

# MANUFACTURING MATTERS

## Syracuse P-TECH Students Visit White House



Three Syracuse students visited the White House on July 19 to witness President Trump sign an executive order to address vocational education. The three Syracuse students - Lilly La, William DeJesus and Robert Felder – had talked to Ivanka Trump when she visited the Institute of Technology in early July. The students shared their experience about P-TECH, an innovative Syracuse City School District program that prepares students for jobs in manufacturing and engineering. MACNY and PEB along with Onondaga Community College, serve as the program partners.

Impressed by the students and the P-TECH program, Ivanka Trump invited them to the White House to participate in the workforce event. She opened the event by introducing the students, and mentioned the P-TECH program in Syracuse as an example of a successful vocational training program to address what she called the “workforce crisis.” “Employers are having trouble finding workers with the right skills,” she said.

President Trump met the P-TECH students and other representatives from around the country who are benefiting from best practice education programs at the high school and post-secondary education levels. The “Pledge to America’s Workers” event was attended by CEO’s of several companies, who joined the President in announcing a commitment to train hundreds of thousands of workers over the next five years.

Many MACNY member companies support the P-TECH program by serving as career coaches, hosting tours, job shadows, internships, and hiring participants from this program. To join the P-TECH program, contact Joe Vargo or Kathy Birmingham at 315-448-1012.



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# PRESIDENT'S MESSAGE



Randy Wolken  
President & CEO

## What Can MACNY Do To Help You Thrive?

There are plenty of ways in which MACNY can help you thrive. One of the best ways is to be a “go to” for your questions on how to get help. We want to be first on your speed dial. We won’t try to do it all – but we can help find someone to help you. We are experts at a lot of things and can provide deep services on some key areas of your business. But, we do much more than that.

Did you know MACNY now helps develop the workforce of tomorrow? We are national leaders in delivering early college high school services to schools. We assist companies in getting involved with their future workforce as early as middle school. We now offer employment services which help companies employ youth in their facilities starting as early as age 16. We also offer state of the art and nationally recognized apprenticeship programs for companies of all sizes. We launched well over 100 apprentices in several dozen companies in the last eighteen months alone. And this is just the beginning for what we have planned. Our members and the community need a high-tech workforce and we can help you get it.

We are known for our events. Did you know that MACNY delivers over 300 events a year? Sometimes, we joke that MACNY is “Events Are Us.” We offer events for you to meet and network with others such as our council learning and facility tour events, training events ranging from 10 to 30 individuals, and our large events such as our Annual Dinner of over 650 key business and community leaders. We have so many opportunities for you to meet, learn, and grow your business as a member of MACNY.

Did you know that MACNY has the most comprehensive and value priced professional development offering anywhere in the country? We do. Our Individual Membership is open to all employees of any MACNY member company. You can choose from over 60 events and professional learnings offered. You also get 10% off of all of our extensive

training offerings. And, this is just the beginning of this growing offering. Nearly 400 individuals are already taking advantage of this service. It’s now MACNY’s most popular and sought after offering and costs a little over \$200 per person for an entire year. You won’t find such a great service for such a low price anywhere else.

Did you know that MACNY is the state’s advocacy voice for manufacturers? With over 2,500 companies and organizations state-wide, we are the leaders in pursuing real solutions to our members needs at the local, state, and federal levels. We can stop harmful legislation and advocate for real solutions to members’ problems. Please let us know what concerns you have and how we can help. We are the “go to” organization for advocacy.

We offer the most extensive training services for companies anywhere in New York State. We offer it as both open enrollment and on-site. We also offer coaching to help executives be successful in a fast changing and challenging world.

Did you know MACNY offers a host of company services for low or no charge to member companies? We offer a free Human Resource hotline. We offer free NYSEDA assistance. We offer joint-purchasing services such as electricity, energy, and healthcare. We offer many other services just to member companies that can be a game changer.

This is just a sampling of what MACNY offers its members. MACNY Staff, our Board of Directors, and our extensive partners can help you thrive in today’s economy. Let’s do this together. Please visit our website at [macny.org](http://macny.org) or call anyone of our team members who will help you. And, thanks for making MACNY successful for over 105 years and counting!



Karyn Burns

VP, Government Relations & Communications

## Albany Passes Bereavement Leave Extension Bill at the End of Session, Business Groups Call for Immediate Veto

At the tail end of the 2018 New York State legislative session, a bill was passed at the 11th hour that focused on extended bereavement leave for employees. Specifically, the bill forces employers to offer their employees ten to twelve weeks of time off for bereavement. The bill covers the death of a spouse, domestic partner, child, parent, in-law, grandchild, or grandparent. It was introduced by Senator Funke (R-Batavia) and Assemblyman Joe Morelle (D-Rochester), passed both Houses, and now awaits signature into Law by Governor Cuomo.

Business groups such as MACNY are incredibly concerned over the unintended consequences from the bill as drafted. Essentially, the legislation as it is drafted authorizes virtually unlimited amounts of leave time for bereavement. While the issue of mourning the loss of a family member is of course one that business groups are empathetic to; the lack of restrictions, the vagueness of the parameters, coupled with the unpredictability that comes with the death of a loved one and in turn the time needed by an employee are all significant concerns being raised by the business community with this bill.

Bereavement leave is a benefit already provided by more than 90 percent of employers according to a 2018 SHRM survey conducted. According to the survey, typical bereavement leave is four paid days. As business owners and operators yourselves, you fully understand the importance of being there for your employee in their time of need and providing them with time off to mourn. The need for yet another government mandate put upon an employer, particularly in a sensitive area such as bereavement, is not only unnecessary, but will be another added burden to the State's employers.

MACNY and The Manufacturers Alliance of New York State have recently signed on to a coalition letter organized by the Business Council of New York State and will be sending letters of opposition to legislators, asking Governor Cuomo for an immediate veto of this bill. If you would like to stay up to date on our activity around this and other policy impacting manufacturers, please contact me at [kburns@macny.org](mailto:kburns@macny.org) or 315.474.4201 ext 13.

Join Us! ★★

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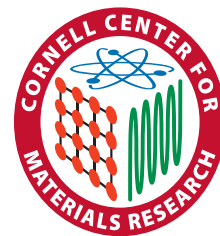




# CORPORATE SERVICES



Cindy Oehmigen  
Director of Energy and Corporate Services



Michèle van de Walle, Director of Industrial Partnerships Program (left) and John Sinnott, Industrial Partnerships Manager (right)

## Just When You Might Think Research and Development is at Your Own Risk

It is not often we have a new member who joins us bringing capabilities and grants to help support research projects. I have had the good fortune to work with The Cornell Center for Materials Research (CCMR) in the past and can tell you they solve challenging problems in unique ways. Central New York is fortunate to have resources like this in our back yard.

Our new member, The CCMR, focuses specifically on cutting-edge materials research. Funded through the National Science Foundation and through Empire State Development, The CCMR has provided New York State companies with access to invaluable resources! The CCMR links manufacturing companies, such as the glass expert Corning, Corning NY; the surface treatment company, Vergason Technology, Van Etten, NY; the Luminate NY accelerator's Molecular Glasses, Rochester; and others with materials experts who can help turn concepts into reality.

"Our mission is to help any company facing any challenge related to materials access the resources available at Cornell," said CCMR industrial partnerships program director Michèle van de Walle. The program offers low-cost, timely and flexible access to world-leading materials experts (Cornell faculty members) and to state-of-the-art instruments, enabling product development and process optimization as well as expansion to wider markets. The CCMR is invested for the long-term in the success of its industry partners and committed to deliver meaningful results through changing company needs and growth.

*"We are a small, well-established 30-year-old firm designing and manufacturing thin-film vacuum deposition systems for Industrial applications. Expanding our business requires introducing new coating designs. That means we run into materials issues whose solution is process refinement*

*driven by understanding thin-film microstructure. The insight from Cornell scientists coupled with the excellent microanalytical tools and skilled staff has contributed significantly to acceptance of our SuperChrome® PVD alternative to automotive electroplated chrome coatings at multiple European OEM's. Our SuperChrome® PVD system is poised to be accepted worldwide, offering to triple our company. Without CCMR's guidance through the JumpStart program to effectively marshal Cornell resources, we would have missed this major opportunity."* Michael Brazil, Senior Scientist, Vergason Technology, Inc.

One of the CCMR Industrial Partnerships flagship programs, JumpStart, was introduced in 2004. JumpStart partners NYS small businesses that have well-defined technical problems with Cornell faculty and staff who have the expertise to solve these problems. Since 2004, JumpStart has supported 90 companies drawn from all 10 regions of NYS such as Vergason and Molecular Glasses.

The application process is fast and simple. Applications will open on-line on October 1, 2018. Deadline: October 30, 2018. \*All NYS small businesses are eligible to apply. Total project costs will not exceed \$15,000. Projects receive a dollar for dollar match for expenses up to \$5,000. Projects last for one semester (4 months). Spring 2019 projects will begin in January 2019. <http://www.ccmr.cornell.edu/industry/jumpstart-program-for-ny-state-small-businesses/application/>

Other programs are available and provide additional funding for projects and for usage of the CCMR instruments from electron microscopes to furnaces and mills, as well as for internships. <http://www.ccmr.cornell.edu/industry/> Contact the CCMR at [industry@ccmr.cornell.edu](mailto:industry@ccmr.cornell.edu) or Cindy Oehmigen [coehmigen@MACNY.org](mailto:coehmigen@MACNY.org).

# APPRENTICESHIP UPDATE



Martha Ponge  
Director of Apprenticeship

## Summer Manufacturing Bootcamp in Full Swing

On day one of our Summer Manufacturing Bootcamp we asked our 14 and 15-year-old campers, primarily from the Syracuse City School District, “What do you want to be when you grow up?” Even though half of our campers are enrolled in Career and Technical Education (CTE) programs within the district, the answers – to a great extent – still included the common favorites of doctor, lawyer, and professional athlete. While those are noble professions to aspire to, I still wonder why the answers to this question never seems to change.

The only way to change the paradigm is to expose the kids to what other careers exist. Enter Sunoco, Bartell Machinery, CPP, and Manth Brownell who opened their doors to our 26 boot campers and offered a firsthand view of what career opportunities are available at their facilities as well as what a typical day looks like.

Our camp was brought to life out of a discussion with MJ Piraino, the new Operations Director at CNY Works, Jennifer McCullough from Working Solutions and the American Apprenticeship Initiative, and the Apprenticeship team at MACNY. It was our mutual goal to work with this age group to offer foundational employability skills and exposure to the world of manufacturing in Central New York. Students in the 14 to 15-year-old age group are rarely qualified to find summer employment opportunities. We hoped that the camp would position them for meaningful employment opportunities with our companies next summer, after they turn 16.

We used the “What STEM Am I” survey to introduce the students to the many jobs available in advanced manufacturing and the skill sets necessary to initially enter those types of jobs. We worked on applied work skills through in-class modules on decision making, conflict resolution, and dependability. The students took classes to upgrade their Microsoft Office skills, where the emphasis was on utilizing a consistent process to maximize our efficiency with the programs. We used Sketch Up to introduce students to 3D modeling and did hands on projects that enhanced creativity and team building skills. Microsoft Excel was introduced to help campers create a budget for managing their first paychecks and a SEFCU representative was brought in to help with money management.

All of our efforts, while valuable and well received were perhaps a close second to the field trips to our MACNY member companies, who all participate in the Apprenticeship Program. The visits to the facilities offered an opportunity to see facilities they never knew existed and many job titles they had never heard of. Students who lacked firsthand knowledge of manufacturing were asking well thought out questions stemming from a genuine curiosity in what they were seeing and what they researched the days before. We all enjoyed the time we spent with these students. We liked the opportunity to be a part of their summer and building relationships. We hope that next summer we will be able to do this again and that all of our companies will want to engage with our youth. The chance to build the pipeline is gone in the blink of an eye!



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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...

**September 13   October 11   November 8**

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...

### HP Hood

For more than 170 years, the name Hood® has been synonymous with fresh, quality dairy products that taste great. HP Hood is a national company distributing dairy products throughout the United States.

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

### D&B Engineers and Architects, P.C.

For over 50 years, D&B has consistently been a regional leader and has pioneered in the fields of environmental engineering, science, and more recently architecture.

Visit them at: <http://www.db-eng.com/>

### Cornell Center for Materials Research Industrial Partnerships Group

The Industrial Partnerships Program solves real-world challenges using a science-based, uniquely collaborative approach.

Visit them at: <http://www.ccmr.cornell.edu/industry/>

### Applied Concepts, Inc.

Applied Concepts (ACI) was founded in 1998 to design and manufacture DC to AC Inverters that were used to power Cold Cathode Florescent Lamps (CCFL's), which are most commonly used as the backlight in LCD TVs and monitors, providing all of the light needed to project images on the screen.

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

### TERACAI

TERACAI has the right connections with industry solution providers to move your IT projects forward – from data center cabling to virtual infrastructure. They work with more than 15 partners to provide unique solutions to your unique problems.

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



Patty Clark  
HR Services Manager

## The Four Day Workweek - It's Not for Everyone

When you have taken a day off and therefore worked a shorter workweek, did you think about how nice it was to have a long weekend and wish you could do it every week? Wouldn't you like to work four days a week and enjoy a 3 day weekend every week?

With the help of two researchers, one an HR Professional at Auckland University of Technology and one of Perpetual Guardian, a company in New Zealand with approximately 240 employees, they tested the waters and reduced the workweek to 32 hours. They took it one step further and paid their employees for five days allowing them to work only four days. The test was very successful as they found it actually increased productivity of their staff. The extra time was spent on leisure activities, spending more time with their families, and they came back to work refreshed and ready to work.

One of the researchers, Jarrod Haar, the HR Professional at Auckland University of Technology, said the employees reported a 24 percent improvement in work-life balance and came back to work energized. "Supervisors said their staff was more creative, their attendance was better, they were on time, and they didn't leave early or take long breaks," Mr. Haar said. "Their actual job performance didn't change when doing it over four days instead of five." The employees found areas they felt they were wasting time and used that time to be more productive. They reduced the length of meetings and co-workers designed ways to let other staff members that they needed to work uninterrupted. During the test, the staff realized how much they used to jump from task to task and how the shorter work week forced them to concentrate on one task at a time. One of the employees of Perpetual Guardian said they liked the shortened work week because they used the extra day off during the week to run errands, go to appointments, etc., allowing her to have the entire weekend to spend with her family.

The Sweden city of Gothenburg also tested the reduced hour workweek, utilizing a six-hour day. They found their employees completed the same amount of work and sometimes even more. Aside from the benefits for the employees, the companies also benefit. With the reduction of staff in the office, companies save on electricity in smaller offices which equates to an overall savings. Because the Perpetual Guardian's board agrees the pros outweigh the cons, they are considering making the work week change permanent.

The shortened work week isn't always successful. Companies in France tried a 35-hour work week in 2000 but they complained about a reduction in competition and an increase in the cost of hiring employees.

There are many new ideas in the work place, but like anything else, an idea may not be a good fit for everyone. It may be easier for a manufacturing company to adapt to a shortened work week than for an insurance company, who provides a service and needs to be available more often. Whatever the new idea may be, it doesn't hurt to test the waters, like the New York State Lottery's commission tagline says, 'Hey you never know!'

### Sources:

1. <https://www.nytimes.com/2018/07/19/world/asia/four-day-workweek-new-zealand.html>
2. <https://www.lotterypost.com/thread/217509>



## Hot Off The Line

**Q** - We update our Affirmative Action Plan each year and were wondering how long are we required to keep the applicant flow logs and back up files?

**A** - You are required to keep the applicant flow and back up files at least 2 years.



## 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.

## Interesting Facts

- HSA contribution limits will increase effective 1/2019: Family - \$7,000; Single - \$3,500. Source: [www.irs.gov](http://www.irs.gov)
- Treatment and indirect costs related to heart disease, such as missed days of work, add up to nearly \$313 billion each year. Source: *Brown & Brown – Workplace Wellness*
- Fewer Americans left vacation time on the table in 2017. In 2017, 52 percent of employees reported having unused vacation days at the end of the year, compared to 54 percent in 2016 and 55 percent in 2015. Source: <https://projecttimeoff.com/reports/state-of-american-vacation-2018/>

# C P I

Wage/Clerical	May	April	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	732.1	728.6	3.5	0.5%	3.0%
1982-84=100	245.8	244.6	1.2	0.5%	3.0%
<b>Urban</b>					
1967=100	753.6	750.5	3.1	0.4%	2.8%
1982-84=100	251.6	250.6	1.0	0.4%	2.8%
<b>Unemployment Rates</b>					
May - Onondaga County: 3.8; Metropolitan Syracuse Area (MSA): 4.1					



David Freund  
Chief Leadership Officer

## The Inevitable and The Optional

Is it really possible that September is here, and the kids are off to school for a new season of learning? Where did the summer go? It seems like yesterday that we were attending graduations and making final arrangements for our summer vacation. Now, those are all memories immortalized in our digital photo albums on Facebook and Instagram. The kids all have a plan for growth, how about you? My mentor John Maxwell always says, “change is inevitable, but growth is optional.” Since tomorrow will demand a better version of you than today, will you be ready? For us to grow, we must be highly intentional about it. We need to plan for it.

Author James Allen wrote in his book *As a Man Thinketh* “People are anxious to improve their circumstances but unwilling to improve themselves.” Let’s look at a few reasons why people don’t plan for growth:

1. Success – Success is often the reason people don’t plan to grow. They believe that they have achieved great results and they have all the knowledge needed to stay successful. I fell into this trap in 2010-2011. It wasn’t until I was faced with serious headwinds that I realized I didn’t have the skills I needed. If I had been on a growth plan, I would have had the knowledge to deal with issues when they were small and easier to deal with.
2. The Goal Trap – When we were young, our life was planned out for us with a series of goals. Complete pre-school. Graduate from Elementary School. Graduate from High School. Learn a trade or graduate from college. We were programmed to think that learning is a goal-based process that has a completion. We should have been taught that growth and learning never end. It is a lifelong process.
3. It’s Not the Right Time – “I just don’t feel like it” or “I’m too busy.” Nike has it right, Just Do It. The law of diminishing intent states that the longer we wait to do something that we know we should do, the less likely we are to actually do it. Are you a winner or a whiner? Winners act their way into feeling and whiners wait to feel before they act. Why act your way into feeling great about growth; start now. Make the move from deciding to doing.
4. I Don’t Know How – Too many people over think this step. Just start learning something. Each day ask yourself what you learned. Spend time each day reflecting on your day. As you reflect, you will discover what you have learned and also areas where you need to grow. I use six very simple reflection questions:
  1. What went well?
  2. What didn’t go well?
  3. What did I learn?
  4. What will I change?
  5. What am I feeling right now?
  6. What was the highlight of my day?

These six questions help me think proactively about my growth.

Start now. Make an appointment with yourself and start a daily check-in. Joe Duncan, of *Before Five AM*, says the most important hours in your day are before you go to work. It’s when you are working on you. You won’t feel like it at first, and that’s fine, just do it anyways. Over time you will develop a passion for growth. Growing will add fuel to your life and each new day will have the potential to be a masterpiece of your own making.



Jim Beckman  
Senior Consultant  
**Touching Materials**

**Materials are Everywhere!** Hundreds of times each day, we touch materials. The plastic key-fob to your car, the stainless steel utensils we use to cook and eat, the glass touchscreen on your cell phone, and the glossy MACNY Manufacturing Matters newsletter illustrate the fact that materials are everywhere! Plastic, metal, glass, and paper are examples of materials common to our society, and all are manufactured right here in New York. Many of our members work directly with these materials producing something tangible that creates wealth and jobs in our community.

Crucible, Revere, Novelis, and Special Metals melt and manufacture metals such as stainless steels for the oil and gas industry, copper alloys for the electrical market, aluminum used for automotive paneling, and nickel based alloys used in airplane jet engines. Corning invented Gorilla® Glass used for cell phones and computer screens. Plastic (aka polymer) used in consumable medical devices, prototype injection molded parts for the aerospace market, and blow molded containers for foods and beverages are made by companies such as Tessy Plastics, Thermold, and Currier Plastics.

Many other companies machine, fabricate, or process these materials into forms that we can begin to recognize. Killian and Babbitt create bearings from metal and plastic while Advanced Tool and Gear Motions create cutting tools from specialty steels. Bartell Machinery and Allen Tool both machine metal into finished parts used in a variety of industries. Fabrication of metal such as forging, stamping, wire processing, or extruding are the focus of Cortland Cable, Liberty Tabletop, and Eraser Company.

Additive manufacturing (or 3D printing) has created a whole new paradigm shift in how materials are processed. While the early focus was on producing prototype parts or small runs from polymers, recent advances in equipment

technology and better understanding of the desired materials properties have rapidly moved metals into the forefront. I have seen metal parts made this way for applications in oil and gas, aerospace, power generation, automotive, and even tooling industries. It is a growing space in Upstate New York with companies such as CADimensions.

A common theme to the narrative is that all of the above-mentioned companies are MACNY members!

## **Materials Engineering is Fundamental for Continued Success!**

Twenty years ago, Materials Engineers or Material Scientists were called either Metallurgists, Ceramists, or Polymer Scientists depending on the types of materials they focused upon in college. As new materials were developed, the lines between these disciplines faded. Today, while most inorganic materials are classified as either metal, glass, ceramic, or plastic (polymer), many materials are combinations of two or more of these basic building blocks. Plastic with metal fibers for increased strength are common as are ceramics with metal for better resistance to extreme high temperature. Today, all of our universities refer to it as Materials Engineering or Material Science.

What we may not realize is the number of institutions of higher learning that are involved in Material Science and Materials Development and Evaluation in New York. Clarkson University, Cornell University, and Alfred University have material science degree programs. Others such as SUNY, Rochester Institute of Technology, and University of Rochester, offer some coursework, and most work with New York State industry on research and developmental projects. According to the Bureau of Labor Statistics, as of May 2017, there were over 27,000 Materials Engineers working in the U.S. New York is number five on the list. As the demand for new materials continues to skyrocket, the number of undergraduate degrees has risen by 40% in the last 20 years, demonstrating the need and commitment to materials development and application in the U.S.

We have the manufacturing base and educational foundation in New York State to keep manufacturing healthy. MACNY is here to help its members continue to be successful in this arena.

New training offering coming this Fall: **Metallurgy of Machining and Forming Processes**. Contact Jim at [jbeckman@macny.org](mailto:jbeckman@macny.org) for more information.

Sources:

1. [www.usnews.com/best-colleges/rankings/engineering-doctorate-materials](http://www.usnews.com/best-colleges/rankings/engineering-doctorate-materials).
2. [www.bls.gov/ooh/](http://www.bls.gov/ooh/). US Department of Labor, Bureau of Labor Statistics.



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

## Top STEM Scholars Network with Tech Sector Companies

Over the past five years, PEB has managed the CNY STEM Scholars Program which includes college scholarships and two networking events per year.

This year's networking event was held at MACNY on July 26th. The evening featured speed interviews with employers, a panel discussion about the "Do's and Don'ts of the Hiring Process," and a resume workshop. Facilitating the panel discussion was Terry Hopkins, Community Relations Manager from C&S Companies. The panel included Dan Blanding, Operations Manager from Lockheed Martin; Gabrielle Perun, College Recruiter from SRC, Inc.; Abigayle Mrozinski, Associate Scientist from Bristol-Myers Squibb; and Alison Davis, Intern from SRC, Inc. Fran Emmi, Corporate Recruiter from INFICON, conducted a communications workshop that provided the students with preferred formats for resumes and cover letters.

All attendees enjoyed a light meal and ended the evening with a summary of the perks derived from attending these events delivered by Dr. Donna DeSiato, Superintendent of ESM Schools. In addition to the companies named above, representatives from the New York State Department of Environmental Conservation, King + King Architects, and National Grid also participated in the networking and speed interviews with students.

The first STEM Scholar Connection event was held in the summer of 2014 to bring all of the high-achieving STEM Scholarship applicants together to network with local businesses and to provide them with workshops to increase their workforce preparation skills. Applicants for the scholarship had to be pursuing a STEM degree primarily in engineering or architecture. Since then, the companies that have hosted the STEM Scholar Connection events included King + King Architects, C&S Companies, The Tech Garden, SRC, Inc., and Lockheed Martin.



*Rachel Blankenship, Talent Acquisition Specialist at National Grid, talks with interested STEM Scholar college students.*



*STEM Scholar, Wesley Dahar who is studying Computer Engineering at RIT, chats with representatives from INFICON.*



*Lisa Mondello from SRC, Inc. discusses the job opportunities available with one of the STEM Scholars.*



## P-TECH Summer Bridge Programs

Students in the Health Information Technology (HIT) at Henninger High School have had the benefit of speakers from Hematology Oncology Associates of Central New York, CNY Family Care, and Loretto. The group also had the opportunity to visit and volunteer at the Central New York Ronald McDonald House and the Central New York Diaper Bank.

Participants in PSLA Fowler's Computer Information Systems (CIS) and Remotely Piloted Aircraft Systems (RPAS) toured either United Radio or the Regional Control Center at National Grid. A guest speaker was brought in from Skyop for the RPAS students and the CIS students were "wowed" by a presentation from a representative of Contact Community Services of the 211cny website.

**The Syracuse P-TECH Program at ITC**, which focuses on Mechanical and Electrical Engineering Technology, had a variety of activities for their Summer Bridge program. Incoming freshman students were introduced to two local companies that are involved with the P-TECH program.



WestRock representatives gave a hands-on learning experience by showing students how mechanical and chemical engineering applications apply to make paper. Greg Miller from Liftech Equipment Company provided a continuous learning exercise, giving the students a real-life scenario that had them "build" a custom piece of equipment for a "customer," which helped them learn how instrumental communication skills are to help solve the customers' needs and develop rapport.



The rising P-TECH sophomores had a Workplace Challenge project working in unison with two other school groups to identify the assets and constraints of an issue that a local manufacturer is facing with flooding of their parking area. Students formed teams, collected data, researched, and brainstormed to develop a solution, and then presented it to representatives of the company.

Summer internships were offered to the incoming P-TECH junior class for a period of up to three weeks. Twelve students participated, with six companies hosting one or more students for two or more weeks. The businesses provided real work experiences, such as light production assembly, inventory, clerical work, operating a press, etc. Many thanks to the companies that participated: Cryomech, Dupli Graphics, G.A. Braun, PPC Broadband, United Radio, and WestRock.

**The Auburn P-TECH Program** began their inaugural internships with Bo-Mer Plastics on July 29th. Bo-Mer Plastics trained the P-TECH students in quality control and light assembly. These internships offer the students real life learning applications, allowing them to learn the skills required for these positions through hands-on projects. The internships also offer Bo-Mer a closer look at a number of the juniors enrolled in the Auburn P-TECH program. The students will continue to intern at Bo-Mer Plastics for the rest of the summer.



# Month at a Glance... **SEPTEMBER**

**3 MACNY & PEB Offices Closed**

**5 Advanced B2B Consultative Selling**

Time: 8:30 AM - 4:30 PM; Cost: \$895 per MACNY Member (\$805.50 per Individual Member) / \$995 per non-MACNY Member; Facilitator: Joe Morone, Co-Founder, Worldleaders Inc.

**6 Supervisory Leadership (5-day training)**

Dates: 9/6, 9/13, 9/20, 9/27, 10/4; Time: 8:30 AM - 12:30 PM; Cost: \$750 per MACNY Member (\$675 per Individual Member) / \$950 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

**7 “The 21 Irrefutable Laws of Leadership” Mastermind**

*This event is exclusive to Individual Members. To learn more contact Julianne at [jpease@macny.org](mailto:jpease@macny.org).*

**11 American Red Cross Blood Drive**

Join us in donating blood or platelets from 9 AM - 2 PM in the Common Room. You can register and make your appointment at <https://www.redcrossblood.org/give.html/drive-results?zipSponsor=MACNY>

**11 Transformational Leadership (5-day training)**

Dates: 9/11, 10/9, 11/13, 12/11, 1/8/19; 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; Prerequisites: To participate, individuals must have a minimum of one year of supervisory/managerial experience OR have successfully completed MACNY's Supervisory Leadership course.

**12 Employee Defined Contribution Benefits Marketplace Webinar**

Time: 10 - 11 AM; No cost; Location: At your desk via webinar

**13 Maximize Your Membership**

Come and learn about the benefits offered to MACNY members and find out how to get more involved!  
Time: 9 - 10 AM; No cost

**14 ISO 9001:2015 Internal Auditor (2-day training)**

Dates: 9/14 & 9/17; Time: 8:30 AM - 4:30 PM; Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney

**17 OSHA 30-Hour General Industry Outreach Training (5-day training)**

Dates: 9/17 - 9/21; Time: 8:30 AM - 3:30 PM (lunch provided); Cost: \$1,125 per MACNY Member (\$1,012.50 per Individual Member) / \$1,400 per non-MACNY Member; Facilitator: Occupational Safety Consultants, Inc.

**25 Everyone Communicates, Few Connect - Standard Edition**

Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member (no cost for Individual Members) / \$225 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

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

## Happy Hour at Greenwood Winery - July 31

It was a beautiful night for Happy Hour at Greenwood Winery! Thank you to all of our members who came out to join us. We would especially like to thank Sol Systems for sponsoring such a wonderful event.



# Summer **EVENTS!**

## Annual Golf Tournament at Bellevue Country Club - July 23

Congratulations to this year's golf tournament winners from Dannible & McKee, CPA's! The team included Ken Gardiner, Vic Vaccaro, Mark Haun, and Tom Roman.

We would also like to send a special thank you to all of our members that participated, especially our sponsors: Dannible & McKee, CPA's, Direct Energy Business, PeakMarket Consulting, INFICON, Lockheed Martin, Sage X3, Constellation, ENGIE, Buckeye Corrugated Inc. BCI - Empire Division, Knowles Precision Devices, Point Guard Advisors, CPS Recruitment, Inc., and Marquardt Switches.



## Annual Clambake at Hinerwadel's - August 15



Thank you to all of our members that attended the clambake, it was a wonderful night! Thank you to all that donated to the school supply drive benefitting Hillside Family of Agencies. We collected an overwhelming amount of supplies that will go to great use. Thank you for supporting our community!



## WHAT IS LIVE2LEAD?

# LIVE2»LEAD

### THE SPEAKERS

- **John C. Maxwell** – Leadership expert, bestselling author, and coach
- **Carly Fiorina** – Founder and Chairman of Unlocking Potential
- **Daniel Pink** – Best-Selling Author, To Sell Is Human: The Surprising Truth About Moving Others, Drive and A Whole New Mind
- **Debra Searle, MBE** – Professional Adventurer and Serial Entrepreneur

**LIVE2LEAD** is an interactive broadcast facilitated by **David Freund, MACNY's Chief Leadership Officer**. It is a leader development experience designed to equip you with new perspectives, practical tools, and key takeaways. You'll breathe new life into your leadership during this information-packed day-long event. Learn from world-class leadership experts and return to your office ready to implement your new action plan and lead with renewed passion and commitment.

### EVENT DETAILS

**DATE:** Friday, October 26, 2018

**TIME:** 8:30 AM – Check In | 9 AM to 3 PM  
Program, including lunch

**LOCATION:** The Lodge at Welch Allyn,  
Skaneateles Falls

**PRICE:** \$125 per person

**ONLINE REGISTRATION:** Visit <https://www.macny.org/live2lead2018/>





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