

MANUFACTURING MATTERS

Fourth Annual Live2Lead Event and Second Annual MACNY Transformational Leadership Award

On October 26th, leaders from across Central New York gathered at The Lodge at Welch Allyn for Live2Lead 2018—a broadcast event from Duluth, Georgia. A full crowd heard from Dr. John C. Maxwell, Carly Fiorina, Daniel Pink, Debra Searle, and Tyler Perry share their years of real life experiences.

In addition to the Live2Lead event, MACNY honored Sriraj Patel, Director of Research and Design for Currier Plastics Inc. as the recipient of MACNY's Second Annual Transformational Leadership Award.

Sriraj was nominated by Currier Plastics Quality Management System Lead, Quality Engineer, Dana Lupo. Sriraj is recognized by his colleagues for his commitment to every aspect of helping to lead and transform the company in a variety of positive ways. One of many examples Dana shared was Sriraj revolutionized the method of saving data from servers alone by introducing a cloud server for the company. During this project, he was able to free data space, organize the servers, and institute a software backup with the help of just one summer intern and at no cost to the company. The project Sriraj completed allowed the company and its employees to work more easily off-site with access to the servers.

Dana shared “Sriraj leads a team of fifteen people, but because of Sriraj’s guidance and vision for the organization, it is the most effective team of intelligent and hard working individuals that also has the highest number of bachelor’s degrees within the company. In five months, Sriraj was able to lead his team to certifications that normally take a company two years.”

Sriraj always handles difficult situations in creative ways, is always learning something new for himself, and consistently recommends literature to his colleagues to help them grow in new ways as well. Sriraj stands out as a natural leader in the plant.

This year’s Transformational Leadership Award was sponsored by Stickley, Audi & Company.

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PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

Economic Growth and Development in Central New York

This year, I became the co-chair of the Regional Economic Development Council (REDC). My co-chair, SUNY President Danielle Laraque-Arena, and I lead the REDC of the Central New York Region. This council has nearly 30 committee individuals who want our region to prosper. With this being our eighth year, we have submitted an outstanding collection of projects for funding. You can view these projects at the following link: <https://regionalcouncils.ny.gov/sites/default/files/2018-10/CentralNewYork2018ProgressReport.pdf>. Having been on the REDC for the entire eight-year period, I have seen the progress we have made as a region and on the council. I believe this submittal is one of the finest the region has offered.

This year's submittal includes projects totaling more than \$20.3 million in proposed state investments, which will leverage \$241.9 million in private sector investments and other funding. If funded, it will create a total investment of over \$262 million. This major investment into the region will create a five-year payroll of more than \$140 million, support the creation of 771 jobs, 1,121 indirect jobs, the retention of 1,068 existing jobs, and leverage a return on investment of 12.9 to 1.

Over that last seven years, the council has helped the region receive over \$1 billion in investment in projects to include \$500 million through the Upstate Revitalization Initiative (URI). This investment was matched by over \$1.4 billion in private and public-sector investments. More than 76% of the projects are on time or already completed. These investments support our strategic goals of:

- Strengthening target industry concentrations that leverage our unique economic assets,
- Improve competitiveness in and connections to regional, national, and global economies,
- Revitalize our region's urban cores, main streets, and neighborhoods.

However, our work is never complete. As a region, we need to identify and support great projects that grow jobs in our community and advance our other key regional priorities. We will need your help in doing this. MACNY is committed to helping your company thrive here in New York State.

At MACNY, we want to help create an overall conducive environment for manufacturing success and to assist companies in seeking the best way for their entities to grow and prosper. New York State is a top ten manufacturing state and has the ability to continue to excel at making great products for the world. Our workforce is second to none, and we can continue to dominate in this space if we grow our own, and attract great talent. It's an exciting time to be in manufacturing and technology. We are glad to be here to assist in the successes of the manufacturing sector.

If you would like to learn more about the REDC or any of the great services that MACNY offers, please contact me at rwolken@macny.org. As always, thank you for what you do to help manufacturing thrive here in Central Upstate New York.



Karyn Burns

VP, Government Relations & Communications

The Costs of a “Free” Single Payer Healthcare System? A Lot.

With New York State consistently ranked as one of the highest tax states in the nation, attention to the details of taxes and exactly where they are coming from is a common topic of discussion amongst the MACNY membership. Every year, we survey our members and ask them of all the taxes, which ones need to be addressed by rank of priority? Every year, the top ranking remains the same: the seemingly never ending, rising costs of healthcare. Year after year, our members would visit with Albany lawmakers, and make specific recommendations that would undoubtedly help in curbing the increasing costs, and possibly even help in reducing some of the taxes, and fees associated with healthcare.

With heightened attention for the upcoming New York State elections and the possibility of a Senate flip, attention is also being made to a number of bills that have been introduced in the past but would likely be stopped based on the two-party majority we had between the Administration, the Assembly, and the now Republican majority Senate. Which of these topics are of concern to businesses? A single payer healthcare system.

This “free healthcare for all” approach is nothing new and received significant national attention when it became then Presidential candidate Bernie Sanders key platform issue. Since Senator Sanders did not seek the nomination, his vision of a federal single payer healthcare system never transpired. It did, however, make significant headway as a possibility in the State that he served as Senator. A highly progressive State, the concept aligned well with the State’s political leadership and their ideological principles. It gained legislative support and continued traction until it was eventually ditched for one reason, and one reason only: the cost. Vermont quickly realized in crunching numbers that the cost of a single payer healthcare system was going to make healthcare cost not free, but rather skyrocket.

The only other State to also seriously consider this system for their constituents; similarly, is progressive California. That is, until they did the numbers and also realized that the cost of free healthcare was, in reality, going to double the cost for the entire state budget. They too, ditched the idea.

The single payer healthcare bill has been introduced at least a dozen times in recent New York State legislative sessions. However, with the sponsors coming from the Democratic Senate, the possibility of it passing in the Senate was not considered likely. This upcoming election has changed the narrative, or at least had people questioning this, should there be a Senate flip.

A RAND Study was just released trying to break down the bill, should it ever become Law. The report found that indeed, under the single payer healthcare, most people would be covered, just as the bill attempts to achieve, to include illegal immigrants. The study itself also concluded something that hopefully will come as no shock to Albany lawmakers and the constituents they represent: just as it was determined in Vermont and California, implementing a single payer healthcare system will undoubtedly skyrocket the costs of healthcare. Who will get hit with these added costs? Taxpayers. The State would be required to pass off the costs somewhere, so this will likely include levies on workers, businesses, and even investment income. According to the study, by 2031, New York’s top personal income tax rate, which is already among America’s highest, will go from just shy of 9% to a whopping 29%, adding the city’s four percent take and D.C.’s 37% take, we are looking conservatively at close to 70%.

It is my hope that New York State will take a look at the numbers, just as Vermont and California did, and determine that perhaps, adding significant costs through taxes to an already stifling and highly taxed business climate might not be the best idea. The concept will be shelved just as it was in California and Vermont. Interestingly enough, the study was not entirely doom and gloom. It was suggested that perhaps there is a way to be able to implement this single payer healthcare program and not cause increased taxes on businesses. The overarching theme of a solution lies in Albany doing two things: trimming administrative costs and keeping a tight oversight and lid on payments to health care providers.



Cindy Oehmigen

Director of Energy and Corporate Services

Well, Now What? You Thought A Car Would Make A Very Nice Graduation Present? Not So Fast.

There is a new burgeoning industry popping up in urban areas. Companies like Getaround and Car2go are changing the way we access automobile transportation. Carsharing. There are many reasons this is becoming more common.

Think of it in two buckets of reasons: first, it impacts urbanites (80% of the U.S. population) on a personal level. Having access to the “right” vehicle without the investment and costs of ownership has its benefits. For example, you own and maintain a large SUV that you want for the occasional vacation and leisure activity, but then you drive it around town for grocery shopping, going to work, driving kids around; all the while it gobbles gas and consumes capital expenditures. Expensive when you are using it, but what if you could have access to that SUV when required and you could utilize a more appropriate vehicle for everything else? And you don’t have to pay to store it, insure it, etc. Especially, if most of the time you can get where you need to go with public transportation. Think of NYC and the time one spends looking for a parking space. According to *The Conversation*, motor vehicles are parked 95% of the time. Expensive while it sits not being used.

Then there are the social costs to consider. Manufacturing a new car creates as much in emissions as it does to drive it. Urban planners currently set aside parcels of land just for parking. Terrible use of expensive real estate. Individual car ownership contributes significantly to urban congestion.

In a first year Social and Mobility Impact Study of carsharing in Philadelphia, as far back as 2005, found that there was compelling evidence that carsharing reduced vehicle ownership, reduces miles traveled, and created social change. Each PhillyCarShare vehicle replaced 23 private vehicles.

The upshot is that not only do the participants of a carsharing program reap benefits, so do the non-participants. With the reduction of 9 to 13 vehicles on the road for every shared one, one can imagine the drop in traffic congestion, air pollution, water pollution, and parking infrastructure.

Fast forward a few short years. I predict there will be banks of smaller, consistently newer, more efficient electric vehicles, parked in primary spaces, with charging stations made possible by urban planning. All for car share programs. Traffic congestion will be less. Pollution from vehicular travel will be less. Time spent looking for a parking space will be less. Personal ownership of vehicles will be less. Less expenditure on insurance, garage rental, new car purchase, and fewer miles traveled. The whole idea of carsharing stands to be a disrupter for the automobile industry. Not even considering the impact of Uber and Lyft. If you are not ready for this to occur, you should be thinking about it very soon.

Sources:

<https://theconversation.com/freeing-up-the-huge-areas-set-aside-for-parking-can-transform-our-cities-85331>

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APPRENTICESHIP UPDATE



Martha Ponge

Director of Apprenticeship

What Do You Know About Pre-Apprenticeship?

Pre-Apprenticeship is a successful best practice for linking school to work. Quality Pre-Apprenticeship programs can play a valuable role in preparing entry level employees for careers as skilled journey workers. MACNY and their affiliate, Partners for Education and Business, The Syracuse City School District (SCSD), and the Central New York School Boards Association convened a meeting, with local manufacturers, on August 23, 2018 to discuss the upcoming launch of a Pre-Apprenticeship Program in the SCSD, as part of their Career and Technical Education offerings. As the discussion continues with our local manufacturers and partnering entities, we would like to answer a few FAQ's on Pre-Apprenticeship.

What is Pre-Apprenticeship?

Pre-Apprenticeship programs are designed to prepare individuals with the skills and competencies necessary to enter a Registered Apprenticeship in one or more trade areas. The U.S. Department of Labor suggests three key steps for developing a successful program.

1. Explore Apprenticeship as a strategy to help your community meet the demand for skilled workers. Like a Registered Apprenticeship, a Pre-Apprenticeship should be employer driven.
2. Build a partnership with education and a consortium of businesses to develop the program. In a good partnership, an employer or employer group collaborates with a secondary or vocational-technical school to provide formal instruction in which the structured work-based experience is typically credit-bearing and an integral part of instruction.
3. Work with your partners to build the core components of your program. The partners will develop the details of the program, leverage the resources needed, and decide which partners are best suited to carry out critical parts of the program.

What are the critical components of a Pre-Apprenticeship?

- Formal partnerships with at least one Apprenticeship program sponsor.

- An approved training curriculum based on industry standards.
- Educational and vocational services and support that integrate school learning into meaningful contexts for students.
- Hands-on training in a simulated lab experience, through volunteer opportunities, or through paid internships.

Is a Pre-Apprenticeship a formal registered program?

In the state of New York, there is not a registered Pre-Apprenticeship Program. However, the Department of Labor is very supportive of high quality programs that enable students to enter directly into a Registered Apprenticeship Program with credit for prior learning or advanced placement for skills and competencies that have already been obtained. As per Federal and State Labor Laws, students must be at least 16 years of age to work in a manufacturing floor setting, if enrolled in a recognized formal program.

Do Pre-Apprentices get paid?

Pre-Apprentices may be paid, but it is not a requirement of a program. Whether paid or unpaid, one advantage of doing a Pre-Apprenticeship is that you are completing the first stage of apprenticeship study; meaning an employer may hire you with advanced standing and typically at a higher salary.

Are there successful programs to model?

In creating a pilot program here in Central New York, we will seek out established programs to create our own successful program based on best practices from around the country.

For example, North Carolina has one of the largest Pre-Apprenticeship student participation rates in the nation. North Carolina began piloting the program in 1993. High schools, participating employers, the Department of Labor (DOL), and parents of the youth, partner to deliver the program. The school assists with apprentice selection. The school provides a formalized support network of mentors who will counsel and guide the apprentices as they begin their training. The school coordinates the work-based components of the learning experience.

For more information about how your company can help shape Pre-Apprenticeship in Central New York, contact Martha Ponge, MPonge@macny.org or Joe Vargo, JoeV@macny.org.



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...

November 8 December 13 January 10

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...

Citizens Bank

Citizens offers a broad range of retail and commercial banking products and services to individuals, small businesses, middle-market companies, large corporations, and institutions. Citizens helps its customers reach their potential by listening to them and by understanding their needs in order to offer tailored advice, ideas, and solutions.

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

Liland Global

Liland Global researches, develops and manufactures high-quality, yet competitively priced, automotive after-market products, including exclusive product lines.

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

Momentive Performance Materials

Momentive is a global leader in silicones and advanced materials, with a more than 75-year heritage of being first to market with performance applications that support and improve everyday life. Momentive delivers science-based solutions for major industries, by linking its custom technology platforms to allow the creation of unique solutions for customers.

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

Sysco Syracuse

Sysco Syracuse distributes over 10,000 items, consisting of meat, poultry, seafood, produce, dairy, frozen, beverage, dry and canned food products, as well as a wide variety of non-food wares such as paper plates, napkins, soaps and detergents, cleaning chemicals, silverware, cooking utensils, chinaware, and healthcare.

Visit them at: <https://www.sysco.com/Contact/Contact/Our-Locations/Syracuse>



Eileen M. Clinton, CEA, REPA, AAI, AIC,
CPCU, ALCM
Risk Manager, Brown & Brown Empire State

Nuances of Workers' Compensation Experience Mod... Things to be Aware of

As we know, every October the New York State Rating Board publishes the NYS rates per class code. The good news is they have come down over the years. However, hidden in the announcement document, the NYS Rating Board has made changes to the ELR (Expected Loss Ratio) which is one of the components in the formula determining a company's experience modifier.

Your experience modifier is really the only area that you, as an insured can control, through claim reduction and cost containment when you have a Guaranteed Cost program. What this October memo indicated was that the ELR (Expected Loss Ratio) of many class codes went down. Now you would think that going down would be good, right? However, the ELR (Expected Loss Ratio) is applied to your payroll which is factored into the "denominator" of your mod formula. The "numerator" would be your actual losses.

So if you see that an ELR of .88 goes down to an ELR of .86 that would have an effect of lowering your payroll impact, which is your denominator. So even if your numerator remains the same but the denominator goes down, your experience mod will go up. This has been the result for many companies who believe that they have done a good job with cost containment and mitigation. They would have an experience mod that arbitrarily went up due to the performance of that class code, not necessarily their own performance.

While there may be nothing you can do as an individual company, it is very important to be aware when you are measuring your mod compared to others that everyone in that class code would bear the same burden. The best recommendation for controlling your experience modifier is the old saying: "The best claim is one that doesn't happen." By Safety & Loss Prevention and Risk Management, you can prevent and then mitigate a lot of the claims that would be contained in your actual loss experience which would lower your mod.

Another thing to watch out for is if you are insured with the State Insurance Fund, they have an endorsement called a "net premium endorsement" for larger accounts with a higher premium level. What this means is even if a clerical error or a recovery of subrogation occurs in prior terms and results in a downward movement of your experience mod, that credit would be offset with a debit to result in a "net zero" gain. This can hurt if you have a credit. However, if a change in an older period results in a higher mod, the endorsement reads that would not affect you negatively as well.

Again this is something to be aware of when you are looking at your State Insurance Fund Policies. This would NOT impact a State Insurance Fund Safety group.

MACNY will be introducing a Workers Compensation Question Hotline for our members in December 2018. This will allow you to send a question regarding New York State Workers Compensation via a link on the HR page of the MACNY website.

Hot Off The Line

Q - Has the IRS announced the HSA contribution limits for 2019? If so, what are the amounts?

A - The self-only HSA contribution limit for 2019 is \$3,500 and the family HSA contribution limit is \$7,000.



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

- According to a 2018 survey conducted by SHRM, 35% of employers offered paid maternity leave, up from 30% in 2017. *Source: HR Magazine Sept./Oct. 2018.*
- According to Forbes, over 70% of learning on the job occurs informally. *Source: Forbes.*
- New York State minimum wage (not including NYC, Long Island, and Westchester) beginning December 31, 2018 will be \$11.10. *Source: www.labor.ny.gov.*

CPI

Wage/Clerical	August	July	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	733.8	733.2	0.5	0.1%	2.9%
1982-84=100	246.3	246.2	0.2	0.1%	2.9%
Urban					
1967=100	755.3	754.9	0.4	0.1%	2.7%
1982-84=100	252.1	252.0	0.1	0.1%	2.7%
Unemployment Rates					
August - Onondaga County: 3.9; Metropolitan Syracuse Area (MSA): 4.1					



David Freund
Chief Leadership Officer

Things Are Just So Bad!

How often have you thought about how bad things are lately? There is just so much going wrong. Look at the news on any given day. Things are just a mess! Okay, let's move on. Who are you associating with the most? Do they share your assessment of how bad things are? If I were a betting man, and I am not, but if I were, I would bet that if you are a person who feels things are a mess in the world, you are also spending a significant amount of time with other people who think things are a mess.

In John Maxwell's book ***Think on These Things***, he shared the following experience during a question and answer period at a conference: A pastor spoke up and said "I think I can build a church to an average size of 200. What do you think?" "I agree – you can build a church of up to that size." Another pastor, without raising his hand, blurted out "I think I can build a church up to 500. What do you think?" I replied, "I agree – you can build a church up to that size." The first pastor stood up and said, "That doesn't seem fair. Why do you think he can build a larger church than I can when you don't even know our abilities and talents?" My reply to the pastor was, "It doesn't matter which of you has the greater ability. That which determines the success of your church's growth, more than any other ingredient is what you think you can do. If you think you can, you can. If you think you are, you are." I just love that, if you think you can, you can, and if you think you are, you are.

The power of our thoughts are incredible. What we think about and what we focus on becomes our reality. Who we spend time with influences our thoughts. The questions that bear asking are; are we taking control of our thought life and how do we do that? As we approach Thanksgiving, we have the perfect opportunity to change our thought life by focusing on gratitude. By keeping a gratitude journal, we can increase our long-term well-being by 10 percent, and

being grateful makes us more likable. Let's face it, you don't want to be around people who are always complaining. Whenever you see them coming, you want to run and hide. All they do is talk about themselves and how miserable their life is. You know the type, "What a day! There were three people ahead of me at Starbucks and I had to wait forever for my Pumpkin Spice Chai Tea Latte. Then, to make matters worse, the jerk ahead of me hit his breaks, and I spilled it on the steering wheel in my Lexus." I must be out of touch, I don't even know what a Pumpkin Spice Chai Tea Latte is anyways; I just know that these people are annoying and drag us down. Don't be that person!

Focusing on blessings as opposed to burdens reduces the symptoms of illnesses by 16 percent. Gratitude reduces physical pain by 10 percent. It increases our amount of sleep by 8 percent because we fall asleep faster. When we do sleep, the quality of our sleep increases by 25 percent. What are you thinking about when you fall asleep at night? As we reflect on blessings, our memories become more positive. All of us have good and bad things that have occurred in our lives. By giving more attention to the positive memories, it allows us to remember additional positive memories, and can actually raise neutral memories to a positive focus.

I challenge you to take the month of November and start a gratitude journal. Each day, write down a few blessings that have occurred on that day. Blessings like a warm shower and a comfortable bed. Enough food to eat and loved ones to share it with. If you do, I guarantee you will feel better and be much happier as Thanksgiving rolls around.

I am grateful for all of you, and for what you do to make manufacturing in Central New York so great. Have a Happy Thanksgiving.



Hilary Hext
Training Manager

Reverse Mentoring: A Conversation Through the Generations

You might think reverse mentoring is just for “older people” to learn from “younger people” to get tips about technology, social media, and how to use Microsoft Excel. But it is not! There is so much more to reverse mentoring than showing a baby boomer how to use the latest software or how to plug in a laptop to project on a screen. Millennials are going to be the largest generation in the workplace by 2020 (The Millennial Solution). It is time for everyone to have a conversation about millennials taking over the workplace and what it means for all generations.

I have the privilege of working with Jim Beckman, Senior Consultant with MACNY, on crafting a reverse mentoring training program to include both a millennial to mentor a baby boomer or gen x and a baby boomer or gen x to mentor a millennial. We meet on a bi-weekly basis to see what we can learn from each other. We discuss topics that include: communication styles, flexible work hours, negotiations, personal values, and working from home; and we will continue to cover many more valuable topics.

It has been an enjoyable process, finding the funny and meaningful anecdotes to include in the program we are creating. We use a similar technique that is used in the John Maxwell Team Coaching Certification that I am certified in. We ask each other questions to gain more understanding and help each other find the answers we are looking for. I am lucky to have had such an enriching learning experience by learning how to coach at an early age and I use these skills throughout my personal and professional life. As for Jim, he has a knack of asking questions through his experience in leadership positions. Not to mention, he is an inquisitive and funny person which makes the experience even more enjoyable!

If this topic is of interest to you and/or your company, we would love to hear your thoughts on what you might be interested in learning. With multiple generations working together in the workplace, we want to work with you on solutions so we can all work better together.

Consider these questions:

- What are some of the things that frustrate you about the other generations?
- How could we help you bridge the gap between the generations?
- Have you considered engaging with a reverse mentor?

The program is set to be released in March of 2019. Our goal for the new training program is to use practical examples on the topics we have discussed in addition to using the feedback we receive!

If you or your company are interested in enrolling in this training program or if you would like to provide feedback towards this training program, please contact Hilary Hext at hhex@macny.org or at 315-474-4201 ext. 24.



Joe Vargo
Executive Director
Partners For Education & Business

Manufacturing Careers Day at Lockheed Martin

CiTi BOCES, Gear Motions Nixon Gear Division and WestRock Solvay Mill Were Also Hosts

MACNY member companies opened their doors on October 5th to introduce students and teachers to their high tech advanced manufacturing facilities. Lockheed Martin (LMCO) in Liverpool hosted both a business and education leadership forum, a variety of tour stops for students and teachers highlighting STEM careers within their company and the skills required to obtain these careers. PEB and MACNY coordinated this year's Manufacturing Careers Day, one of hundreds of events held that were a part of National Manufacturing Careers Day (www.mfgday.com). Additional regional sites included CiTi BOCES in Mexico, Gear Motions Nixon Gear Division, and WestRock Solvay Mill.

At Lockheed Martin, students and teachers saw a variety of manufacturing careers and processes represented, including robotics, supply chain mapping, radar technology, logistics, field engineering, and a helicopter pilot, plus hands-on activities that tested students' communication, teamwork, and problem solving skills. Important non-technical competencies, such as the roles and responsibilities of some of the job titles, and an explanation of lean manufacturing were discussed. Story-boards were on display to tie the tour stops to education and professional disciplines and their correlation to salaries, required degrees, etc. Lockheed Martin personnel volunteered to act as tour guides, with each team of two overseeing a group of up to 30 students and teachers.

In addition to the student tours and demonstrations, a business and education leadership forum was held at LMCO prior to the students' visit. Greg Larioni, Vice President, welcomed the leaders. The featured guest was Congressman John Katko. A panel discussion, facilitated by Dave Freund from MACNY, focused on identifying, training, and retaining qualified workers in advanced

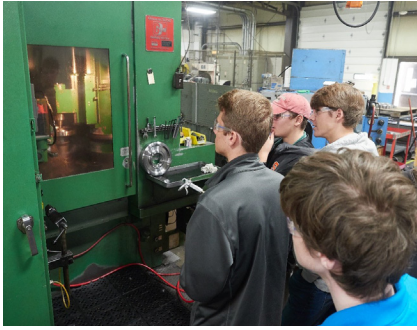
manufacturing. Special thanks to panelists Congressman John Katko, Mark Southwick of Huhtamaki, Valerie Finarty of Welch Allyn, Dr. Jody Manning of OCM BOCES, and Robert Leslie of the Syracuse City School District. A P-TECH senior from Syracuse's Institute of Technology, Miguel Perez, was a part of the panel and answered questions from the audience regarding his involvement with the program.

Gear Motions Nixon Gear Division and WestRock Solvay Mill also hosted students this year. Students and teachers from three high schools west of Syracuse (Jordan-Elbridge, Marcellus, and West Genesee) were introduced to the jobs and products and services offered at each company. At Gear Motions, all departments of the company were toured including the front office, quality, gear grinding and more. The leadership team, Dan Sierotnik, Dan Bartelli and Jerry Tarolli, led the facility tours and explained the processes being observed by the students.

At WestRock Solvay Mill, Vince Arlukiewicz, Qualified Area Technician, offered valuable insights into the various jobs, skill requirements, paperboard production, and quality assurance and quality control processes, that the students learned about during the tours.

Over 500 students and teachers participated in this year's Manufacturing Careers Day. Students from Auburn, East-Syracuse Minoa, Marcellus, Syracuse Academy of Science, and Solvay High Schools along with students from the Le Moyne College/Syracuse University Liberty Partnerships Program, OCM BOCES, and the Auburn and Syracuse P-TECH Programs participated. In addition, over 200 students visited the CiTi BOCES campus in Mexico.

*Students at Gear Motions
Nixon Gear Division*



Many thanks to our sponsors who helped make this event possible!

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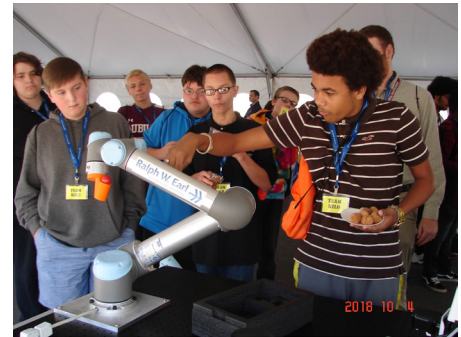
PEB UPDATE



Students at WestRock Solvay Mill



ESM Students in front of Sikorski helicopter at Lockheed Martin



P-TECH Update

Preparing today's students for tomorrow's jobs is the focus of P-TECH Programs. One of the newest pathways in technology is the Remotely Piloted Aircraft Systems program at the Public Service Leadership Academy at Fowler High School in the Syracuse City School District. These students will start taking college classes in ninth grade. Our job at Partners for Education & Business is to find those individuals already working in that industry to volunteer as career coaches one hour per month October through May. Representatives from United Radio, Cazenovia Equipment, CenterState CEO, and GeniusNY have already answered the call and met with students. Just as important for the students to meet current RPAS workers is to visit those employers where they may ultimately be employed. A visit to the unmanned aircraft systems (UAS) test site at Griffiss is planned, along with visits to local organizations already using drones.



Local jobs in this industry will include local defense contractors, law enforcement, search and rescue teams, emergency medicine, crop pollination, and aerial photography or surveillance. Truth be told, every industry will employ the use of drones, including transportation and delivery. Some jobs are yet to be defined and the possibilities are limitless!

Students who successfully complete this program will be job ready in 5 years with an A.A.S. Degree and pilot certification. While Mohawk Valley Community College and the Syracuse City School District continue to work on curriculum, Fowler High School will boast the first NYS certified UAS instructor in high school.

Month at a Glance... NOVEMBER

2 “The 21 Irrefutable Laws of Leadership”

This event is exclusive to Individual Members. To learn more contact Julianne at jpease@macny.org.

2 Information Technology Infrastructure Library (ITIL) 3 day course

Dates: 11/2, 11/9, 11/16; Time: 8:30 AM - 4:30 PM; Cost: \$1,980 per MACNY Member (\$1,782 per Individual Member) / \$2,200 per non-MACNY Member; Facilitator: Paul Fitterer, IT Performance, LLC.

6 Human Resource Council: HR Analytics

Time: 8 AM - 10 AM; Cost: No cost for Human Resource Council Members and Individual Members, \$40 for non-Human Resource Council Members; Presenter: Fernán Cepero, Chief Human Resources Officer & Chief Diversity Officer, YMCA of Greater Rochester.

7 Business Development Council: Tour of Syracuse Hancock International Airport

Time: 9:00 AM - 10:30 AM; Cost: No cost for Business Development Council Members and Individual Members, \$40 for non-Business Development Council Members; Presenter: Christina Callahan, Executive Director; Location: 1000 Col. Eileen Collins Blvd. Syracuse, NY 13212

7 Finance Council: Buying and Selling Businesses, What You Need to Know Expert Panel

Time: 8:00 AM - 10:00 AM; Cost: No cost for Finance Council Members and Individual Members, \$40 for non-Finance Council Members; Presenter: Joseph Mocciano of Bowers & Company, CPAs.

8 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

8 Everyone Communicates, Few Connect - Presenter's 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.

8 Factory Managers and Plant Engineers Council: Tour of RIT: Center of Excellence for Advanced & Sustainable Mfg./NYS Pollution Prevention Institute

Time: 4:00 PM (dinner to follow onsite); Cost: \$25 per Factory Managers & Plant Engineers and Individual Member/\$65 per non-council member; Location: 190 Lomb Memorial Drive Rochester, NY 14623.

13 HR Breakfast Briefing – What You Don't Know About Employee Documentation

Time: 8 AM - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Mike Dodd, Attorney, Ferrara Fiorenza PC.

13 Safety & Continuous Improvement Council: Tour of Welch Allyn

Time: 3:30 PM (dinner to follow onsite); Cost: \$25 per Safety & Continuous Improvement Council Members and Individual Members, \$65 per non-council Members; Location: 4341 State Street Road Skaneateles Falls, NY 13153.

14 Sexual Harassment Compliance Training for Supervisors: Webinar

Time: 2:30 PM - 4:30 PM; Cost: \$99 per MACNY Member (\$89.10 for Individual Members) / \$199 per non-MACNY member; Facilitator: Hilary Hext, Training Manager, MACNY.

15 Forklift Operator Safety: Train the Trainer

Time: 8:30 AM - 3:30 PM; Cost: \$300 per MACNY Member (\$270 per Individual Member) / \$500 per non-MACNY Member; Facilitator: Dave Bennett, Thompson and Johnson.

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

Month at a Glance... **NOVEMBER**

- 15 Gain Insight to Your Personality with Myers-Briggs Type Indicator (MBTI) Training**
Time: 12:30 PM - 4:30 PM; Cost: \$250 per MACNY Member (\$225 for Individual Members) / \$350 per non-MACNY member; Facilitator: Hilary Hext, Training Manager, MACNY.
- 16 Technology Council: Block Chain/Bit Coin**
Time: 8:00 AM - 10:00 AM; Cost: No cost for Technology Council Members and Individual Members, \$40 for non-technology Council Members; Presenter: Bahram Attaie, Syracuse University.
- 20 Sexual Harassment Compliance Training for Employees: Webinar**
Time: 2:00 PM - 3:30 PM; Cost: \$69 per MACNY Member (\$62.10 for Individual Members) / \$99 per non-MACNY member; Facilitator: Hilary Hext, Training Manager, MACNY.
- 22 MACNY & PEB Offices Closed**
- 23 MACNY & PEB Offices Closed**
- 27 ISO 9001:2015 Internal Auditor Training 2 day course**
Time: 8:00 AM - 4:00 PM; Cost: \$650 per MACNY Member (\$585 for Individual Members) / \$850 per non-MACNY member; Facilitator: Tara McInerney, Quality & Environmental Management.
- 27 15 Invaluable Laws of Growth**
Time: 8:30 AM - 4:30 PM; Cost: \$350 per MACNY Member (\$315 for Individual Members) / \$450 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY.
- 29 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.

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

Save the Date!

**MACNY's Annual
Post-Holiday Reception
January 17, 2019
4:30 - 7 PM**



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