

# MANUFACTURING MATTERS

## MACNY Announces Greg Owens & Kirk Wardell as 2018 Manufacturers Wall of Fame Inductees



The Manufacturers Association

### WALL OF FAME

MACNY, The Manufacturers Association, has officially announced the 2018 inductees for the Manufacturers Wall of Fame. Greg Owens of Liberty Tabletop, a division of Sherrill Manufacturing, and Kirk Wardell of Marquardt Switches will accept their awards at MACNY's 105th Annual Dinner on May 24th, 2018. Their accomplishments will be celebrated by over six hundred business and community leaders and they will be commemorated with a plaque on the Manufacturers Wall of Fame at MACNY Headquarters.

"The Wall of Fame Selection Committee is pleased to announce Greg and Kirk as our 2018 Inductees into the Manufacturers Wall of Fame," stated Randy Wolken, MACNY President & CEO. "Liberty Tabletop and Marquardt Switches are two of our community's stellar examples of manufacturing at its best, and it is no coincidence that Greg and Kirk

are the company's leaders. Their ability to navigate their companies through the many global challenges that come with manufacturing not only successfully, but as leaders in their industry, is a testament to their tenacity and leadership skills. On behalf of the Wall of Fame Selection Committee and the manufacturing community as a whole, I would like to congratulate Greg, Kirk, and their families and employees on this well-deserved induction into the Manufacturers Wall of Fame. We look forward to honoring their dedication to manufacturing and their achievements at MACNY's 105th Annual Dinner."

Owens and Wardell will represent the eighteenth class of members inducted into the Manufacturers Wall of Fame, joining a prestigious group of manufacturing leaders who have been honored since the Wall of Fame's inception in 2001. The Manufacturers Wall of Fame celebrates individuals who have demonstrated long-term dedication to manufacturing in Central and Upstate New York.

The Annual Dinner and Wall of Fame Induction Ceremony will be held at the SRC Arena and Events Center on May 24th, 2018. For tickets or additional information, please contact Cindy Nave at 315-474-4201 ext. 11 or [cnave@macny.org](mailto:cnave@macny.org).

### Inside This Issue:

#### Page 3 President's Message:

**Manufacturers Need Infrastructure Investment to Help Foster Growth**

#### Page 4 Government Relations:

**MACNY Government Relations Executive Speaker Series: On the Road!**

#### Page 5 Corporate Services:

**The Age of IoT and Renewable Energy: A New Revolution**

#### Page 6 Apprenticeship Update:

**Can We Capture The Rising Tide of Apprenticeship?**

#### Page 8 HR Solutions:

**Stress at Work**

#### Page 10 Leadership Development:

**What Got You Here Won't Get You There!**

#### Page 12 PEB Update:

**CNY Job Shadow Day; P-TECH Update**

# A BETTER WAY TO BUILD.

KRIS-TECH WIRE



O-AT-KA  
MILK PRODUCTS



SOUTHERN WINE  
& SPIRITS  
OF AMERICA



GREENPAC MILL



VIP Structures has been finding a better way to build for over 40 years, creating distinctive structures that set the standard for building excellence. We are proud to work with so many amazing area businesses – helping give shape to and bring their vision to life.

Our approach to integrated design-build is proven – delivering project successes time and again, with a consistent track record of superior quality, reduced risk, improved project delivery speed and significant cost savings for our clients.

When you work with VIP, you have an entire organization of experts in architecture, engineering, construction and development on your team, all communicating with you through a single point of contact. This approach not only delivers the right expertise at the right time throughout the build process, it also empowers you to make informed and timely project decisions.

Discover a better way to build with the VIP Structures team. Visit us at [vipstructures.com](http://vipstructures.com) or call 315.471.5338.



ARCHITECTURE  
ENGINEERING  
CONSTRUCTION  
DEVELOPMENT

ONE WEBSTER'S LANDING | SYRACUSE, NY 13202  
PH: 315.471.5338 | F: 315.471.5373 | [VIPSTRUCTURES.COM](http://VIPSTRUCTURES.COM)

# PRESIDENT'S MESSAGE



Randy Wolken  
President & CEO

## Manufacturers Need Infrastructure Investment to Help Foster Growth

U.S. manufacturers need investment in our nation's aging infrastructure. As the Administration and Congress consider how best to proceed, MACNY adds its voice to the growing chorus calling for decisive action. We desperately need meaningful improvements to many critical components of our infrastructure. We agree with the National Association of Manufacturers (NAM) in calling for the following key goals:

- Relieve highway bottlenecks, upgrade America's bridges and tunnels and shore up the Highway Trust Fund with a reliable, user-based, long-term funding stream.
- Spend the \$9 billion balance in the Harbor Maintenance Trust Fund to deepen ports and harbors.
- Take an expedited approach to upgrading aging locks and dams.
- Eliminate the maintenance backlog of transit and passenger rail systems and continue to allocate federal funding for the implementation of safety technologies.
- Quickly develop a plan to accelerate the implementation of NextGen air traffic management technology and modernize the passenger facility charge to pay for upgrading runways and airports.
- Incentivize continued record levels of private capital reinvestment into railroad infrastructure and enhance intermodal facilities and grade crossings.
- Promote new pipeline investments and continue to update existing energy infrastructure and advanced technologies, such as microgrids.
- Upgrade and modernize drinking and wastewater infrastructure.
- Remove obstacles to expanded development of broadband infrastructure.

Manufacturers rely on using our infrastructure to manage complex supply chains and just-in-time parts that need to be ordered, made, and delivered quickly. New York State manufacturers' ability to compete depends on a superior infrastructure system that we must create. Our members seek a modern infrastructure that invests in our aging systems and puts to work private-sector capital to increase efficiencies and deliver results. We need our elected officials to ensure this effort is successful. The United States is still the innovation leader and producer for the world economy. We need an infrastructure that supports our success in the 21st Century.

## Business Activity Continued to Expand in New York State

Business activity continued to expand in New York State, according to firms responding to the February 2018 Empire State Manufacturing Survey. The headline general business conditions index fell five points to 13.1, suggesting a somewhat slower pace of growth than in January. The

new orders index and the shipments index were little changed, and indicated ongoing growth in orders and shipments. Unfilled orders increased slightly, and delivery times lengthened. Labor market conditions pointed to a modest increase in employment and hours worked. Input

price increases picked up noticeably, with the prices paid index reaching its highest level in several years. Firms remained very optimistic about future business conditions, and capital spending plans continued to be robust. For more information visit [www.newyorkfed.org](http://www.newyorkfed.org).





Karyn Burns

VP, Government Relations & Communications

## MACNY Government Relations Executive Speaker Series: On the Road!

In January, MACNY members joined Assemblywoman Pamela Hunter (D-Syracuse) for our latest Government Relations Executive Speaker Series, this time held at United Radio in East Syracuse. The impressive facility tour was led by Phil Rubenstein and Mara Charlamb, as well as key members of United Radio's executive team. The first hour consisted of a tour of each of United Radio's division areas, including Automotive Electronics, Communications Division, Consumer Electronics and Development.

The remaining hour consisted of a dialogue session with Assemblywoman Hunter, where manufacturers and business leaders were able to discuss the advocacy needs of our regional sector, to include tax reductions, workforce development support, and workers' compensation concerns.

Every month, MACNY hosts a different elected official at one of our world class manufacturing facilities right here in Central and Upstate New York. To join us on our next tour, or to learn more about this popular series, please visit our website at [www.macny.org](http://www.macny.org). Additionally, we are always looking for new companies to tour! If you have an interest in having your company participate as a Speaker Series facility host, please email me at [kburns@macny.org](mailto:kburns@macny.org).





Cindy Oehmigen

Director of Energy and Corporate Services

## The Age of IoT and Renewable Energy: A New Revolution

Recently I stumbled across a video of a Jeremy Rifkin lecture and discussion with college students regarding the Third Industrial Revolution. Jeremy Rifkin is an American economic and social theorist, writer, public speaker, political advisor, and activist. Rifkin is the author of 20 bestselling books about the impact of scientific and technological changes on the economy, the workforce, society, and the environment. In one of his most recent books, Rifkin explores how Internet technology and renewable energy are merging to create a powerful “Third Industrial Revolution.” He asks us to imagine hundreds of millions of people producing their own green energy in their homes, offices, and factories, and sharing it with each other in an “energy internet,” just like how we now create and share information online.

His predictions and projections are that we are about to experience a true revolution with this convergence of the internet of things (IoT) and Renewable Energy, creating the need for a connected grid established solely to manage the distribution of energy net metered from independently/privately held renewable sources. He offered up many interesting thought provoking ideas. Much of his work has been with European nations who appear to be further along this spectrum than the U.S. It became relevant for me as he talked about the shift away from fossil fuel—it relates to what is happening in New York State.

While the U.S. is not prepared for this shift today, it doesn't mean we aren't working on it. New York State is taking a lead under Reforming the Energy Vision (REV). It may be coming sooner than we think. What can we do as business owners and consumers to prepare, take advantage, and leverage the opportunities this industrial revolution brings?

Several things come to mind.

1. Are renewable energy sources a viable consideration for your company?
2. Are you one of the companies benefiting from Federal tax cuts? One of the purposes was to encourage companies to reinvest in their companies. Do you have plans to purchase new equipment?
3. Are you growing your business? Making more product, thereby increasing your energy consumption?
4. As energy costs increase, are you considering how to better manage this necessary cost? Perhaps implementing a strategic energy plan, or installing an energy management system?
5. If you are not able to re-invest right now, are there still ways to reduce your energy costs?

As MACNY members, you have access to options that can assist with your energy plans.

1. You have direct access to energy suppliers who are your fellow MACNY members. If you are buying your energy through a broker, you are likely paying more than you need to be right from the start. If you have not considered a longer-term contract that balances fixed costs with variable costs designed specifically for your usage, then you are likely paying more than you need to be.
2. As a NYSEDA (New York State Energy Research and Development Agency) outreach partner, MACNY can facilitate access to several NYSEDA programs designed to help you accomplish energy efficiency goals.

To help you see how either of these options could be a fit, please contact me at [coehmigen@macny.org](mailto:coehmigen@macny.org) and please join us at MACNY for an Industrial Energy Programs Breakfast Meeting on March 13, 2018 from 7:30-10:00 am. We will be featuring NYSEDA experts and representatives from your utility providers (National Grid and NYSEG) that will present case studies and explain the various programs available to you. To register for this event visit: <https://www.macny.org/event/industrial-energy-programs-breakfast-meeting/>

For more about Jeremy Rifkin see <https://www.foet.org/about/jeremy-rifkin/>



Martha Ponge  
Director of Apprenticeship

## Can We Capture The Rising Tide of Apprenticeship?

Most of us have heard the adage that “a rising tide lifts all boats.” I knew that quote is most often attributed to John F. Kennedy, but I didn’t realize that, in part, he was referring to the building of the St. Lawrence Seaway and its place in history as a national asset. As I grew up on the St. Lawrence River, and I know firsthand the economic strength and stability the Seaway has provided to my hometown community of Massena, NY – it was an added surprise.

In September of 1960, Kennedy used the phrase as part of his remarks on behalf of the governor of Ohio. He spoke of developing natural resources, such as the Seaway, because he felt that the economic benefits of investing in something like the Seaway had the potential to benefit more than just the community where it was located; every town and city that lied along the Seaway from the Gulf of St. Lawrence to the Great Lakes would benefit. Hence the quote – *a rising tide lifts all boats*. Although it was a ship he referenced, he was talking about the economic benefits of working together to build something that benefits many.

I look at the apprenticeship initiative as one of those rising tides that can “lift” manufacturers and the communities in which they reside.

Over 150,000 employers in more than 1,000 occupations currently utilize industry-driven on-the-job training, more commonly referred to as apprenticeship. It has literally trained millions of apprentices for over 75 years. Apprenticeship programs have helped to develop what has always been deemed a world-class manufacturing workforce here in the United States. The onset of the “silver tsunami” of retirements from the skilled trades is attempting to throttle our country’s economic competitiveness. Talent shortages

and an expanding skill gap hinders manufacturers’ efforts to expand and innovate. More than ever, we need to provide alternative pathways which lead to stable careers and highly skilled workers.

Creating high quality apprenticeship programs facilitates employers to meet their immediate workforce needs and also helps cultivate the next generation of workers; all of whom will be better prepared and capable of tackling manufacturing’s new and emerging technologies.

So how does this raise all boats? As more companies in NY begin to participate in apprenticeship, we begin to see that advanced training and up-skilling are common day terms. It seems like everyone is doing it. And if they are not, people wonder why not. Employees are becoming more aware of company investment in them and we see company loyalty on the rise. As companies expand and grow, they have well trained employees who are up to the challenge; ready and eager to grow with the new technologies.

As more companies participate, we are able to provide more local and targeted training opportunities and respond to company needs – even the very small manufacturers. Apprentices and the companies they work for have opportunity to share challenges and successes to continue improving processes. More opportunities to network occur.

As we grow apprenticeship, our companies grow with us, our apprentices grow with us, and we see that the rising tide of this “earn to learn training” model will help us all. If you’d like to learn more about MACNY’s apprenticeship program, email me at [mponge@macny.org](mailto:mponge@macny.org).

# MORE WITH PRINT

Dupli launches [MoreWithPrint.Com](http://MoreWithPrint.Com)

Printed Business Envelopes   Business Stationery   Marketing Materials  
Stik-Withit® Products   Invitations   Fridge Strips™



## Keep Your Print Local.

### Set-Up Your Account Today

Design, Upload Files and Order all Online at [MoreWithPrint.Com](http://MoreWithPrint.Com)

Call 1 800-937-6535 for More Information



More Your Way.

Powered By  
**Dupli**  
Achieve More With Print

## 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...

**March 8   April 12   May 10**

Please contact Julianne Pease at [jpease@macny.org](mailto:jpease@macny.org) or 315-474-4201 ext. 19 to sign up for any of our upcoming sessions!

## WELCOME OUR NEW MEMBERS...

### NALCO Water, An Ecolab Company

NALCO Water is the world's leading provider of water treatment and process improvements. NALCO Water partners with customers who seek innovative solutions for water and resource constraints.

Visit them at: <http://www.ecolab.com/nalco-water>

### Point Guard Advisors Network, LLC

PointGuard Advisors Network was founded to bring together many companies and professionals, serving all aspects of personal and business financial services, to guide clients to success. They offer their clients access to elite advisors, and through their ownership interest in Lion Street™, a network of professionals extending across the country.

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

### The Seneca Group at UBS

It's vital to take a holistic approach to wealth management, and it all begins with this promise: to provide you with the insight and perspective that, over time, can make a valuable difference in your life. Whether it's to protect your estate for the next generation, or contribute to the philanthropic causes that mean so much, The Seneca Group at UBS provides the guidance you need to gain clarity, weigh your next steps, and choose a strategy you can depend on and begin acting on today.

Visit them at: <http://financialservices.ubs.com/team/thesenecagroup/>





**Patty Clark**  
HR Services Manager

## Stress at Work

If you are feeling stressed at work you are not alone. A survey conducted by the Harvard T.H. Chan School in collaboration with National Public Radio and the Robert Wood Johnson Foundation, found that one in five workers (20%) reported they felt a great amount of stress in the past year and 37% reported feeling some stress in the past year. That is a pretty significant amount.

According to the American Psychological Association (APA) some of the stress is caused by an unrealistic workload, a job with no opportunities to move up, a job that is not engaging, and a feeling of having little or no input into decisions made at work. Not only will stress impact your work but it can also impact your home life and eventually your health.

You may experience some of the signs of work-related stress without realizing it could be a result of your job. Some of the signs of work-related stress are headache, stomachache, trouble sleeping, a short temper, and difficulty concentrating. Prolonged stress can go even further resulting in depression, obesity, and heart disease. Some people who are feeling excessively stressed reach for junk food, cigarettes, alcohol, or even drug abuse. It is important to find more constructive ways to deal with stress before it radically impacts your life.

To help reduce and deal with the stress found at work, the APA recommends the following:

- Look for patterns in what is causing your stress so you anticipate them and know how you are going to handle them. Write them down: How did you feel? Was someone else involved? How did you react to the stress?

- Once the stressors are identified, create a healthy response for when they do occur. Some healthier responses are exercising, enjoying a healthy snack, or even reading a book for a little while.
- Create a work life-balance that works best for you to help relieve some of the work related stressors. Don't feel you need to be available 24/7.
- Take time to unplug, relax, unwind, and recharge. The APA states: "When possible, take time off to relax and unwind, so you come back to work feeling reinvigorated and ready to perform at your best."
- Learn how to relax. Some techniques to learn are yoga, meditation, or deep breathing techniques.
- Talk to your manager or supervisor about how you are feeling and how you plan to manage your stress. Don't use it as a chance to complain about the company or your job but a chance to work with your manager to develop the best way to deal with your stress that allows you to do your job.
- Finally, get support or seek help. Some companies have an employee assistance program. If yours does, use it. If you have tried all of the options outlined here and you still feel overwhelmed and stressed out, look into talking to a mental health professional. Talking to someone outside of your work or home life may be helpful in dealing with stress.

Whatever your stress level is, or the cause, it important to identify the stressors and develop a plan to deal with them. Not only can they impact your job, but also your personal life and your health. Seek help, there are many options available.

Source: <http://www.safetyandhealthmagazine.com/articles/15770-feeling-stressed-at-work>



## Hot Off The Line

**Q** - I have a regular full time employee who asked if he could opt out of the New York State Paid Family Leave. He feels he would never use the benefit and does not want to have the weekly payroll deduction. Is this possible?

**A** - An employee cannot opt out of the NYS Paid Family Leave if he qualifies, even if he feels he would not take advantage of the benefits.

## HR Stats & Facts

- According to a recent survey of 855 respondents across the U.S., 57% offer a traditional PTO Program (sick, vacation, and personal days tracked separately), up 2% from 2015. *Source: 2018 Zwave.com PTO Survey.*
- The cost of lost productivity to the economy the day after the Super Bowl was predicted to be at least \$3 billion. Lost productivity was also predicted to be at least \$194 million in Philadelphia alone. I guess it wasn't very productive in Philadelphia on 2/5! *Source: Challenger, Gray & Christmas study.*
- A survey conducted by Northwestern National Life revealed 40% of workers reported their job is "very or extremely stressful." *Source: www.cdc.gov.*

## 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	December	November	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	716.5	716.9	-0.4	-0.1%	2.2%
1982-84=100	240.5	240.7	-0.1	-0.1%	2.2%
<b>Urban</b>					
1967=100	738.5	738.9	-0.4	-0.1%	2.1%
1982-84=100	246.5	246.7	-0.1	-0.1%	2.1%
<b>Unemployment Rates</b>					
December - Onondaga County: 4.6; Metropolitan Syracuse Area (MSA): 5.1					



David Freund  
Chief Leadership Officer

## What Got You Here Won't Get You There!

Last week MACNY launched our newest leadership development program titled **Transformational Leadership**. This course was developed to follow Supervisory Leadership. Our first session addressed the reality that without growth, you won't be able to lead at the next level. I might also add, that at the rate things are changing in the world around us, you may not be able to even stay where you are. On a more positive note, there is a great untapped potential in our workforce just waiting to be released. Will you be ready?

One factor that keeps us from realizing that we need to grow is success. We love success. It feels so good, and others are very happy to affirm that we have been successful. Let's face it, all of us want to be successful. We love to win, to be the best on the team, the cream of the crop, and the shining star in the organization. However, being successful is a dangerous position to be in if we are not careful. Success breeds complacency. In fact, few Nobel Prize winners ever achieve anything great after being recognized in their given area of expertise. Success may actually be career ending because we begin to adopt some beliefs that may not be true. We may begin to believe that we were much more responsible for the success than the facts might bear out. As we begin to believe our own chosen narrative our egos take over and career limiting behaviors ensue.

In his book **What Got You Hear Won't Get You There**, Marshall Goldsmith identifies 20 habits that hold us back from growth. I have pulled two out that really spoke to me.

**Negativity, or "Let me explain why that won't work": The need to share our negative thoughts and criticism.** I must confess that I had serious issues with this in my last job.

It started with being successful. The company was doing well. People liked telling me I was doing well, and quite frankly, I liked hearing it. The problem was that I started to believe them. I felt that I was the expert and everyone was just waiting for me to express my thoughts and opinions. Little did I know, I was shutting people down. Little by little people stopped sharing their views. I must say that had I been in their shoes I wouldn't have spoken up either. Why give an opinion if the leader doesn't think he needs to hear it? This can be a very costly scenario for a leader. In just one situation, the results of my arrogance might well have cost our company \$200,000. It was a good decision implemented at the wrong time because I surrounded myself with people who were more than happy to agree with me.

**Failing to give proper recognition: The inability to praise and reward exceptional work.** Very often managers begin to take for granted the very people who are making them successful. They are like the man who had been married for 15 years. One day his wife asked why he didn't tell her that he loved her. He simply replied "I told you I loved you at our wedding. If that changes, I'll let you know." Now we all find that terrible and crass, but how often do we fail to recognize our team members' contributions. Even a "thank you" which costs a manager nothing is frequently left unsaid. Driven managers feel that paychecks are enough and doing a great job is just expected because that is how they became successful. Once again, it's success and arrogance that may, in the end, hold the manager back. Perhaps by now, you have realized that I have been referring to managers and not leaders. Managers are transactional and focus on tasks, and in doing so forget that it was their people who have made them successful. Leaders are transformational, and view success as an opportunity to raise their team to the next level of excellence. Praise and recognition become tools that can be used in this valuable process.

How about you? What will safeguard you from falling into the success trap? Will you commit to growing into a transformational leader? I would love to have this conversation with you.

## Hilary Hext Joins MACNY as Training Manager

MACNY is pleased to announce the addition of Hilary Hext, who has joined the organization as the new Training Manager. In her new role, Hilary will manage all marketing and coordination for MACNY's extensive training and leadership development programs on behalf of MACNY and its over 300 members throughout New York State. She will also be facilitating both existing and new training offerings as a MACNY trainer for both open enrollment and on-site classes. Hilary will report to David Freund, MACNY's Chief Leadership Officer.



Hilary comes to MACNY from Marquardt Switches in Cazenovia. Hilary started her career at Marquardt in 2012 in their HR Department as an intern, while pursuing her degree at Cazenovia College. Upon graduating in 2013 with a degree in Business, minoring in Communication Studies, Hilary continued her work at Marquardt Switches, where she was promoted to HR Administrator and finally the company's Training Coordinator. In this role, Hilary developed the company's Cornerstone OnDemand software process, served as a member of the Global Development Team, and established and ran the company's Health and Wellness Committee.

MACNY's President & CEO Randy Wolken states, "On behalf of the MACNY staff, I would like to express just how excited we are to have Hilary joining us. Hilary's extensive knowledge in both training and human resources is a wonderful addition to the MACNY team, and will undoubtedly come as an incredible asset to MACNY membership and our future program offerings in training and development. We are thrilled to have Hilary on board, and look forward to her rolling out new programs, particularly in corporate wellness offerings, to the MACNY membership."

In addition to her work experience, Hilary remains an active participant in the Madison County Rural Health Council and Healthy Work Places Work Group.

For more information, please contact Hilary at 315-474-4201 ext. 24, email [hhext@macny.org](mailto:hhext@macny.org), or visit [www.macny.org](http://www.macny.org).



## Are you following along with The Next Page podcast?

Join Marisa Norcross and David Freund each Wednesday as they discuss various leadership, growth, and professional development topics.

### Frequently asked questions:

#### Where can I download the podcast?

You can find The Next Page on iTunes, Apple's Podcast App, Google Play, and PodBean! You can also find weekly posts on [www.macny.org](http://www.macny.org) with the latest podcast episode information.

#### Where do you come up with the topics?

Marisa and Dave get creative with topic ideas based on recent and past experiences, but they also receive many ideas from listeners who send in comments or questions. Send your ideas to [mnorcross@macny.org](mailto:mnorcross@macny.org)!

#### Why a podcast?

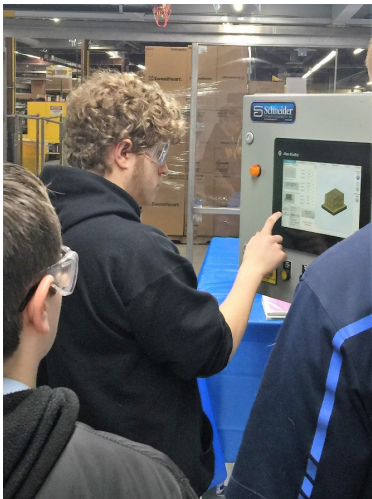
Why not? Marisa and Dave wanted to provide useful content that members could easily listen to on their commutes to and from work. We're all busy, so why not utilize drive time for professional growth?



**Joe Vargo**  
Executive Director  
Partners For Education & Business

## CNY STEM Job Shadow Day

### *Businesses Open Their Doors to Provide Career Experiences to Students*

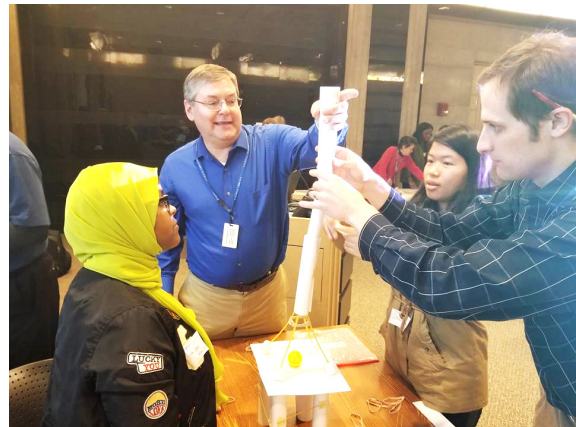


CNY STEM (Science, Technology, Engineering and Math) Job Shadow Day was held on February 2nd. A collaboration of PEB, the CNY STEM Hub and SRC, Inc., this marked the event's second year of offering high school students a glimpse into real working environments at companies in Central New York.

From introducing the process of design in order to create model building spaces with paper, to viewing the various stages of building machines, to hearing presentations about “a day in the life of,” to interviewing young professionals and taking tours of companies that students didn't know existed, CNY STEM Job Shadow Day offered students a close-up and personal view of the types of careers, products, and services that exist in our region.

Even with the imminent threat of school delays and closings, upwards of 200 students and teachers were matched in small groups with a company/agency that provided a snapshot of STEM careers within their facilities. Eleven schools/programs participated and an additional 60 students (three school groups) will be visiting Darco Manufacturing, GE Inspection Technologies, and the Onondaga County Sheriff's Justice Center in the coming weeks due to postponements because of weather, etc.

Thank you to the businesses/agencies that hosted groups and provided information about their careers in STEM: Anaren, Bartell Machinery Systems, C&S Companies, Covanta, FAA - Air Traffic Control Tower, King + King Architects, National Grid, Schneider Packaging Equipment Co., and SRC, Inc.



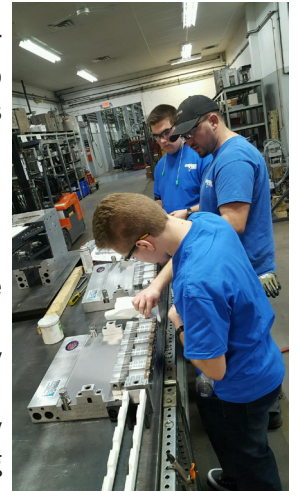


## P-TECH Update

### Auburn P-TECH Juniors Begin First Job Shadows at Bo-Mer Plastics and Currier Plastics

On January 17th the Auburn P-TECH students went to Bo-Mer Plastics and Currier Plastics for their first job shadows. Job shadowing is part of the 11th grade requirement for the P-TECH program to give the students the opportunity for a closer look at various companies. Participating companies will allow the students to gain an understanding about the details of a specific position and, depending on the type of work, the students are allowed to get a hands-on experience in their field of interest.

Half of the Auburn P-TECH juniors visited Bo-Mer Plastics and were given an assignment to make a medical lock box. Students were shown the process of developing and designing a product, including teaching them how to read blueprints to assemble their own medical lock box. Doug Derby then showed them the quality control room where they learned what defective moldings looked like and how to measure parts. Finally, the students were taken to the production floor where they learned how the moldings were made. Next, they began to assemble their own lock boxes using the blueprints and parts given to them. The P-TECH students appreciated the opportunity to use what they learned and saw the tangible results in a product made by their own hands.



The other half of the P-TECH class visited Currier Plastics for their job shadow. Students were split into two groups. The first group was assigned the tool shop and learned how the molds worked and how to care for them. The second group was assigned to the production floor, learning first how the injection molding machine worked and then worked installing a mold into the machine.

The hands-on learning was an important common thread with the P-TECH students while shadowing. Not only were students learning new job skills, but their learning was enhanced, because they got out of the classroom and into the workforce for a real-life experience.

### Syracuse P-TECH: Full of Activities in January!

January was full of activities for P-TECH students! A new coaching event for the juniors took place on January 3rd and involved interviewing Safety Officers about their jobs. The students had prepared questions about the safety training procedures, PPE, infractions, and other topics and will use the information they obtained to create posters that reflect safety in the workplace.

The freshman class visited INFICON on January 10th. Students learned about the leak detection equipment and RF sensing technology the company produces and toured several departments including the clean room and TF lab, and had a demo on thin film technology. On the 17th, P-TECH freshmen students worked with career coaches in small teams to research those companies represented by the coaches. Topics included the history of the company, products/services, location, types of jobs, education requirements for those jobs, awards/sponsorships/press about the company, and employees' opinions about working at the company. The end product will be a Prezi/PowerPoint that students will present back to career coaches. January 30th saw career coaches from Ephesus Lighting providing a Marshmallow/Spaghetti Tower Challenge to the students. Small teams brainstormed on how best to use mini marshmallows and raw spaghetti to build the tallest tower that could stand on its own for a minimum of 10 seconds. The winning team assembled a tower that was 40 inches tall and continued to stand after the 10 seconds.



P-TECH sophomores participated in the Roller Coaster Challenge with the assistance of 11 career coaches from the community. The outcome was to design a "coaster," only using foam pipe insulation (cut in half lengthwise), tape, and a cup that would allow a marble to travel through the device at the slowest speed. The structure had specific guidelines on the number of loops, length, etc.

# Month at a Glance... MARCH

- 1 Root Cause Analysis / Corrective Action**  
Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McInerney
- 1 Supplier Quality Auditing**  
Time: 1 - 5 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McInerney
- 2 “The 21 Irrefutable Laws of Leadership” Mastermind Group**  
*This event is exclusive to Individual Members. To learn more, contact Marisa Norcross at [mnorcross@macny.org](mailto:mnorcross@macny.org).*
- 6 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
- 7 Business Development Council: Liberty Tabletop (Sherrill Manufacturing)**  
Time: Registration & Networking: 8 AM, Program: 8:30 - 10 AM; Cost: No cost for Business Development Council Members and Individual Members / \$40 per non-Business Development Council Member; Presenters: Matthew Roberts, President & Partner, and Greg Owens, Co-Founder & CEO
- 8 Crucial Conversations (2-day training)**  
Dates: 3/8 & 3/15; Time: 8:30 AM - 4:30 PM; Cost: \$995 per MACNY Member (\$895.50 per Individual Member) / \$1,295 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer
- 8 Maximize Your Membership**  
Time: 9 - 10 AM; No cost; All are welcome to attend!
- 13 Industrial Energy Programs Breakfast Meeting**  
Time: Registration & Breakfast: 7:30 AM, Speakers: 8 - 10 AM; No cost
- 13 Understanding Yourself and Others / Behavior Styles (DiSC)**  
Time: 12:30 - 4:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$450 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer
- 14 Finance Council: Corporate Growth - Expand Organically or Through Acquisition?**  
Time: Networking & Registration: 8 AM, Program: 8:30 - 10 AM; Cost: No cost for Finance Council Members and Individual Members / \$40 per non-MACNY Member; Presenter: Tom Agnello, M-One Advisors
- 14 Hands Only CPR by the American Heart Association**  
Time: 3:30 - 4:30 PM; No cost for MACNY Members
- 15 Continuous Improvement Council & Plant Engineers Council: Tour of Raymond Parts Distribution**  
Time: 3 - 5:15 PM with dinner to follow; Cost: \$25 for Continuous Improvement Council Members, Plant Engineers Council Members, and Individual Members / \$65 per non-council member; Presenter: Ben Hayman, PMP; Location: Raymond Parts Distribution Center, 6650 Kirkville Road, East Syracuse, NY.
- 20 HR Breakfast Briefing: Top 10 Employee Handbook Mistakes**  
Time: Networking & Registration: 8 AM, Program: 8:30 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Michael Dodd, Attorney with Ferrara Fiorenza; Webinar available
- 20 Tour & Welcome Dinner for Manufacturing Lobby Day in Albany**  
Time: TBD; No cost for tour, \$75 for Welcome Dinner; Location: Tour TBD, Dinner: Fort Orange Club, Albany
- 21 Manufacturing Lobby Day in Albany**  
Breakfast and pre-lobby visit session begins in the morning at The Fort Orange Club, followed by Lobby Visits; Cost: \$150
- 21 Safety Council: Functional Job Descriptions**  
Time: Networking & Registration: 8 AM, Program: 8:30 - 10 AM; Cost: No cost for Safety Council Members and Individual Members / \$40 per non-Safety Council Member; Presenter: Megan Coville, MS, OTR/L - Risk Management Consultant

# Month at a Glance... MARCH

- 22 No Limits**  
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (no cost for Individual Members) / \$125 per non-MACNY Member;  
Facilitator: David Freund, Chief Leadership Officer
- 22 7 Secrets of a Highly Organized Professional**  
Time: 1 - 4 PM; Cost: \$145 per MACNY Member (\$130.50 per Individual Member) / \$160 per non-MACNY Member;  
Facilitator: Lisa DeVeau, CPO
- 22 Harassment Prevention for Supervisors**  
Time: 2:30 - 4:30 PM; Cost: \$150 per MACNY Member (\$130 per Individual Member) / \$250 per non-MACNY Member;  
Facilitator: Hilary Hext, Training Manager
- 22 Factory Managers Council: Tour of Welch Allyn**  
Time: 4 - 7 PM; Cost: \$25 for Factory Managers Council Members and Individual Members / \$65 per non-Factory Managers Council Member; Location: Welch Allyn, 4341 State Street Road, Skaneateles Falls, NY 13153
- 23 Technology Council: Google Glass - Aid to Manufacturing**  
Time: Networking & Registration: 8:30 AM, Program: 9 - 10:30 AM; Cost: No cost for Technology Council Members and Individual Members / \$40 per non-Technology Council Member;
- 27 Quality Professionals Council: What's New in Product Liability Litigation**  
Time: Networking & Registration: 8 AM, Program: 8:30 - 10 AM; Cost: No cost for Quality Council Members and Individual Members / \$40 per non-Quality Council Member; Presenter: Richard Weber, Attorney with Bond, Schoeneck & King
- 29 Process Based Auditing**  
Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McNerney
- 29 Measuring and Evaluating Process Effectiveness**  
Time: 1 - 5 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McNerney

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



## MACNY's 105<sup>th</sup> Annual Dinner Thursday, May 24, 2018 SRC Arena and Events Center

5:00 PM - Cocktail Reception and Networking  
6:00 PM - Program and Panel  
7:00 PM - Dinner and Awards

Sponsorships Available!  
For sponsorship information, contact Cindy Nave at [cnave@macny.org](mailto:cnave@macny.org) or 315-474-4201 x11

\$850 for a table of 10 / \$90 per person  
RSVP by May 16, 2018

Come celebrate with us!  
<https://www.macny.org/macnys-105th-annual-dinner/>



5788 Widewaters Parkway  
Syracuse, NY 13214  
www.macny.org

## MACNY STAFF EXTENSIONS (315) 474-4201



**RANDY WOLKEN, EXT. 15**  
President & CEO



**CINDY NAVE, EXT. 11**  
Chief Operating Officer



**KARYN BURNS, EXT. 13**  
VP, Government Relations & Communications



**MARISA NORCROSS, EXT. 22**  
Member Relations & Communications Manager



**JULIANNE PEASE, EXT. 19**  
Membership Coordinator



**MARTHA PONGE, EXT. 16**  
Director of Apprenticeship



**MEGHAN MCBENNETT, EXT. 18**  
Apprenticeship Coordinator



**DAVID FREUND, EXT. 20**  
Chief Leadership Officer



**HILARY HEXT, EXT. 24**  
Training Manager



**CINDY OEHMIGEN, EXT. 14**  
Director of Energy & Corporate Services



**PATTY CLARK, EXT. 10**  
HR Services Manager



**MARY ROWLAND, EXT. 21**  
Controller



**ARLENE HILTBRAND, EXT. 17**  
Operations Coordinator



**ANDREA RICCELLI, EXT. 25**  
Accountant

Non-Profit  
U.S. Postage  
PAID  
Permit No. 4015  
Syracuse, NY

## PARTNERS FOR EDUCATION & BUSINESS (PEB) STAFF (315) 448-1012



**JOE VARGO**  
Executive Director



**KATHY BIRMINGHAM**  
Work-based Learning Coordinator



**JASON BJORK**  
P-TECH Business Outreach  
Coordinator



**Yael MILLER**  
CNY STEM Program Coordinator

---

*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.*