

MANUFACTURING MATTERS

MACNY Announces 2018 Innovator of the Year

We are pleased to announce that MACNY's Innovator of the Year Award is being presented to Keith Waltz of The Fulton Companies. Waltz was nominated by Dr. Carl N. Nett, Ph.D, on behalf of the entire team at Fulton, for his creative and innovative development of Fulton's breakthrough VSRT steam boiler product line, which has been instrumental in the recent surge of growth and success for the company.

In his nomination, Dr. Nett stated, "Keith was the creative driving force and lead engineer in developing Fulton's new breakthrough VSRT steam boiler line, the world's first fully-wetted, refractory-free, tubeless steam boiler. Market response to the VSRT has been overwhelming from nearly day one, with ever-growing demand driving rapid, significant manufacturing capacity expansion at Fulton. Indeed, Keith has owned the VSRT development process from day one - from concept generation through field release - and is well recognized within Fulton as the Father of the VSRT. Simply put, thanks to Keith, it is clear the VSRT will forever change the steam boiler industry, and position Fulton as the global leader in this industry for years to come."

Throughout his 10 year career at The Fulton Companies, Waltz is described by his nominator Dr. Nett as "an innovator's innovator." In his role as Senior Research & Development Systems Engineer, Waltz has been fundamental in developing processes and implementing new technologies to support ever-growing and changing customer needs in the boiler industry. Fulton has more than 15 patents pending globally on the inventions that comprise the VSRT boiler, with Keith as the lead inventor on each of these patents.

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

As part of MACNY's tradition, Keith will be honored at MACNY's 105th Annual Dinner, in front of his colleagues and an audience of over 600 manufacturers and business leaders from Central and Upstate New York. The dinner will be held at the SRC Arena and Events Center in Syracuse on May 24th, 2018. For tickets or additional information, please contact Cindy Nave at 315.474.4201 ext 11, or cnave@macny.org.

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Maximize Your Membership

Do you want to...

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

April 12 May 10 June 14

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

WELCOME OUR NEW MEMBERS...

AceTrust Solutions, LLC

AceTrust Solutions is a reliable and friendly company working with homeowners, landlords, and businesses across Central New York. With their experienced team of plumbers, carpenters, roofers, project managers, and other specialist tradesmen, they willingly tackle jobs of all sizes and descriptions.

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

Morrisville State College

Located in scenic Central New York, Morrisville State College is a model of innovative applied education—a place where students begin crafting exciting careers through real-world experiences. Morrisville's 3,000 students choose from more than 80 associate and bachelor's degree programs including strong programs in specialized areas such as renewable energy and resources, aquaculture, automotive technology, equine science, dairy management, nursing, wood technology, resort and recreation management, and information technology.

Visit them at: <http://morrisville.edu>

Trinity Consultants

Founded in 1974, Trinity Consultants is an environmental consulting company that specializes in air quality issues with offices across the U.S. and in Canada, the U.K., the Middle East, and China. Trinity assists organizations with regulatory issues such as permitting and compliance management, air dispersion modeling, and control technology analyses. Visit them at: <https://www.trinityconsultants.com/>

Union Hill Advisors

Union Hill Advisors represent Hamilton Lane on its NYS investment platform where they seek to invest in middle market companies throughout New York State in a variety of situations including recapitalizations, management buy-outs, and M&A transactions.



Randy Wolken
President & CEO

We Need to Invest in Regional Manufacturing Clusters Growth

Modern manufacturing is no longer driven by individual company success – if it ever was. The game has changed and manufacturers must change too. So, what has changed? U.S. regional economies must compete globally. Markets are now global. Also, states and cities now compete globally for talent, investment, and entrepreneurs. Our region and New York State as a whole must help create cluster-oriented and technology-driven industries that can excel in the global marketplace.

Companies must now learn how to be a part of regional and super-regional industry clusters. They must learn to collaborate in order to attract prime industry company investment, to develop new ideas, and to bring them to market quickly. In this way, clustered industries can significantly improve the return on private and public investments in R&D and production capability by providing global leadership in key technologies. Recognizing this impact, both advanced and emerging economies are making investments and promulgating policies that encourage cluster development and growth. So, what does a successful regional cluster look like?

Successful regional clusters need to:

- **Leverage local strengths:** Regional clusters should be built upon existing successful clusters and the comparative strengths of a larger geographic region.
- **Encourage self-organization:** Clusters should be developed from the ground up where private businesses take the lead with the assistance of educational institutions and economic development agencies. Private companies are in the best position to identify opportunities, gauge competitive strengths, and mobilize wider community support.
- **Pool resources and share risks:** Cluster initiatives can maximize their impact by pooling their resources

and organizing their programs within the framework of comprehensive, overarching strategies. This assists in sharing inherent risks. Successful initiatives require that companies leverage and exceed public funds at the outset and throughout subsequent rounds of growth and expansion.

- **Grow a trained workforce:** Attracting and growing companies isn't enough to build a sustainable cluster. The entire ecosystem should be in place to include providing for growth in the available workforce and upscaling learning and training of the existing company workforce as skills needs change.
- **Connect clusters with local universities and research labs:** Research in universities and national labs should be coordinated with regional industry clusters.
- **Provide long-term commitment:** Given the long-term horizon of significant investment and R&D programs, companies must know that federal and state support will be consistent, predictable, and sustained.
- **Provide reasonable incentives:** Leveraged public incentives are usually necessary. There has been an increase in the intensity of global competition in many key industries. Government seed grants, loan guarantees, tax credits, and other financial incentives are critical in supporting company decisions on where to locate their manufacturing investments.
- **Monitor and measure:** Performance of the companies and the industry clusters must be monitored and measured. Measuring performance is important to gauge which tools work, make a compelling case for continued private and public support, and keep a focus on results. In the end, it is the outcomes and results that are achieved that will demonstrate the need for continued investment of time, talent, and resources.

Most would agree that technology and manufacturing clusters have been a part of the success of regions for some time now. Today, it must become an intentional effort by both private and public sector partners. At MACNY, we look to continue our support of this effort and to find additional ways to assist in its use and success by our members.



Karyn Burns

VP, Government Relations & Communications

Lobby Day Fly In with The Coalition for a Prosperous America



In mid-March, I was pleased to represent MACNY and the Manufacturers Alliance of New York State as part of the Coalition for a Prosperous America (CPA) Washington D.C. Lobby Day Fly In. Collectively, our group lobbied more than 100 House and Senate offices in the nation's capital with focus on our nation's growing trade deficit. We urged Members to support legislation that would eliminate the nation's trade deficit, address an overvalued dollar, provide stronger trade enforcement, and tackle troubling trade issues with China. It was an exciting time to be in Washington on this topic, as trade has been a recent policy focus and widely discussed on the national level.

In addition to congressional visits, CPA hosted a bipartisan group of Members, including Rep. Tom Reed (R-NY-23), Rep. Dan Lipinski (D-IL-23), Rep. Mo Brooks (R-AL-05), and Rep. Robert Pittinger (R-NC-09), for a series of meetings that highlighted the importance of strategic trade.

During a packed, two-day schedule, our New York group provided Members and their staffs with legislative solutions aimed at eliminating America's trade deficit, which grew to \$566 billion last year. A fact sheet produced by CPA offered key reasons why "free" and "strategic" trade can result in balanced trade—instead of the job loss that has plagued America's productive sectors for the past 15 years. CPA's 4.1 million members (many in manufacturing and agriculture) are united in our view that a continuing trade deficit hampers jobs and productivity nationwide.

The North American Free Trade Agreement (NAFTA) was also a popular topic of discussion. CPA's position on NAFTA is "End It or Mend It." CPA has long argued that NAFTA has hurt U.S. manufacturing, cost jobs, and reduced investment. In various Hill meetings this week, CPA members explained the provisions that must be included in a "NAFTA 2.0" to help America's manufacturers, including periodic reviews and a mechanism for countries to withdraw, if necessary.

The recent announcement by President Trump of tariffs on steel and aluminum imports was also a subject of earnest discussion, especially since CPA has many members in the steel industry. During our Hill meetings, we emphasized the importance for national security of a vibrant domestic steel and aluminum industry.

CPA will continue to urge action on America's troubling trade deficit, and looks forward to expanding its relationship with Members of Congress who have pledged to fight for America's manufacturers, farmers, and their workers. We look forward to our continued efforts with CPA in this important policy area. If you would like to learn more about our efforts with CPA and their positions, please contact me at kburns@macny.org.



Cindy Oehmigen

Director of Energy and Corporate Services

Harnessing the Power of Nature

There are two very practical reasons a focus on shifting to renewable and distributed energy makes sense:

1. Average age of power generation facilities across the country is 29 years. New York's are 36 years. 80% of New York's transmission lines went into service before 1980. 40% of the circuit-miles of lines will require replacement within 30 years at an estimated cost of \$25 billion.
2. The existing hydropower resources and wind power, and nearly all the land-based wind power projects are located in the northern and western regions of the state. Downstate uses 66% of the state's electric energy. The downstate region power plants only generate 53% of the state's electric energy.

Without re-thinking our approach to energy supply we will be destined to pay for a supply that is harmful to the environment, will need a huge investment to assure reliability, and is located far from the actual demand. Given that significant loss occurs during transmission, this distance will not improve efficiency.

Reforming the Energy Vision (REV), Governor Andrew Cuomo's strategy for New York State's energy of the future, addresses both the energy supply (renewable) and delivery system (transmission) inefficiencies.

REV is more than just rhetoric. On Friday, March 9, 2018, 26 renewable energy projects received the official news they would be sharing \$1.4 billion in funding to construct 22 utility-scale solar farms, three wind farms, and the redevelopment of one hydroelectric facility to increase the renewable capacity. The projects are expected to be on-line by 2022 adding 1,380 MW capacity and generating more than 3,100,000 MWh annually. All are in support

of reaching the 50% goal for renewable energy supply by 2030. The projects are spread across the state.

In addition to the commitment to support these projects directly, the Governor announced a formal request for exclusion from the new five-year National Outer Continental Shelf Oil and Gas Leasing Program. Rather than spending money on trying to protect waters from another disastrous oil spill, his focus is on looking to a future with a clean energy economy.

New York has the number three ocean economy in the nation with 11.4 million people and 60% of the State's population living along 2,000 miles of tidal coastline. A major spill would be devastating to the national economy.

Instead, the investment in these projects and the clean energy initiatives are projected to create 40,000 new, good-paying jobs and will support 3,000 short and long-term construction, operations, and maintenance jobs.

Notably one of the wind farm projects includes energy storage. As a further indication of the Governors commitment to renewables, in January of 2018, Cuomo set a state-wide energy storage deployment target of 1,500MW by 2025. That is a bigger target than California.

In summary, there is opportunity for our manufacturers to leverage the needs for updates and new equipment to grow their top line. There is a huge opportunity for workforce employment. MACNY is working hard to re-energize the apprentice approach for skilled training needs. We are also working to connect our members to these top line growth opportunities. In the next few years, it is likely that we will see a tremendous shift in how we acquire and deliver energy.

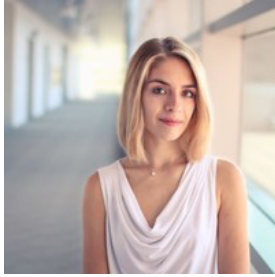
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APPRENTICESHIP UPDATE



Jackie Incerto
Intern

When You Say You Can't Find Qualified Workers, Are You Sure You've Looked at All the Possibilities?

Recently, there has been discussion in Washington about a renewed emphasis on investing more money in apprenticeship programs. According to a recent TIME article, an estimated \$200 million will be provided for these programs within the next few years. This nearly doubles the existing level of funds. However, most people do not realize that a majority of the target audience is made up of individuals with disabilities. According to the Bureau of Labor Statistics, "Disability employment statistics for January 2018 state that the unemployment rate among people with disabilities was 8.8 percent. This shows a 2.2 percent decrease from January 2017. The latest employment statistics also find that only 20.4 percent of people with disabilities are actively in the labor force, as compared to 67.8 percent of people with no disability." The challenge is that there is an absence of universal rules or programs that can access this abundant workforce of people. We all strive to create a workforce environment that values talent development in all people. One way we could address this challenge is by creating apprenticeship programs that offer access to good paying jobs for people with disabilities.

There is a shortage of workers in the manufacturing workforce and each year it becomes extremely difficult to find qualified people to do the work. Encouraging businesses and sectors to examine opening up more opportunities for participation in apprenticeship programs is one possible solution. The mission of The New York Alliance for Inclusion and Innovation (New York Alliance) is to serve as a catalyst for positive change and a leading resource for rehab provider organizations, individuals with disabilities, and/or their families. Over the past two years, the New York Alliance has, together with its members and the manufacturing industry, been working to seek answers on how to best engage businesses. The goal is to not only discuss the need for a diverse workforce, but

how to incentivize businesses to participate in developing apprenticeship programs that are inclusive.

The New York Alliance agrees with both our federal and state government that growth of apprenticeship programs will strengthen our manufacturing industry. However, who will be the student? Manufacturers could potentially find their workforce talent by recruiting people with disabilities. New York could be the leader in rebuilding manufacturing jobs by developing quality registered apprenticeship programs that invite all New Yorkers, with or without disabilities.

It is important to begin to devise ways to implement these types of inclusive programs. Many questions will emerge as to who will give these individuals the support they need to develop a foundation of learning. There are several ways to begin a structured and organized curriculum process. The most critical item will be the partnering of businesses, manufacturing associations, supportive services providers, and education professionals. Together they have an opportunity to fill the gap and create new solutions to the skilled workforce shortage. By starting the programs at the high school level, businesses and educators can work together to provide the support that these individuals need. Let's work together towards a goal to influence legislation at a state and national level to begin to build a workforce world that is meant for everyone.

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Wendy Kinsella
Harris Beach PLLC

Are Your Consignments Insecure Under Uniform Commercial Code Article 9?

If the Uniform Commercial Code (“UCC”) is ignored, a customer’s creditors can gain priority over an unsuspecting consignor. The laws that govern consignment are frequently overlooked, to the consignor’s dismay. Consignments are a common means for attracting customers to take goods for possible resale when they otherwise are not willing to risk purchasing the goods for resale outright. They also are a vehicle used by manufacturers for placing components with customers who require the product on a just-in-time basis for incorporation in the customer’s products and are not willing to purchase and hold the necessary reserve component inventory. Rather than the manufacturer/producer (“consignor”) selling the goods to a customer (“consignee”) and the consignee taking the risk of selling or using the goods, in a consignment, the consignor places the goods with the consignee who is deemed to purchase the goods only if they are sold or used, and who can return unsold or unused goods to the manufacturer. Not only does the consignor have the risk the goods will remain unsold, but the consignor also risks that third parties dealing with the consignee may be misled into thinking the consignee actually owns the goods. The UCC places this risk squarely on the consignor’s shoulders with potentially disastrous consequences.

Under the UCC, a consignment is more specifically defined as the delivery of goods to a customer for the purpose of sale where the customer (i) does not deal in goods of that kind under the name of the consignor, (ii) is not an auctioneer, and (iii) is not generally known by its creditors to be substantially engaged in selling the goods of others.

The point is to encompass those situations where creditors may unwarily believe consigned goods are the property of the consignee and that the consignee therefore has greater inventory, with which to support greater debt, than it actually does. Article 9 of the UCC protects the unwary creditor by specifically designating any interest of a consignor to be a “purchase money security interest in inventory,” and endowing the consignee with all of the rights of the consignee covers the consigned goods. These provisions force the consignor to follow the protocol defined in Article 9 in order to put potential creditors on notice and protect its interest in its goods. In order to be protected against loss of priority to creditors, a party with a “security interest” (a consignor) must both create such interest by obtaining a signed security agreement and perfect its interest by filing a UCC financing statement. Moreover, the consignor must determine the correct state in which to file.

Finally, the consignee must give notice to certain creditors with pre-existing UCC filings. These requirements apply even where the agreement between the parties expressly states that the goods were to be sold “on consignment.” Strictly following the complicated rules is essential. Otherwise, the unwary consignor’s interest in its goods can be supplanted by the security interests of consignee’s creditors and the goods may be lost upon the consignee’s default. It is critical that any consignor obtain a signed security agreement, file a UCC financing statement in the correct jurisdiction, and give notice to applicable prior filers to perfect its interest in goods consigned, or risk losing them to a third party when things go awry.

Wendy Kinsella is a Partner at Harris Beach PLLC with a focus on bankruptcies, reorganizations, workouts, and insolvency matters. She regularly counsels banking and commercial lending institutions on how to protect their rights and maximize their recovery both inside and outside of bankruptcy. Wendy can be reached at wkinsella@harrisbeach.com or 315-214-2012.



Patty Clark
HR Services Manager

Finding Your Why

If you are perceived by others as successful, but often feel like there is more, you probably haven't found your "Why" yet. Jessica Pliska, founder of Opportunity Network (OppNet) had achieved what she thought was success: launching a corporate marketing department and having an office with a window in Manhattan. She was 30 years old and had a job many people would love but she didn't feel like she had achieved success, she felt like there was something more important to do.

Jessica had a fortunate up-bringing:, successful parents, the best schools, a degree from a prestigious college, and connections to open any door she wanted. With all that you would think she had everything a person would want, but she felt it wasn't fair that everyone didn't have the same opportunities she did. She thought about the kids who didn't graduate for the lack of financial assistance, weren't motivated to graduate, or weren't set up for success. She felt their environment set them up for failure most of the time and she needed to find a way to help. She realized the connections she had growing up could help her help those kids be successful. She found her Why.

Based on her past experiences, her background, and her curiosity on how to help others, she quit her job and set up Opportunity Network (OppNet) as a nonprofit organization that offers a six-year program for high-performing, high-need, and motivated high school juniors that would prepare them for college and beyond. According to Peter Docker, one of the co-authors (with Simon Sinek) of *Find Your Why*, "the first thing to remember is that finding your Why is a discovery. It's not about creating anything. The discovery process starts with exploring the times in our lives when we felt particularly fulfilled, excited, or inspired." That is exactly what Jessica did and now feels excited to go to work to a job she no longer takes for granted.

Sinek and Docker say that we can love our jobs even though we don't always like them. Docker states, "If we feel we don't love our work then discovering our Why can help us gain insight into what's going on. Often, being able to express our Why in words enables us to more easily figure out how to bring our Why to life in the work we do. Work that we previously felt to be unfulfilling suddenly takes on fresh meaning." Although we try, it is not always easy to find passion in our current job. If that is the case it may be time to find our Why and move on to something we are passionate about that makes us feel fulfilled.

Many years ago I had a co-worker that was successful in his position and did a great job but always felt like something was missing, his Why. He didn't make any drastic decisions but carefully thought about his passions in life and eventually laid out a plan. He discovered his Why based on his passion in life and is now employed in a field that he loves and makes him happy. Like he said when he left, he had found his Why in life. Finding your Why doesn't mean you have to quit your job, you may like where you work, you just need to find your passion, your Why!

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Hot Off The Line

Q - How long must I-9 forms, drug testing results, and background checks be kept on file?

A - I-9 forms should be kept for three years after hired or one year after terminated (whichever is longer), drug testing results should be kept for one year (five years for DOT), and it is recommended that background checks be kept for five years. Occasionally we find sources with varying answers to this question. It is a good rule of thumb to keep the document for the longest recommended time.



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 the EEOC, age discrimination accounted for more than 20% of discrimination charges in 2016, up 47% since 1999. *Source: HR Magazine February 2018*
- Employers expect 17% of work will be automated by 2020, up from 9% in 2017. *Source: The Global Future of Work Survey*

CPI

Wage/Clerical	January	December	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	720.6	716.5	4.2	0.6%	2.1%
1982-84=100	241.9	240.5	1.4	0.6%	2.1%
Urban					
1967=100	742.5	738.5	4.0	0.5%	2.1%
1982-84=100	247.9	246.5	1.3	0.5%	2.1%
Unemployment Rates					
January - Onondaga County: 5.3; Metropolitan Syracuse Area (MSA): 6					



David Freund
Chief Leadership Officer

One Step Away from Stupid

Not long ago I heard someone say, “We are all just one step away from stupid.” As I write this, I can hear my wife saying, “don’t say stupid.” Okay, I didn’t say it I just wrote it, but it is so true. We are all just one step away from being stupid. It’s not that we are trying to be stupid. Not even that we are careless, we just have our behavior compass out of whack.

In our recent Transformational Leadership class, we discussed the topic of our behavioral compass. According to Marshall Goldsmith, author of *What Got You Here, Won’t Get You There*, our behavioral compass needs calibrating from time to time. What is quite fascinating and also frightening, is that our compass is knocked out of whack by success, not failure. Goldsmith puts it this way, “One of the greatest mistakes of a successful person is the assumption that ‘I have behaved this way, and I achieved results.’ Therefore, I must be achieving results because I behave this way.” I know that sounds like he’s talking in circles, so please let me explain.

When we are successful, we believe that our success is a result of our actions and behaviors. Based on his research Goldsmith has found the following:

- We overestimate our contribution to a project.
- We take credit, partial or complete, for the success that truly belongs to others.
- We have an elevated opinion of our professional skills and our standing among our peers.
- We conveniently ignore the costly failures and time-consuming dead ends we have created.
- We exaggerate our projects’ impact on the net profits because we discount the real hidden costs built into them. (The costs are someone else’s problems; the success is ours.)

The crazy part of this is that all of these delusions come from being successful and since we are successful, we believe doing more of the same will make us even more successful when in reality it just moves us one step closer to stupid. In his book, Goldsmith identified 20 bad habits that he has seen frequently as an executive coach for the highly successful. Any one of which could be holding his clients back from even greater success.

The solution to help us back away from the precipice of stupidity is asking others to speak into our lives and help us identify habits or behaviors that may be holding us back. In my recent Transformational Leadership class, I asked the attendees to pick two people who are their closest friends. The assignment is simple; each friend is to identify the attendee’s greatest strength and greatest weakness. Once identified, a plan is developed to build on the attendee’s strength and help overcome the weakness. The close friends then become accountability partners to help the attendee stay the course.

This was a tool that I was asked to employ when going through coaching certification. I picked my wife and my best friend that has known me since my youth. I figured that these two would know me the best and would have the greatest insight into my “issues.” Now, it’s not very hard to ask for the feedback, but it can be tough to listen to. Through this process, I learned that I didn’t value people enough. WOW, that was tough to hear. As I thought about that feedback, I had a decision to make. I could resist what I was hearing and stay on the path I had been traveling for over 50 years, or I could listen to what was said, take it to heart and work hard to correct my misguided thinking. It’s been over four years now, and I can tell you those conversations helped change my life. It was well worth the discomfort at the beginning.

What about you? You have the choice before you at this very moment. Will you ask others to speak into your life, or take the next step toward stupidity?

**MACNY, THE MANUFACTURERS
ASSOCIATION PRESENTS...**

21ST ANNUAL GOLF TOURNAMENT

Members and Guests of Members Welcome to Play!

**MONDAY,
23 JULY 2018**



Registration & Lunch at 11:30 AM

Shotgun Start at 1 PM

Cocktails, Hors d'oeuvres, and Awards at 6 PM

Bellevue Country Club
1901 Glenwood Avenue
Syracuse, NY 13207

Sponsorships available now!

Team registration opens May 1.

For more information or to register, visit
macny.org/event/21st-annual-golf-tournament



Joe Vargo

Executive Director

Partners For Education & Business

Syracuse and Auburn P-TECH Programs are Developing Skilled Candidates for Jobs in CNY



The first quarter of 2018 provided ample work-readiness activities for three cohorts of Syracuse P-TECH students. The freshman class went on Industry Visits to Kilian Manufacturing and Johnson Controls in February. Kilian conducted small group tours of the manufacturing floor, allowing each student to make their own bearing using a simple technique. This hands-on activity helped the students learn about some of the skillsets needed in manufacturing. Through a PowerPoint presentation, information was presented that amazed the students – including that Kilian is the largest producer of bearings in the world, located right here in Syracuse! At Johnson Controls, Mike Navaroli, Construction Sales Manager, and the Project Manager at Johnson Controls both informed the students about the variety of equipment the company installs and services they provide to

create “smart” buildings. The company provides fire and security equipment, HVAC, energy storage controls, and lighting controls. The P-TECH students would be great candidates for future careers at Johnson Controls as they learned about the company’s need for alarm inspectors which can then lead to management positions.

In mid-February, P-TECH Career Coaches (posing as investors/consumers) listened to five-minute presentations from different teams of P-TECH sophomores. Basing this exercise off of the hit TV series “Shark Tank,” each team had to come up with a product idea and do the research needed to estimate production costs, overhead, projected sales, profit margins, and timeline and then “sell” their idea to “investors.” This assignment incorporated analytical, communication, teamwork, and investigative skills into a fun learning project.

On February 13th, the P-TECH freshmen participated in one of their more popular projects, “Rockets to the Rescue.” The challenge was described to students and Career Coaches: an island has suffered a natural disaster and needs supplies. No ships can get to the island and there are no airports there. The plan is to build rockets that can be used to drop food and aid in to help the people. Using construction paper, straws, string, rubber bands, and masking tape, each team tried different ideas to design a “rocket” that could travel the farthest and carry the much-needed supplies. Hula hoops were set on the half-court of the gym floor and represented the islands. Using empty two-liter bottles connected to PCP pipes, each team launched their rocket, trying to get the much-needed supplies to their island. The students learned about engineering design, physics, teamwork, and “thinking outside the box.”





More Industry Visits for the P-TECH freshmen were coordinated in March. The class was divided in half, with one group visiting G.A. Braun and the other going to Buckeye Corrugated, Inc./Empire Division (BCI). At G.A. Braun, the students observed two CNC laser cutters and the CNC plasma cutter. They were fascinated to watch the plasma cutter carve 4” thick carbon steel plates. G.A. Braun manufactures industrial washers and dryers, which the students viewed in the assembly, finishing, and powder coat painting departments. The visit concluded with a shared information and Q&A session with some of the engineers. Tim Bird, Plant Manager at BCI/Empire Division, began his group’s visit with a presentation about the company and the products they make. This was followed by tours of the facility and observations about the production of corrugated packaging, including graphic designs and warehousing.

PaperWorks Industries hosted P-TECH sophomores on March 7th at their new facilities in Baldwinsville. After a brief overview presentation about the company, students participated in a Continuous Improvement exercise that contained a histogram. Students had subsequent different models of the histogram to work on and with each new model, they saw a pattern emerge and saw their score improve. During this lesson, they learned about 5S: Sort, Set, Shine, Standardize, and Sustain. The assignment taught them the meaning of lean manufacturing – making employees more productive and the products less expensive.

Auburn P-TECH freshmen visited 4-M Precision on March 1st for their Industry Visit. The students learned not only what 4-M Precision Industries produces and how they produce their products, but how economics plays a factor in how a company does business, and how 4-M’s innovation allows them to compete in today’s markets.

Students were shown some of 4-M’s products and learned about the markets that 4-M Precision serves and why it’s important for a company to have clients in multiple markets with diverse needs. The students also learned that you don’t have to be a big company to work with 4-M to make a product. One example was a bumper plate that an individual asked 4-M Precision to produce that would keep cars and trucks from getting damaged when parking. He planned on taking the finished product to New York City and selling it there.

Auburn P-TECH students also learned about cellular manufacturing and how to get the most out of their facility space. Al Morin, the host, explained that because of the variety and varying complexity of the products 4-M produces, it wasn’t possible to have a traditional assembly line to make the products. Cellular production allows 4-M to have the flexibility to produce the products without needing to expand their facility. This allows 4-M to save money in facility needs, expand services to clients in different markets, and continue to have flexibility and creativity in using their facility space when manufacturing a product.



Photos from top to bottom:

A P-TECH student is hand assembling a bearing on an automatic assembly turntable while visiting Kilian Manufacturing.

P-TECH students prepare to launch their “rocket” during the Rockets to the Rescue project at Syracuse ITC.

P-TECH Freshmen view robotic equipment during their visit to BCI/Empire Division.

Auburn P-TECH students learn about inventory control during their visit to 4M Precision.

Month at a Glance... APRIL

- 3 Central New York Regional Economic Development Council Public Meeting: Potential CFA Project Forum**
Time: 9 - 10 AM; No cost
- 4 Business Development Council: Cayuga Milk Ingredients**
Time: 8 - 10 AM; Cost: No cost for Business Development Council Members & Individual Members / \$40 per non-Business Development Council Member; Presenter: Tim Gaul, Chief Financial Officer of Cayuga Milk Ingredients
- 4 OSHA - 10-Hour General Industry Outreach Training (2-day training)**
Dates: 4/4 and 4/5 Time: 8:30 AM - 4:30 PM (lunch included); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Occupational Safety Consultants, Inc.
- 4 Hands Only CPR**
Time: 3:30 - 4:30 PM; No cost for MACNY Members; Facilitated by The American Heart Association
- 5 HR Council: ROI on Civic Engagement**
Time: 8 - 10 AM; Cost: No cost for HR Council Members & Individual Members / \$40 per non-HR Council Member; Presenter: Pam Brunet, Executive Director of Leadership Greater Syracuse
- 6 "The 21 Irrefutable Laws of Leadership" Mastermind**
This event is exclusive to Individual Members. To learn more, contact Marisa Norcross at mnorcross@macny.org.
- 10 Coaching and Mentoring for Success**
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
- 10 Continuous Improvement Council: Educational Session**
Time: 3:30 - 5 PM; Cost: No cost for Continuous Improvement Council Members & Individual Members / \$40 per non-CI Council Member; Location: TBD
- 11 Finance Council: Cybersecurity**
Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-Finance Council Member; Presenters: Phil Kibler from Client Risk Consulting Group and Andrew Gravel from Northeast Cyber Sales
- 11 Employee Defined Contribution Benefits Marketplace Webinar**
Time: 12 - 1 PM; No cost; Location: Webinar at your desk
- 12 5S and Visual Workplace**
Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY
- 12 Making Today Matter**
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
- 12 Maximize Your MACNY Membership**
Time: 9 - 10 AM; No cost
- 12 Supplier Quality Auditing**
Time: 12:30 - 4:30 PM; Cost: \$195 per MACNY Member (\$179.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McInerney

Month at a Glance... APRIL

- 17 HR Breakfast Briefing: Handling Difficult Employee Leave Issues**
Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Attorney with Mackenzie Hughes; Webinar Available
- 17 Mastering Emotional Intelligence, Level 1**
Time: 8:30 AM - 4:30 PM (lunch included); Cost: \$495 per MACNY Member (\$445.50 per Individual Member) / \$695 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 18 Safety Council: Tour and Presentation of Thompson & Johnson Equipment**
Time: 8 - 10 AM; Cost: No cost for Safety Council Members & Individual Members / \$40 per non-Safety Council Member; Location: Thompson & Johnson Equipment, 6926 Fly Road, E. Syracuse, NY
- 19 ISO 9001:2015 Transition Implementation**
Time: 8:30 AM - 4:30 PM (lunch included); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Tara McInerney
- 19 Factory Managers & Plant Engineers Council: Tour of Stickley**
Time: 4 PM; Cost: \$25 for Factory Managers Council Members, Plant Engineers Council Members, and Individual Members / \$65 per non-council member; Location: Stickley, 1 Stickley Dr., Manlius, NY
- 20 Technology Council: 3D Printing**
Time: 8:30 - 10:30 AM; Cost: No cost for Technology Council Members & Individual Members / \$40 per non-Technology Council Member
- 21 Syracuse Heart Walk**
Time: 8 AM - Registration and Heart Healthy Activities, 9 AM - Kids Fun Run, 9:30 AM - Opening and Survivors Ceremony, 10 AM - Walk Begins; Location: SRC Arena and Events Center on Onondaga Community College's Campus, 4585 West Seneca Turnpike, Syracuse, NY 13215
- 24 Finance Council: Corporate Growth - Expand Organically or Through Acquisition?**
Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-Finance Council Member; Presenter: Tom Agnello, M-One Advisors
- 25 Employee Defined Contribution Benefits Marketplace Webinar**
Time: 8 - 9 AM; No cost; Location: At your desk via webinar
- 26 Crucial Conversations (2-day training)**
Dates: 4/26 & 5/3; Times: 8:30 AM - 4:30 PM (lunch included); Cost: \$995 per MACNY Member (\$895.50 per Individual Member) / \$1,295.50 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 26 Monthly Member Conversation with Randy Wolken, President & CEO of MACNY**
Time: 3:30 - 5 PM; No cost for MACNY Members; Topic: The New York State Regional Economic Development Council and Randy's Co-Chair Position
- 27 Project Management**
Time: 8:30 AM - 4:30 PM (lunch included); Cost: \$350 per MACNY Member (\$315 per Individual Member) / \$550 per non-MACNY Member; Facilitator: Patrick Penfield, Syracuse University

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



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