

MANUFACTURING MATTERS

October is New York State Manufacturing Month. How Will You Celebrate?

October is once again New York State's official Manufacturing Month! Officially declared New York State Manufacturing Month by Governor Andrew Cuomo, the month is our State's annual opportunity to promote manufacturing not only as a great career path, but also as a strong sector!

However, New York, although robust in manufacturing jobs and output, currently faces a workforce crisis: our unemployment rates are high, yet manufacturers struggle in their ability to find skilled workers. With over 40 events going on throughout the state, there are many opportunities to join in and promote the benefits provided within a manufacturing career. Want to see what events are going on in your area? Visit www.mfgday.com/events to see what is going on for Manufacturing Month!

MACNY will be celebrating Manufacturing Day on October 5th at Lockheed Martin. An important part of the day will be a Leadership Session where business, education and community leaders will discuss new and supporting existing strategies to close the skill gap. Congressman John Katko will serve on a workforce panel to share his comments and listen to the input from the discussion. To learn more about the business leader's session at Lockheed Martin, or to register please visit MACNY's events page (www.macny.org/events). MACNY and PEB are also partnering with CiTi BOCES at their Manufacturing Day event in Mexico, NY as well as Gear Motions Inc, Nixon Gear Division; and WestRock, Solvay Mill.

We will also be hosting our Annual Central Upstate Manufacturing Legislative Breakfast on October 16th at the Calvary Club to address key manufacturing issues with local elected officials and our members. To learn more, or to register, contact kburns@macny.org.

If you would like to learn more ways to get involved not only in October but throughout the year as well, contact Joe Vargo at 315-448-1012 or joev@macny.org. We hope to see you throughout the month at our Manufacturing Month events!

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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.

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Randy Wolken
President & CEO

You Can See Good Leaders Everywhere

I was on a trip to New York City recently. My wife was attending a pediatric medical conference, so I went along to enjoy the city. The conference was at the New York Midtown Hilton which is near many tourist attractions. My youngest daughter, Rebecca, and I looked forward to some time to see the sites and to be together. Early the first morning, as Rebecca slept in, I proceeded to the lobby for a cup of coffee. What I saw was a lesson in leadership.

As I was drinking my coffee, I saw an impressive display of leadership. Two managers were welcoming back an employee who had been away from work for five months. It was so obvious that both managers cared deeply about the women who had returned. They showed kindness and gratitude. They expressed their joy in her being back with them. I couldn't help but smile.

After the exchange, I got the attention of the senior manager and told him how impressed I was with how he had welcomed back the team member. What he did next was a lesson in good leadership. He praised the team member as a "rock star" and how she was "like family". He gave all the credit to her and his team. The gentleman was the hotel manager. I was blown away by how he talked about his team and how they worked together. He pulled out a business card and drew me a diagram of the inverted pyramid with him at the bottom. Then, he drew a straight line and said he saw his organization as perfectly flat and that they were all at the same level and that it needed to be this way, in order to make the hotel, employing hundreds of employees, work to the benefit of the guests. It was truly a wonderful display of what is needed today to lead and succeed. I was blessed to witness it.

Leadership lessons are everywhere! They are in our homes, our places of worship, our community, and in our workplaces. All we need to do is look and see how we can get better at our craft. One of the best parts of my work is that I get to see so many amazing examples of how to lead. I see it at all levels of our member organizations. As a student of leadership, it offers me so many ways to get better at being a leader.

As you go about your day, do you look for leadership examples and experiences? Do you take note of how you want to lead – and what you will not do? Do you observe others when they lead well, no matter where they are in your organization? Do you compliment good leadership actions by others?

Good leadership is a choice for all of us. We can see it everywhere. I certainly saw it at the Midtown Hilton which was well lead and staffed by caring and serving team members. We can all choose to be the leader we need to be to make our companies and our world a much better place. And, thanks for doing so – I have certainly noticed the difference it makes!

If you would like to read more of Randy's leadership insights, you can subscribe to his weekly President's Message at www.macny.org.



Karyn Burns

VP, Government Relations & Communications

Bereavement Bill Continues to Upset and Concern Business Community

I heard from many of our members in response to my last newsletter article, in which I wrote about the bereavement bill that was passed the last day of session. This single issue has been by far the most responsive issue from the membership in the last legislative session, which begs the question even more why it was passed the last day and so late in the night if there was to be such a push back from the business community.

As an update, the bill, which overwhelmingly passed in both the Senate and Assembly, has yet to hit the Governor's desk. Once it is delivered, the Governor will have 10 days to sign or veto the bill. Governor Cuomo has not given a position on the legislation publicly at this time. It is my hope that the Governor will take time to review the overwhelming response from the business community on the unintended consequences from this bill, which expands the paid family leave act that went into effect on January 1, to include bereavement. The paid family leave grants employees up to 12 weeks of paid leave at a percentage of their salaries for circumstances such as the birth or adoption of a child.

While employers have concerns and empathy for employees in their time of need, there is significant concern in the span of time the bill entitles an employee too, as well as the vague details within the legislation. For example, there is no specified restriction on when employees can choose to take their leave after the family member's death. Additionally, most employers already have their own bereavement policy and are frustrated by the State imposing yet another mandate on how they operate their business.

The timing of the bill also comes into question amongst employers, and many of them have turned to the State when giving their explanation: the paid family leave act was only effective January 1, and as part of this implementation, it was assured by the State that an economic assessment of the bill and its impact would be executed and released. The State Department of Financial Services is currently working on this assessment and it will not be released until September. Many employers are seemingly frustrated that an addition so significant as bereavement leave up to twelve weeks would be added to the paid family leave, without consideration of the study and its results being seen by the State prior.

The bereavement bill will be a significant topic discussed at our upcoming Central Upstate Manufacturing Breakfast on October 16th. I would like to encourage you and your business to join us for the Central Upstate Manufacturing Legislative Breakfast. Central and Upstate elected officials will be joining us to help better understand the implications of this bill, and the many other mandates imposed on businesses. In the meantime, please contact me on ways you would like to get engaged as we continue to oppose this bill and encourage Governor Cuomo to veto it.

Join Us! ★★ ★ CENTRAL UPSTATE MANUFACTURING
Legislative Breakfast

TUESDAY, OCTOBER 16, 2018 | 8 AM TO 11 AM
NEW LOCATION!
CAVALRY CLUB | 4801 TROOP K ROAD | MANLIUS, NEW YORK

\$65.00 per person
To register, visit www.macny.org or email kburns@macny.org



The Manufacturers Association



Cindy Oehmigen
Director of Energy and Corporate Services

Did You Just See the Lights Flicker?

I am fortunate to have a job that I learn from every day. I don't always know how that is going to help me in the future, but I stick little nuggets in the back of my head and they come to the forefront when I need them. One such nugget that I was given about ten years ago is the impact 'unreliable' energy can have on a production process. The term, "grid reliability," or "performance" refers to the ability of the grid to continuously supply electricity. I thought back then that, sure we have storms, or squirrels, or whatever, and people start up their generator. What I learned was on any given day there were 'blips' (milliseconds so small you or I would not even notice) that disrupted certain continuous processes and even though it was split seconds, it would drop out the controller of the process destroying an entire batch of product. After several hours of cleaning and restarting the set-up process, it would ultimately be back on track. Anyone who operates equipment that is PLC controlled will know what this is about. Not cheap.

To help explain how this problem has evolved, I would like to borrow an example from Chris McCarthy, "The Increasingly Persistent Problem of Momentary Outages," July 19, 2018. I remember having an analog clock that with a momentary outage would just put it behind by a minute or so. Not very impactful. Even digital then did not reset to 12:00 and then blink. Fast forward to a few short years later, the reliability problem is exponentially exacerbated. With all of the Wi-Fi and IoT, our expectations for grid reliability are much higher. It matters more. And much of what we depend on is not on any back-up power; at least not effective back up.

Just this past week I met with a company that is converting much of their equipment to electric from hydraulic. All for the right business reasons. Electric power is much more dependable, easier and cheaper to maintain, uses less energy, and the equipment can maintain tolerances much more precisely. All very good things. Just one flaw in this good news story; momentary outages. They still have some hydraulic equipment in operation. When the 'blips' occur, that equipment just keeps on producing.

As Chris McCarthy pointed out in the July article, this is not a problem that is going away. It is becoming more of an issue with the increase of microgrid applications. As we become more dependent on a variety of energy production and sources, the annoyance factor will grow well beyond annoying.

As the ever optimist that I am, this offers someone a huge opportunity if they can find a way to eliminate or work around momentary outages.

For more information, please visit the link below.

<https://www.sandc.com/en/gridtalk/2018/july/19/the-increasingly-persistent-problem-of-momentary-outages>

APPRENTICESHIP UPDATE



Martha Ponge
Director of Apprenticeship

Widening the Net to Increase New Employee Hiring and Retention

The Accelerated Apprenticeship Program went on the road this summer to work with member companies in the Southern Tier to hire and train new apprentices in the fields of CNC Machinist and our newest trade – Industrial Manufacturing Technician (IMT). The IMT is a structured plan for standardizing entry level training, which has its basis in the Certified Production Technician Certification.

The foray into the Southern Tier was a result of an outreach from the Tioga County Economic Development Board and some of its key manufacturing members. Companies like Hardinge Group and Applied Technologies were having hiring challenges like those of our companies in Central New York. Pleas for relief in filling “evergreen” openings were being heard in the Southern Tier. The hiring challenges were not limited to small companies. Larger companies, like new MACNY member, Crown Cork and Seal, who employ over 250 people in their Nichols, NY location, continue to see openings for positions that begin at nearly \$17 an hour. The hiring and subsequent retention challenge is statewide, and we want to tackle the situation. Working regionally through our alliance partners, and with communities that want to be a part of the solution, we hope to help manufacturers recruit and train new employees in companies all around the region and soon the state.

MACNY and its Accelerated Apprenticeship partners at The American Apprenticeship Initiative and The Workforce Development Institute of New York worked closely with workforce agencies in Tioga County. It takes a buy in and commitment from local partners to make sure the program runs smoothly. Tioga County Economic Development was key in the initial business outreach, advertising the program in regional media outlets, the participant application process, and they coordinated the invitations to the initial training orientation. Tioga County Works and The NYSDOL Business Representatives were invaluable in getting the word out to potential participants, targeting active job seekers, and offering supportive services such as resume writing and interview skills. The Owego Central School District and SUNY Broome Community College partnered to offer the training in an offsite location that was convenient for all the apprentices. The STEAM facilities at the high school offered state of the art facilities. SUNY Broome (BCC) and their workforce development team coordinated curriculum development and managed the grant funding. BCC will play a key role in the ongoing training of the new apprentices as they open their own brand new advanced manufacturing facility on their Binghamton campus in October 2018.



The training that began in June ran for 6 weeks and combined classroom training and worksite application. The apprentices spent from 7 AM until 11 AM, 4 days a week, at school and then went immediately to work where most worked for an additional 6 – 8 hours, so they could still work approximately 40 hours per week. Six new apprentices graduated on August 23rd and began full time employment on the same day. Special thanks to our partners in the Southern Tier, especially Brittany Woodburn, Mike Daly, Jan Hertzog, Lisa Dolan, and Sheri McCall – it takes a village and we couldn't have done it without your support.



Check out Holiday Card offering at Morewithprint.COM for your corporate and personal holiday cards.

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...

October 11 November 8 December 13

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...

3D Usher

3D Usher was started in September 2017 to meet with the growing demands of low volume manufacturing. 3D Usher aims to be a common point of contact between customers, manufacturers and designers reducing the time taken to deliver a good quality manufactured product.

Visit them at: <https://3dusher.com/>

Crown Cork and Seal

Crown Holdings, Inc. through its subsidiaries, is a leading supplier of packaging products to consumer marketing companies around the world.

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

DL Manufacturing

DL Manufacturing is a company that evaluates existing loading dock processes and procedures, then designs and manufactures innovative solutions to improve production, reduce maintenance and promote safety.

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

**YOUR AD COULD BE
HERE IN THIS
NEWSLETTER!**



Contact Julianne Pease for rates and details at jpease@macny.org or 315-474-4201 ext. 19





Hilary Hext
Training Manager

What You Need to Know: Sexual Harassment Mandate

If you have not heard, there is a New York State Mandate centered around Sexual Harassment including employee handbook and training mandates. What does this mean for you? As a New York State employer, you are required to adhere to the mandated updates to your employee handbook as well as complying to the training requirements handed down by the New York State Division of Human Rights.

Most importantly to note, all employees in NYS are required to be trained by January 1, 2019. If you are wondering where this mandate is located and what the details entail, please see below for the important highlights.

Sexual Harassment Training Highlights:

- ***All employees should complete sexual harassment prevention training before January 1, 2019;***
- All employees must complete training at least once per year (calendar year, anniversary date, or other employer defined date);
- All new employees should complete training within 30 calendar days of their start date.
- Training must be interactive and including as many of the following elements as possible:
 - Be web-based with questions asked of employees as part of the program;
 - Accommodate questions asked by employees;
 - Include a live trainer made available during the session to answer questions;
 - Require feedback from employees about the training and the materials presented.

Sexual Harassment Policy Highlights:

- Makes clear the New York Law protects not just employees, but paid/unpaid interns, non-employees, independent contractors, vendors, clients, customers, and visitors.
- Includes requirement that supervisors and managers report sexual harassment;
- Includes a detailed complaint procedure – including a mandate to use a Complaint Form;
- Requires that “all complaints” be thoroughly investigated within 30 days of receipt, and that perpetrators will be subject to remedial and/or disciplinary actions up to and including termination.

The mandate goes into effect on October 9, 2018, so it is imperative your company complies with all mandated requirements. For more information regarding the mandate and who to contact at The New York State Division of Human Rights please go to: <https://www.ny.gov/combating-sexual-harassment-workplace/employers>.

The good news is... MACNY can provide both training and employee handbook services! Training is offered via webinar, in-person, and/or company on-site. For more information please contact Hilary Hext, hhex@macny.org or by phone at 315-474-4201 ext.24.

Hot Off The Line

Q - Is an employer required to use the Family Medical Leave Act (FMLA) forms provided by the Department of Labor?

A - No, an employer is not required to use the forms. If you choose not to use the form provided by the DOL and create your own, it is recommended the forms be reviewed by an outside expert to be sure the changes do not mislead the employee.



Interesting Facts

- Effective 1/1/2019 the payable benefit for Paid Family Leave will be 55% of an employee's average weekly wage to a weekly maximum of \$746.41. *Source: Brown & Brown Benefit Newsletter*
- A recent survey conducted by Transamerica showed 60% of employees feel their 401(k) benefit is very important while 5% feel it is not at all important. *Source: Transamerica*
- A survey conducted by the National Study of Employers reported an increase in employers that allowed employees to work at least some of their paid hours at home on a regular basis (40% in 2016 vs. 33% in 2012). *Source: www.shrm.org*

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	July	June	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	733.2	733.3	-0.1	0.0%	3.2%
1982-84=100	246.2	246.2	0.0	0.0%	3.2%
Urban					
1967=100	754.9	754.8	0.1	0.0%	2.9%
1982-84=100	252.0	252.0	0.0	0.0%	2.9%
Unemployment Rates					
July - Onondaga County: 4.1; Metropolitan Syracuse Area (MSA): 4.3					



David Freund
Chief Leadership Officer

Half of Its Collection is Fake!

According to an April 10, 2018 article of Artnet News, The Étienne Terrus Museum located in Elne, France had recently discovered that sixty percent of the 140-painting collection is fake. The discovery was made by art historian Eric Forcada as he rehung the paintings following a recent renovation at the museum. According to Forcada, "The cotton supports do not match the canvas used by Terrus."

I am sure we will all wonder how a museum dedicated to the work of one artist, located in his own hometown, could collect ninety-six fake paintings? That sounds absurd to us. Almost unbelievable. Recently I listened to a podcast by Michael Hyatt that shocked me just as much, that was titled "Fake Work." I am now fifty-seven. If I use an average of a forty-five-hour week, over 35 years of factory management, I have worked 81,900 hours. I think it is safe to assume that sixty percent, 49,140 of my work has been "Fake Work." Please let me explain. Just like paintings at the Étienne Terrus Museum, fake work looks like the real thing. We are busy applying ourselves, working long hours each day. Others see us arriving early and staying late, but we have been busy with fake work. Work that didn't move our organization toward real goals and real progress. We get home exhausted and we don't even know why. Let's look at three things that contribute to our Fake Work Madness.

1. **Lack of Real Goals and Objectives.** Recently, I was meeting with an organization that had a vision statement that was as long as a paragraph but was only one sentence. A very long, run on sentence with more commas than I had ever seen. I asked the leadership team what it meant. Their response was "Do you know how hard it was to come up with that." They realized the ambiguity but didn't know what else to do. So many hours had been put into the process, so they just went with it. Now their organization is struggling to find authentic activities that will move the organization forward. Leaders need to distill their vision into two or three goals that are meaningful and easy to understand.
2. **Meetings.** A Harvard Business Review survey of 182 managers revealed the following: 65% said meetings keep them from completing their own work. 71% said meetings

are unproductive and inefficient. 63% said meetings come at the expense of deep thinking. 62% said meetings miss opportunities to bring the team closer together. According to HBR, meetings have increased over the last fifty years and the average executive spends twenty-three hours per week in meetings. Several of my coaching clients find themselves in endless meetings often scheduled by others. As leaders, we need to perform a meeting assessment. Take a look at each meeting and determine if they are needed and who needs to be there.

3. **Endless Emails, the Dreaded Reply All and the Terror of BCC.** According to a Washington Post article, we spend an average of 4.1 hours per day checking work emails. Forbes made me feel a bit better in a July 2017 article that set the number at 2.5 hours per day. Much better! Only 12.5 hours per week or 16.35 weeks each year. The worst part about our email addiction is that we have the alerts that pop up on our screen throughout the day. This "time saver" can cost us 15 minutes of lost focus per glance. Most of us check our emails 15 times per day. It's time to stop the madness. Here are a few tactics that can help:

- Stop the reply all in your organization. Only those who NEED to know should get the email.
- Set up email free zones. Time allocated to deep work when you turn off the emails. This allows you quiet time to pursue your REAL goals.
- Turn off the alerts and schedule times for reading and responding to your emails.
- Keep your inbox clean. Having an overflowing inbox is paralyzing. Heed the advice of Ken Blanchard and handle things once. Read the email and address it at the same time.
- Pick up the phone. Stop the email Ping-Pong and pick up the phone.

It's time to start producing authentic work. Time to move from counterfeit work to the real thing. Activities that move us and our organization to tangible results. I would love to hear your ideas for keeping us on the path to greater accomplishment.



LEADERSHIP · GROWTH
TRANSFORMATION

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 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!

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?

Training and Development Course Highlights You Don't Want to Miss Out On!

Supervisory Leadership to Transformational Leadership

These two programs are curriculum-based learning programs. Supervisory Leadership is for the new manager looking to develop current skills and develop new ones. Transformational Leadership is for the growing manager who is looking to advance to the next level. Both of these programs are led and facilitated by David Freund, MACNY's Chief Leadership Officer. The next Supervisory Leadership offering is in January 2019 and the next Transformational Leadership offering will begin in February 2019.

Working with Generations in the Workplace Introducing the concept of the generational workforce!

It covers theory and research provided by the Millennial Solution which dives into important concepts pertaining to generations. Learn about the different generations, their values, and how to help them succeed in the workplace.

The Metallurgy of Machining and Forming Processes Hundreds of times each day we touch materials. Plastics, metals, glass, and paper are all around us. This course will focus upon metal alloys, and what happens to them when we machine or form them. The goal of this course is to gain a fundamental understanding of the metallurgy behind these critical manufacturing processes, and how to ensure that the properties and internal structure are acceptable.

15 Invaluable Laws of Growth, Mastermind group starting in November!

Please visit the Training and Development page for more information on all of these new course offerings and to contact the Training Department.

<https://www.macny.org/business-solutions/training/>



Joe Vargo
Executive Director
Partners For Education & Business

P-TECH Students Participate in Summer Work Experiences

The Syracuse and Auburn P-TECH Programs both offered the opportunity for juniors or seniors to participate in short-term summer internships with several of the Programs' business partners. Students and businesses could choose to take part in summer internships for a one, two or three-week period. A total of 14 students were engaged in gaining some real work experience, learning new skills while working alongside a business professional. The students loved getting out of the classroom and getting a hands-on opportunity. Some examples of the types of tasks involved were: working on feeder parts, wiring of equipment, reading schematics, installing connectors, administrative tasks, filing/scanning, soldering, light assembly, etc.

One student thought interning was helpful, because they learned the value of work and feeling "useful". Other students mentioned that they learned how to use tools, such as a belt stretcher, wire cutters, and crimping tools. Some of the students mentioned they wanted to stay longer and work where they interned. Supervisors observed there was a learning curve, but overall the students surprised them with their attention to detail and the speed at which they could work. One supervisor even described a situation where an intern found a defect on one of the products that had passed inspection, which made the supervisor comment "This kid has a future".

If your company has an interest in hosting an internship or a job shadow for one or more P-TECH students, please contact Kathy Birmingham at kathyb@macny.org.

Thanks so much to our business partners who made this possible:

**Bo-Mer Plastics
Cryomech
Dupli
G.A. Braun
PPC Broadband
United Radio
WestRock/Solvay Mill**



Syracuse P-TECH student works with mechanical assembler, Brock Nason, while interning at G.A. Braun. He is assembling a spread rail assembly for a sheet feeder. The machine feeds bed sheets into an ironer.



While working over the summer at Bo-Mer Plastics, an Auburn P-TECH student learns how to calibrate a set of digital calipers.

Two New P-TECH Programs: Computer Information Systems (CIS) & Remotely Piloted Aircraft Systems (RPAS)

Partners for Education & Business is gearing up to assist with two new P-TECH Programs at the Public Service Leadership Academy at Fowler for this school year. Just as the Northeast UAS Airspace Integration Research (NUAIR) Alliance* recently announced their partnership with Unify, a European company with a unique software application enabling unmanned traffic management (UTM) systems, we will combine incoming students for some exciting field trips for these new programs. On the first day of school this year, there are 21 new 9th graders enrolled in the RPAS program and 19 new 9th graders in the CIS program.

In early September, P-TECH Coordinators, instructors, SCSD personnel and PEB representatives will be in attendance among representatives from NASA, the FAA, the U.S.A.F., the U.S. Department of Justice and members of the NUAIR Alliance at the 2018 New York UAS Symposium at the Turning Stone. Companies are looking to drone technology to provide better solutions and this symposium will provide networking and a platform for industry leaders to discuss policies and what is needed to move the drone industry forward in Central New York.

At the same time, these P-TECH programs are bringing this cutting-edge technology to the classroom, we are bringing students out to see this technology in real life applications and preparing them for future jobs in the industry. Drones are currently in use in law enforcement, aerial photography, pollination of crops, surveillance of power lines, and many more applications.



WANTED: CAREER COACHES/MENTORS

Benefits include:

Smiles, Inspired Students, A Feeling of Achievement, Sincere Gratitude, Qualified Work Force

All you need is the simple desire to positively impact a student's career path. Make a difference and join the Syracuse or Auburn P-TECH Program – no experience required!

Contact Kathy Birmingham at kathyb@macny.org to learn more!

Month at a Glance... OCTOBER

- 2 Making Today Matter**
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
- 3 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.
- 3 Business Development Council: Tour of New Hope Mills Manufacturing Inc.**
Time: 8:30 AM - 10:30 AM; Cost: No cost for Business Development Council Members and Individual Members, \$40 for non-Business Development Council Members; Presenter: Doug Weed, President.
- 4 Human Resource Council: Paid Family Leave and ACA Penalty Letters**
Time: 8 AM - 10 AM; Cost: No cost for Human Resource Council Members and Individual Members, \$40 for non-Human Resource Council Members; Presenter: Lisa Allen, CAS, CFC, CHRS, Vice-President Regulatory Affairs, Relph Benefit Advisors
- 5 9th Annual Manufacturing Careers Day - Business/Education Leaders Session** - Time: 7:30 AM - 9:30 AM; No cost; Lockheed Martin, 497 Electronics Parkway, Building 6 Conference Center, Liverpool, NY 13088
- 5 Syracuse University's Project Management Certification 4 Day Training**
Dates: 10/5, 10/11, 10/19, 10/25; Time: 9 AM - 3 PM; Cost \$1,350 per MACNY Member (\$1,215 per Individual Member) / \$1,650 per non-MACNY Member; Facilitator: Patrick Penfield
- 9 Continuous Improvement, Factory Managers, and Plant Engineers Council: Tour of Golden Artist Colors, Inc.**
Time: 1:30 PM (dinner to follow onsite); Cost: \$25 per Continuous Improvement, Factory Managers, Plant Engineers and Individual Member/\$65 per non-council member; Location: 188 Bell Road, New Berlin, 13411
- 10 NEW CLASS ALERT! The Metallurgy of Machining and Forming Processes**
Dates: 10/10, 10/24, 11/7, 11/28, 12/12; Time: 2:30 PM - 4:30 PM; Facilitator: Jim Beckman; Cost: \$750 per MACNY Member (\$675 per Individual Member) / \$1,000 per non-MACNY Member.
- 11 Becoming A Person of Influence**
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
- 11 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
- 12 "The 21 Irrefutable Laws of Leadership"**
This event is exclusive to Individual Members. To learn more contact Julianne at jpease@macny.org.
- 16 Central Upstate Manufacturing Legislative Breakfast**
Time: 8 AM - 11 AM; Cost: \$65 per person; Location: Cavalry Club, 4801 Troop K Road, Manlius, 13104
- 16 HR Breakfast Briefing – New York State Sexual Harassment Legislation Update**
Time: 8 AM - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Chris Harrigan, Attorney, Barclay Damon
- 16 No Limits**
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

Month at a Glance... **OCTOBER**

17 Safety Council: Tour of Crucible Industries

Time: 8 AM - 10 AM; Cost: No cost for Safety Council Members and Individual Members, \$40 for non-Safety Council Members; Presenter: Michael Sirbaugh.

17 Sexual Harassment Prevention Training for Supervisors

Time: 2:30 PM - 4:30 PM; Cost: \$150 per MACNY Member (\$131 for Individual Members) / \$250 per non-MACNY member; Facilitator: Hilary Hext, Training Manager, MACNY

18 Mastering Emotional Intelligence, Level 1

Time: 8:30 AM - 4:30 PM; Cost: \$495 per MACNY Member (\$445.50 per Individual Member) / \$695 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

18 Finance and Technology Council: Cyber Security Panel

Time: 3 PM; Cost: \$25 for Finance, Technology, and Individual Member, \$65 for non-Finance/Technology Council Member; Presenters: Brian Gerling, Eric Caballero, and Adam Brown

26 Live2Lead Broadcast at The Lodge at Welch Allyn - Time: 8:30 AM - 3 PM; Cost: \$125

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

LIVE2>LEAD

WHAT IS LIVE2LEAD?

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.

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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