximately 3,227 HR Professionals, just over 50% provide coverage for domestic partners, regardless of whether they are the same or opposite sex. *Source: 2017 Employee Benefits Survey – SHRM*
- 83% of HR Leaders said, “employee experience” is either important or very important to their organization’s success, and 56% are investing more in training, 51% are improving their work space, and 47% are giving more rewards. *Source: The Future Workplace and Beyond.com study entitled “The Active Job Seeker Dilemma”. Source: Forbes.com – The Employee Experience Is The Future Of Work.*

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	October	September	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	716.6	717.7	-1.1	-0.2%	2.1%
1982-84=100	240.6	240.9	-0.4	-0.2%	2.1%
Urban					
1967=100	738.9	739.4	-0.5	-0.1%	2.0%
1982-84=100	246.7	246.8	-0.2	-0.1%	2.0%
Unemployment Rates					
October - Onondaga County: 4.4; Metropolitan Syracuse Area (MSA): 4.6					



The Manufacturers Association

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

MACNY

INDIVIDUAL

MEMBERSHIP

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

What Are You Afraid Of?

I recently started a project to renovate and expand the master bathroom in my house and made a startling discovery— I am afraid! This discovery was very concerning to me, and I found that this fear had permeated its way into other areas of my life. To put it plainly, I was afraid to try new things. Ten years ago, I put an addition onto my house and tried many new things. It had been 20 years since I helped my Father-in-law build our house, but I was doing this without his help. I simply asked a lot of questions and pushed on. Yes, I made some mistakes, but the addition and renovations to the kitchen turned out great. So why the fear now as I remodel a simple bathroom? Perhaps it's a fact of my age. I'm fifty-six now, not forty-six like I was when I built the addition, or twenty-six, for that matter, like I was when I started building the house. Determining why I am afraid is really secondary to deciding how I should conquer the fears.

Fear is a powerful deterrent to achieving our goals, and as you look into 2018, you will need to address fears in your life. As I reflected on my fear to try new things I found the following reasons:

1. Fear of the Unknown
2. Fear of Failure

Let's start with **Fear of the Unknown**. As I consider my fears about my renovation, I realized that much of what is unknown is only unknown to me. There are others who have all the knowledge I am lacking and can help me work through whatever issues I might be facing. There are great how-to videos on YouTube and detailed descriptions online for just about anything. I also had to realize that I don't need all the answers when I start something. I only need to know the next thing to do.

As you approach the New Year, in what areas of your life have you worried? I recently read a report that broke down worry like this:

- 40% of the things we worry about will never happen.
- 30% of our worries are about things in the past that can't be helped.
- 12% are needless health worries.
- 10% are categorized as petty and meaningless.
- 8% are legitimate worries.

Embrace your fear of the unknown. Lean into it, do some research, connect with people who can help you and teach you the things that you need to learn. One of my mentors loves to say, "get comfortable being uncomfortable."

The **Fear of Failure** is a fear that we must conquer quickly because it hinders our growth and learning. Someone once said, "if you want to double your success, double your failures. You only fail if you don't learn from the experience." When I was managing factories, and things weren't going the way we hoped, I would tell the team "The systems are talking to us. What are they saying?" Last year I was teaching at one of our member companies, and this question of failing came up. One of the attendees defined the word fail like this, **First Attempt In Learning**. What a great definition. When Thomas Edison was asked if he got discouraged by his failures, he replied "Not at all. Once I exhaust all the ways to not do something, I know it will work." Failure must be embraced as a lifelong friend of innovation and discovery.

Another fear that came to mind as I was writing this is the **Fear of Starting**. My wife and I planned the bath renovation ten years ago when the addition was completed. Can you imagine that? We wasted ten years in a small bathroom because I was fearful of starting another project. All I had to do was start and then things got rolling. Oh, I did have setbacks, things didn't go as planned, and I spent a few hours in the emergency room after cutting my thumb on a table saw. By the time you read this, we will, God willing, be using the new, enlarged master bath.

What opportunities, what victories, what enjoyments will you give up as you give in to your fears? President Franklin D. Roosevelt said it so well at his first inaugural address on that cold March day "The only thing we have to fear is fear itself." It's time to conquer your fears!

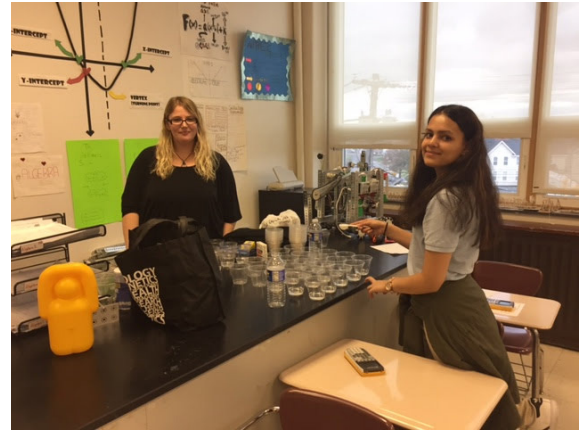


Joe Vargo
Executive Director
Partners For Education & Business

PEB Brings Career Awareness To Students

Syracuse Academy of Science (SAS) High School hosted their first Career Day on Thursday, November 16th, 2017. SAS high school students got a chance to meet representatives from many diverse professions at this event. They received information about each company/organization and learned about the education, skills, training, and tasks involved for each career path. Students also had the opportunity to ask questions of the presenters to learn more about what they do and the rewards and challenges of pursuing specific career paths. PEB would like to thank those that participated:

- Krystal Ripa, SUNY Upstate Medical University
- Kathleen Carroll, Covanta
- Dave Pond, PaperWorks
- Tammy Poirier and Yvette Seils, Continental School of Beauty
- Lauren Long, Syracuse.com (Post-Standard)
- Sgt. Jon Seeber, The Onondaga County Sheriff's Department
- TJ James and Steve Brown, SubCat Music Studios
- Jessica Perry and Oma Kassim, Ashley McGraw Architects
- John Arrow and Brian Harris, The Federal Aviation Administration (FAA)
- Josephine Przepiora and Jodie Brown, SUNY Upstate Medical University, College of Health Professionals
- Captain Adam Kelly, U.S. Air Force



Auburn P-TECH Corner

In November, the Auburn P-TECH students participated in an activity with their mentors to make a catapult out of pencils, rubber bands, and a plastic spoon. The goal was to be able to hit the bullseye at the farthest distance away from the target. Auburn students and their mentors set to work on developing their own idea of what a catapult should look like, how much tension the catapult needs to get the projectile to the target, and how accurate the catapult will be. The students had to pick their projectiles from a mix of pennies, dimes, and quarters. After a few tries the students and their mentors were successfully hitting the bullseye. The challenging part came when students and their mentors started to increase the distance of the projectile and the teams had to adjust the accuracy of the catapult. Some of the students found it

was a lot easier to increase the projectile's velocity than the accuracy. This was a great learning lesson in physics through levers and pulley systems in addition to trying out new ideas to increase projectile velocity. Congratulations Auburn P-TECH and their mentors.

The Auburn P-TECH Program, PEB, local businesses, and Auburn High School teamed up for a huge Science Career Fair on November 16th. The CNY American Chemical Society chapter along with Auburn High School's Chem Club hosted the event. The purpose was to help High School and College students in Cayuga and Onondaga counties identify careers in science that would interest them. Many students are not familiar with all the various careers that involve science so they are unable to take the correct courses to meet the requirements for those careers. PEB assisted by recruiting businesses and individuals to participate. Some of the businesses that participated included: Lockheed Martin; The SUNY College of Environmental Science and Forestry; GE Inspection Technologies; Beardsley Design; Nucor Steel; WestRock; and Mike Beardsley (Archeologist). Students were given the opportunity to talk with professionals, explore career fields, and learn how science is used in everyday applications. The response to the event was very positive. John Percival of GE Inspection Technologies said "We had a great time and we applaud the event!" In the end it was a great night for everybody that participated.

Syracuse P-TECH Corner

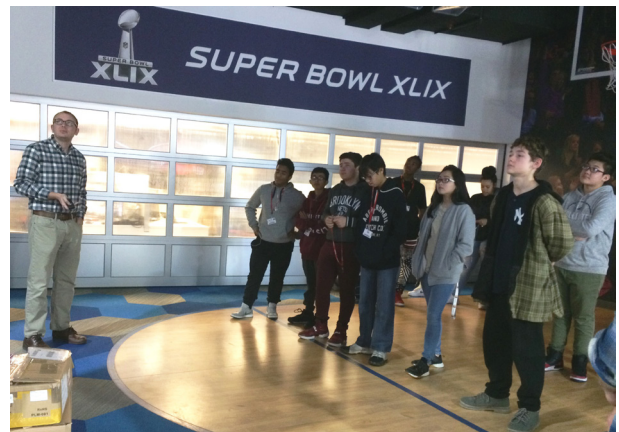
Two area businesses – Eaton Crouse-Hinds and Ephesus Lighting – were hosts to the new P-TECH freshmen class on December 5th. Due to the size of the class, half went to each company. At Eaton Crouse-Hinds, students began with a tour with one of the Senior Engineers and then met with some of the current Engineering students that are interns. They also had the opportunity to visit with one of the company's Leadership Development Program participants to get a better understanding of the site's operations and how they made their career path decision.

At Ephesus Lighting, Sr. H.R. Specialist, Chad Casey, started out with an overview of the company. He explained a little bit about their products & technology - LED and connected lighting. Next, Chad spoke about the professional sports teams they've done installations for. One of the electrical engineers gave a light show with the newest product to show off some of the capabilities. Tyler Tuper, a mechanical engineer, walked everyone through the design method and one of the test engineers explained the testing that the lighting goes through, showing the students the tools/instruments used in the process.

Interested in hosting students at your facility or becoming a career coach/mentor for P-TECH students in Syracuse or Auburn? Contact Jason Bjork, P-TECH Business Outreach Coordinator – jbjork@macny.org.



Previous page, top photo: A high school student from Syracuse Academy of Science participates in a DNA demo with directions from SUNY Upstate professional during the school's Career Day.



Previous page, bottom photo: Auburn P-TECH students design catapults to learn about physics involved in engineering.

Above (from left to right): Syracuse P-TECH freshman learn about specialized lighting while visiting Ephesus Lighting in December; Students preparing to suit up to enter manufacturing floor while visiting Eaton Crouse-Hinds.

Month at a Glance... **JANUARY**

- 1 MACNY & PEB Offices Closed**

- 5 “The 21 Irrefutable Laws of Leadership” Mastermind**
Exclusive to Individual Members. Contact Marisa at mnorcross@macny.org to register or learn more.

- 9 The 7 Basic Quality Control Tools +2 (4-day training)**
Dates: 1/9, 1/16, 1/23, 1/30; Time: 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 and Corporate Services, MACNY

- 9 Supervisory Leadership (5-day training)**
Dates: 1/9, 1/16, 1/23, 1/30, 2/6; Time: 12:30 PM - 4:30 PM; Cost: \$750 per MACNY Member (\$675 per Individual Member) / \$950 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

- 10 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

- 11 Everyone Communicates, Few Connect**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (no cost for Individual Members) / \$195 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

- 11 Maximize Your MACNY Membership**
Time: 9 - 10 AM; No cost – All are welcome!

- 12 Quality Professionals Council: Internal Auditing Part 2 - Execution**
Time: 7:30 - 9:30 AM; Cost: \$0 for Quality Council Members and Individual Members / \$40 per non-Quality Council Member; Presenter: Tara McInerney

- 15 Lean-Six Sigma Green Belt Program Online**
Cost: \$1,840 per MACNY Member / \$2,000 per non-MACNY Member; Facilitator: Syracuse University / The TCM Group

- 15 Lean-Six Sigma Black Belt Program Online**
Cost: \$3,680 per MACNY Member / \$4,00 per non-MACNY Member; Facilitator: Syracuse University / The TCM Group

- 16 HR Breakfast Briefing - Managing An Aging Workforce**
Time: 8 - 10 AM; Cost: \$25 per MACNY Member; Presenter: Bond, Schoeneck & King PLLC

- 17 Becoming a Person of Influence**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (No cost for Individual Members) / \$195 per non-MACNY Members; Facilitator: David Freund, Chief Leadership Officer, MACNY

- 18 Annual Post-Holiday Party**
Time: 4:30 - 7 PM; Cost: \$45 per MACNY Member

Month at a Glance... **JANUARY**

- 18 Government Relations Issue Series: Assemblywoman Pamela Hunter at United Radio**
Time: 2 - 4 PM; Location: United Radio: 5703 Enterprise Parkway, East Syracuse, NY 13057; No cost
- 22 OSHA--30-Hour General Industry Outreach Training (5-day training)**
Dates: 1/22 - 1/26; Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$1,005 per MACNY Member (\$904.50 per Individual Member) / \$1,350 per non-MACNY Member; Facilitator: Occupational Safety Consultants, Inc.
- 24 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
- 25 Mastering Emotional Intelligence, Level 1**
Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$495 per MACNY Member (\$445.50 per Individual Member) / \$695 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 31 Transformational Leadership (5-day training)**
Dates: 1/31, 2/28, 3/28, 4/25, 5/30; Time: 8 AM - 12 PM; Cost: \$1,500 per MACNY Member (\$1,350 per Individual Member) / \$2,000 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY; Pre-requisites: To participate, individuals must have a minimum of one year of supervisory/managerial experience OR have successfully completed MACNY's Supervisory Leadership course

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





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.