

# MANUFACTURING MATTERS

## Three Exciting Events Coming Up in October

Each October, MACNY and Partners for Education and Business (PEB) offer three wonderful signature events to our members, making it one of our busiest months! Each of these events is unlike any other event we host. Take some time this month to familiarize yourself with all three and we hope to see you there next month!

### **Manufacturing Day: October 4th at Hillrom in Skaneateles**

October 4th is National Manufacturing Day! This year PEB will be hosting its 10th annual Manufacturing Day event highlighting local manufacturing careers. Over 500 students and teachers will be visiting local manufacturers in our region. The event will kick off at 8 AM with a facilitated panel of manufacturing leaders and educators discussing how to develop an urgency to support careers in manufacturing. To attend the panel discussion, please call 315.474.4201, ext. 47.

### **MACNY's Annual Legislative Breakfast: October 15 at Cavalry Club in Manlius**

Each year, this event serves as a regional opportunity for manufacturers and business owners to meet with their state and federal representatives to discuss issues that are pertinent to the manufacturing community. The event begins with a meet and greet with elected officials, followed by a public policy agenda review. This year's event will also include an educational presentation about the Climate Leadership and Community Protection Act followed by a panel discussion on various issues moderated by Randy Wolken. To register for this event, visit [www.macny.org/events](http://www.macny.org/events) or email [tiffanylatinog@macny.org](mailto:tiffanylatinog@macny.org).

### **Live2Lead: October 25th at The Lodge at Welch Allyn in Skaneateles**

Live2Lead 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 and learn from world-class leadership experts. This year's speakers include John C. Maxwell, #1 New York Times Bestselling Author, Coach, and Speaker; Marcus Buckingham, Global Researcher and Thought Leader; Angela Ahrendts, former Senior Vice President of Retail for Apple, Inc.; Rachel Hollis, #1 New York Times Bestselling Author and Entrepreneur; and Chris Hogan, the leading voice on building wealth and retirement. To register for this event, visit [www.macny.org/events](http://www.macny.org/events) or email [hnext@macny.org](mailto:hnext@macny.org).

### **Inside This Issue:**

**Page 3 | President's Message:**  
**Another Exciting Year Ahead at MACNY**

**Page 5 | Leadership Development:**  
**Are You Ready to Make the Shift?**

**Page 6 | Corporate Services:**  
**What Is This World Coming To?**

**Page 8 | Government Relations:**  
**2019 Legislative Session Recap**

**Page 9 | Workforce Development:**  
**An Effective Way to Build Your Workforce**

**Page 10 | Tax Update:**  
**New York State Eliminates Sales Tax Exemptions for Manufacturers**

**Page 14 | Training Update:**  
**Barb Stone Joins MACNY's Training & Development Team**

**Page 15 | Training Update:**  
**Steel is Everywhere**

**Page 16 | PEB Update:**  
**P-TECH Summer Bridge Program**  
**PEB Connects Companies to Top Engineering Students**

# CNY'S ISO CONSULTING, AUDITING & CERTIFICATION FIRM



**ITPerformanceLLC.com**



**Let's discuss how we can work together**  
**[info@ITPerformanceLLC.com](mailto:info@ITPerformanceLLC.com) • 315.682.0004**



**IT Performance<sup>llc</sup>**

## **ISO Services**

*ISO Training and Implementation*

- ✓ Satisfy Customer Requirements
- ✓ Ensure the safety of information
- ✓ Deliver IT services with excellence

## **Business Performance Improvement Services**

- ✓ Business and IT consulting
- ✓ IT Acquisition Support
- ✓ Business Process Mapping
- ✓ Project Management (PMP)
- ✓ ITIL Training and Certification

S1767241-SP003446



**LIBERTY<sup>®</sup>**  
TABLETOP

**AMERICA'S FLATWARE COMPANY**

**MADE IN THE U.S.A.**



**Flip your fork!**  
**Don't like what it says?**  
**We can help!**

**Liberty Tabletop**  
**100% Made In The USA!**

**Shop our website!**

**[www.LibertyTabletop.com](http://www.LibertyTabletop.com)**

Customer Service: 1.844.386.2338

102 East Seneca St., Suite 510

Sherrill, NY 13461

*Sherrill* 18/10 USA



## **Follow us on Social Media!**

Stay up to date with  
What's Happening at MACNY



**MACNY, The Manufacturers Association**



**@MACNY\_MfgAssoc**



**MACNY - The Manufacturers Association**



Randy Wolken  
President & CEO

## Another Exciting Year Ahead at MACNY

Each year in September, we kick off our events and learning opportunities for the coming year. Additionally, we also begin to roll out our new or updated offerings and member benefits. We have many exciting things lined up for you in the coming year and we invite you to dive into another great year at MACNY!

This year we are adding a new way to connect with other members and our offerings – digital training and development. We now have two meeting rooms at MACNY that are outfitted with the technology needed to host our events both in person and online. This means we will now deliver many of our outstanding training and council events in a digital format. Live council events at MACNY will give our council members or Individual Members a chance to participate from wherever they are. We are also offering training events digitally so you can take our classes from your place of work. Our first few online training courses conducted last year allowed individuals of our member companies to participate from afar and we are so excited to expand these opportunities to even more members. Digital experiences will be growing fast at MACNY and we are excited to offer them to you. Keep an eye on your inbox and on our website ([www.macny.org/events](http://www.macny.org/events)), or contact our training team at (315) 474-4201 to find out more.

This year we will again grow the number of Registered Apprenticeships in our member companies. To date, we have over 50 companies engaged and over 150 registered apprentices. We see rapid growth in this effort. Let us know if you would like to start a Registered Apprenticeship in your company. We will also expand our efforts to develop the future workforce in our schools. Partners for Education and Business (PEB) will continue leading an incredible effort working with schools, students, and parents each year. Thousands of students are now served throughout the region.

This year we are offering new and expanded corporate services to our members. We offer healthcare solutions, solar energy installation assistance, NYSEDA outreach, a new online recruiting tool, tours and conversations with public officials, and much more. Each year we expand how we help you be successful – and this year will be no different.

We are excited to be able to serve you for another year. In April 2020, we will celebrate our 107th year of service. Each year brings new opportunities to be of value to our members. Please engage with us again this year – and let us know how we are doing. And finally, thank you for all you do for our community. You, the team members of manufacturers and businesses, are the lifeblood of our region.



JOHN C. MAXWELL

# LIVE2LEAD

## 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 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.

**Friday, October 25, 2019**  
**9 AM to 3 PM, lunch included**

**The Lodge at Welch Allyn, Skaneateles**

**\$129 per person**  
**Register today at [www.macny.org/events](http://www.macny.org/events)**

## MEET THE SPEAKERS



**JOHN C. MAXWELL**

#1 *New York Times*  
Best Selling Author,  
Coach and Speaker



**MARCUS BUCKINGHAM**

Global Researcher and  
Thought Leader



**ANGELA AHRENDTS**

former Senior Vice President  
of Retail for Apple, Inc.



**RACHEL HOLLIS**

#1 *New York Times*  
Bestselling Author  
and Entrepreneur



**CHRIS HOGAN**

The leading voice on building  
wealth and retirement



David Freund  
Chief Leadership Officer

## Are You Ready to Make the Shift?

My dad was in manufacturing his entire adult life. You might even say he has manufacturing in his blood. Starting as a Die Maker at Westinghouse Electric he ended his career at Jaquith Industries as VP of Manufacturing. My dad loved working and manufacturing so much that as soon as his feet hit the floor in the morning, he was ready to go. Whenever he would talk about new processes or projects, his eyes would light up. If we passed an airport, he would be looking for Jaquith's orange approach towers so he could point them out to me.

One day our barber told me my dad was going to retire. I couldn't believe what I was hearing. I challenged him and said how much my dad loved working, but his reply was short and to the point, "No, he's ready to retire." The next time I saw my dad, I asked about the news I had heard and he confirmed that he was going to retire. His answer shocked me, "Yes, I am going to retire. It's just not fun anymore. It's now a young man's game, and I am no longer a young man. The pace is simply too fast." My dad was realizing that fast was becoming faster, and unless you're willing to make a shift to the new reality, you need to step aside.

In his latest book, *Leadershift*, John Maxwell identifies 11 shifts that each leader must be prepared to make so they can remain engaged and grow their influence. I had the privilege of hearing John teach lessons on these shifts just before the book was released and quickly realized the truths behind each shift. I would like to share with you my thoughts on two of the shifts.

**Soloist to Conductor** – Many of us were asked to take leadership positions because we were very good at what we did. People realized that we had abilities and were dedicated to the organization, so we were given supervisory or managerial positions. I don't have a problem with giving

people opportunities, but sometimes we offer opportunities without giving them the necessary tools to make the transition. Without the tools, the new supervisors or managers revert back to what they know whenever they face a "people" challenge. Technical skills and determination won't help; you need to lead your way through the challenge. You must begin to think like a conductor in an orchestra. The conductor realizes that each musician is gifted in his or her own specific way. The conductor realizes that each person plays their part in perfect time with the others but in a complementary way. The conductor also realizes that the only part they play is to bring the best out of each individual musician. The conductor doesn't play a single note.

**Ladder Climbing to Ladder Building** – As we worked our way through our education and into the workforce, we had a plan. This plan was designed with rungs on a ladder that allowed us to climb into the profession of our dreams—each rung moving us one step closer to our goal. Great leaders realize when it's time to stop climbing our own ladders and start building ladders for others. As a leader, you will find great satisfaction and fulfillment in watching others achieve things they didn't know were possible as you help them build their ladder to greater success. The amazing thing about building ladders for others is, before you realize what is happening, your own ladder continues to grow. You begin to achieve even greater things. Things that on your own would have been impossible. That's the beauty of shifting from climbing the ladder to building the ladder.

So, back to my dad. He transitioned out of the day-to-day running of plants at the young age of 63. For the next 17 years he mentored, coached, and trained for MACNY. He had made a leadership shift that allowed him to lead hundreds of young leaders in many different organizations. What shifts will you be working on this fall?



Cindy Oehmigen  
Director of Energy & Corporate Services

## What Is This World Coming To?

The other day, in my travels, I was distracted by something and looked away just as the car in front of me suddenly stopped. I was brought back to reality when my car automatically applied the brakes. Fortunately, I was not going fast, nor was I close to the vehicle in front of me, but my car's technology still kicked in to protect me. This is only the beginning of our cars 'taking over'. It is not that I actually have a fear of my car becoming too smart, but here is just a brief overview of changes that are coming sooner than you might imagine.

1. Voice command: Tantalum, a car technology company, is introducing an Alexa-like personal assistant. Just say, "find somewhere to park" and your car will locate the closest or cheapest place that has room.
2. Map options: Want the route that is least polluted? With all the data the navigational companies are gathering, this is very close to reality. Pick a route based on any criteria.
3. Brain-to-technology (this one is a bit frightening): Your car will be able to interpret brain signals and speed up response time.
4. Onboard mechanics: Also from Tantalum, this technology allows the car to self-diagnose mechanical or software problems and book a service appointment.
5. Solar power: One of my least favorite tasks required by owning a car is having to fill it up. Electric hybrid is already becoming common place and that helps. Imagine not having to stop at all. Why not solar?
6. Cars that talk to one another: When I first read of this one I envisioned a litany of road rage car honks going back and forth without human intervention. In reality, Cadillac is working on enabling cars to know the actions of other cars before they occur. And to take action accordingly.
7. Airbags that prevent accidents (this is probably my favorite): Thanks to Mercedes, rather than having airbags that deploy based on impact (after the damage is done), this sensor predicts and deploys an airbag under the car to slow down the car and bring to a stop. Virtually no damage!
8. Health monitoring: If the car can detect its own failings, why can't it also detect issues with the driver's health? Ford will soon be able to do this. If the driver is having a heart attack, or some other episode, the car will pull over and call for help.

More bells, buzzes, and whistles to get used to. It sounds like some pretty interesting safety features will soon to be available. It is entirely possible that some of our local producers will be included in the supply chain for these items—I sure hope so!

Source: Author Cindy-Lou Dale for Celebrated Living by American Airlines, July/August Edition



**Advanced Technologies.  
World Class Resources.**

# **New York State Innovation Summit**

**October 7-8, 2019**

**Rochester Convention Center • Rochester, NY**

**Discover New York State innovation.**

Learn about the technologies that are defining a new generation of products and manufacturing capabilities, showcase your advanced technologies, and discover New York State's innovation ecosystem. **Register at: [www.nysinnovationsummit.com](http://www.nysinnovationsummit.com)**

HOSTED BY:



**Division of  
Science, Technology  
& Innovation**

# GOVERNMENT RELATIONS



Tiffany Latino-Gerlock  
Director of Government Relations  
& Communications

## 2019 Legislative Session Recap

The 2019 Legislative Session wrapped up in Albany this past June with a flurry of activity. I wanted to take a moment to provide you with an overview report of some of the new measures the New York State Legislature passed this year that will affect businesses in our region and statewide.

**Permanent Property Tax Cap** – a tax cap that places a limit on the growth of school property taxes at two percent or the rate of inflation, whichever is less. MACNY has long supported and advocated for a permanent property tax cap. The permanent tax cap was part of the state budget.

**Expansion of the MWBE Program** – legislation that reauthorizes the Minority and Women Owned Business Enterprise (MWBE) program and extends the provisions of law relating to the participation of MWBEs in state contracts for the program to continue. The legislation increases the “Personal Net Worth” cap from \$3.5 million to \$15 million. The Governor signed the bill into law.

**Pay Equity in the Workplace** – a package of bills that expands the definition of “equal pay for equal work” to prohibit unequal pay based on a protected class for all substantially similar work. The measure also includes a salary history ban prohibiting employers from asking applicants about their salary history when determining wages. These bills have been signed into law.

**Women on Corporate Boards Study** – legislation that requires the department of state, in collaboration with the department of taxation and finance, to conduct a study on the number of female directors who serve on each board of directors of domestic and foreign corporations authorized to do business in New York state. The bill will be sent to the Governor’s office for his final review.

**Small Business Tax Credit** – legislation to establish a small business tax credit for a company that employs a disabled person for the duration of six months and who works a minimum of 35 hours per week. The amount of credit per hired person shall range between \$5,000 to \$25,000. The bill will be delivered to the Governor for his review.

**Workforce Development Funding** - \$750,000 was secured in the 2019-20 State Budget for the Manufacturers Intermediary Apprenticeship Program (MIAP) to continue. MACNY, and many of our member companies and Alliance partners, worked hard from the start of budget negotiations to ensure that this funding was included in the final budget agreement.

**Climate Leadership and Community Protection Act (CLCPA)** – legislation that enacts the CLCPA requiring reductions in statewide greenhouse gas emissions to 60% of 1990 levels by 2030 and to 15% of 1990 levels by 2050. It also creates the Climate Action Council to be comprised of various stakeholders, including Energy-Intensive Trade Exposed Industries (EITEs), to help develop a scoping plan. From the beginning of the legislative session, MACNY and many of our members strongly advocated for changes to be made to the original legislative proposal to help protect manufacturers and ensure that representatives of EITEs have a seat at the table. The final piece of legislation that passed, and subsequently signed into law, will include a just transition working group, where representatives from distinct energy-intensive industries will help advise the council on workforce development and training issues and energy-efficient measures.

State legislators are now back in their home districts until returning to Albany for next year’s session in January. Meanwhile, we will continue to advocate for issues of importance to our members. First, we will continue to promote a bill that calls for a zero percent tax rate for all manufacturers, a measure we believe could significantly help pass-through entities cut costs and re-invest in their businesses and communities. The legislation this year unanimously passed the Senate Budget and Revenue Committee, a positive step in the right direction.

We will also continue to focus our efforts on increasing funding for the Manufacturers Intermediary Apprenticeship Program to help grow a larger network of registered apprenticeships at companies throughout the entire state of New York.

If you have any questions about these state measures, please call me anytime at 315- 474-4201 ext. 13.



**Laury Ferguson**  
Assistant Director of Apprenticeship

## An Effective Way to Build Your Workforce

As the manufacturing sector advances throughout the state, the pathways to developing and acquiring talent are changing as well. While private employers are ideally equipped to define the skills they need to succeed, they cannot do it alone. Employers utilize the apprenticeship model as a viable training approach that can quickly and effectively build their manufacturing workforce and fill the skill gaps that exist within their workforce due to new technologies or stagnant educational opportunities, inexperienced and non-skilled labor, turnover, or retirement.

An employer may serve as a sponsor for their own program or decide to become a signatory partner of a group sponsored program. In the case of a group sponsored program such as MACNY's, we will serve as the sponsor of your NYS Registered Apprenticeship program, maintain the relationship with the NYSDOL, and provide you with the support you need to ensure the success of the program.

Regardless of the employer's choice of sponsorship, the apprenticeship programs are one and the same: employer run, NYS Department of Labor Registered Apprenticeship, earning a nationally recognized certification, (Journey-worker card) upon successful completion of the program.

Therefore, the number of employers who have become signatory partners under MACNY's and the Manufacturers Alliance Group Sponsorship for their NYS Registered Apprenticeship program is on the rise.

Under our Group Sponsorship, we work very closely with the DOL and act as the point of contact with the NYSDOL to initialize the registration process, as well coordinate the following activities of the Registered Apprenticeship program:

### Registration of Participating Employer Program

- Review trade outlines and all appendices
- Modify existing trades, if necessary, making minor company specific adjustments or help identify and develop new trade outlines
- Secure employer agreement and signatures
- Identify approved providers of Related Technical Instruction (RTI) delivery
- Help employers identify journey worker mentors for OJT delivery
- Identify and/or help define employer's apprentice wage progression
- Help employers identify possible apprentice candidates

### Registration of Participating Employer Apprentices

- Register the program with the NYSDOL
- Register all new apprentices as they enter the program
- Coordinate the completion of the paperwork and developing a system for record maintenance
- Assist with identifying apprentice support services and subsidies, including funding coordination/opportunities, grant applications, etc.
- Coordinate RTI with local colleges and vocational institutions and online resources
- Source RTI courses for the employer, present options and register apprentices for classes as requested by the employer

### Monitoring of Participating Employer RA Programs

Monitor and review:

- Apprentice selection and hiring processes
- Wage scale increase process
- Education provider's RTI delivery
- Employer's mentoring and OJT delivery
- Employer's apprentice performance review process

### Monitoring of Participating Employer Apprentices

Along with the NYSDOL representative:

- Update apprentice status (termination/completion)
- Update apprentice RTI and OJT completions

### Reporting on RA Programs and RA Apprenticeships

Provide reporting on:

- All new and existing RA programs to the NYSDOL
- Newly registered apprentices (e.g. – demographic info)
- Terminated registered apprentices
- Completed/graduated registered apprentices

To learn more about NYS Registered Apprenticeship programs, please email me at [lferguson@macny.org](mailto:lferguson@macny.org).

## New York State Eliminates Sales Tax Exemptions for Manufacturers

Joseph A. Hardick, CPA, CCIFP, Partner, Dannible & McKee, LLP



On April 1, 2019, New York State legislators approved their 2020 fiscal year budget, which included several provisions that will adversely affect New York companies, especially manufacturers' sales tax expense. The most notable item being the elimination of the sales tax exemption, previously in effect, that allowed commercial customers of Energy Service Companies ("ESCOs") to receive electric and gas supply without paying sales tax on the transmission and distribution charges. An ESCO is a company that resells energy purchased from outside sources, rather than one that sells energy it produces (a Non-ESCO). If you received or start receiving increased sales tax bills, you are likely purchasing utilities through an ESCO.

As energy costs make up a large portion of any manufacturer's production process, it is important for all manufacturers to understand how this provision will increase their utility costs and impact their sales tax bills in years to come. The short answer: Those items will increase significantly.

Since 2000, shortly after New York restructured its energy markets, the NYS Tax Law has included an exemption for commercial ESCO customers. Under the previous provision, manufacturers did not pay any sales tax on utilities purchased that were used in the production process as they were exempt under the previous law. Now, with the new law, the raw cost of utilities used in the production process are still exempt for manufacturers; however, the transportation, transmission or distribution of gas or electricity is not.

The repeal of the exemption went into effect on June 1, 2019, and it applies to sales and services made or provided on and after that date, regardless of whether the service was based on a prior contract. Manufacturers will see charges for sales tax on the delivery portion of their bills going forward.

This can be burdensome for all manufacturers and especially those who have current contracts based on a fixed price as New York has added unexpected sales tax costs which will hurt their margins. The new law did not provide any other form of exemption for those affected by this provision as of the date of this writing.

Contact your accounting professional today to see how this provision will impact your manufacturing business, as well as keeping up to date with sales tax returns and payments.

Joseph A. Hardick, CPA, CCIFP, is a tax partner with Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Albany and Binghamton, New York. The firm has been providing services to the manufacturing industry since its inception in 1978. For more information, contact Joe at 315-472-9127 or [jhardick@dmcpas.com](mailto:jhardick@dmcpas.com).

### Dannible & McKee's Annual **MANUFACTURING CONFERENCE**

**October 17, 2019 | Syracuse, NY**

Complimentary conference featuring presentations by Randy Wolken and other industry experts on current economic factors and trends, steps to improve profitability, maximizing accounting software and new tax law changes impacting the manufacturing industry.

**Register at: [www.dmcpas.com/seminars](http://www.dmcpas.com/seminars)**

## MACNY's Annual Golf Tournament July 29, 2019

Congratulations to this year's golf tournament winners!

**First Place:** Onondaga County Water Authority (OCWA)  
Danny Fitzpatrick, Sean Fitzpatrick, Charlie Russo, and Eric Vinal

**Second Place:** Secure Network Technologies & Benchmark Services Inc.  
Kevin Conley, Paul White, John Sheedy, and Mark Tackley

**Third Place:** Bristol-Myers Squibb  
Brian Fitzgerald, Scott Smith, Ryan Stelick, and Ted Smith

**Longest Drive (Women)** – Lisa Capizzi, Adecco

**Longest Drive (Men)** – Charlie Russo, OCWA

**Closest to the Pin (Women)** – Tracy Foltz, Falk Precision

**Closest to the Pin (Men)** – Brian Fitzgerald, Bristol-Myers Squibb

We would also like to send a special thank you to all of our members that participated, especially our sponsors:

- Adecco
- Advanced Institute for Manufacturing
- Anoplate
- Bartell Machinery
- Brown and Brown Insurance - Empire State
- Buckeye Corrugated, Inc.
- C&S Companies
- Constellation Energy
- Dannible & McKee LLP
- Direct Energy
- Diversified Wealth Strategies
- Dupli
- Eck Plastic Arts
- Falk Precision Inc.
- HFO: A Division of NYMAT Manufacturing
- Knowles Precision Devices
- Lockheed Martin
- Marathon Energy
- Morse Manufacturing
- OCWA
- Point Guard Advisors
- S&T Bank
- Sage Business Cloud
- Secure Network Technologies
- SRC, Inc.



## MACNY's Annual Clambake August 14, 2019

We hope everyone who attended this year's clambake enjoyed their evening! We especially want to thank everyone who participated in our school supply drive benefitting the Mary Nelson Youth Center! With your help we were able to supply local students with the supplies they need to give them a jumpstart towards a successful school year.

We would also like to extend a very special thank you to our event sponsors, Dannible & McKee, Jamestown Container Companies, and Marathon Energy.



## Stephanie Adams Joins MACNY as Membership Coordinator

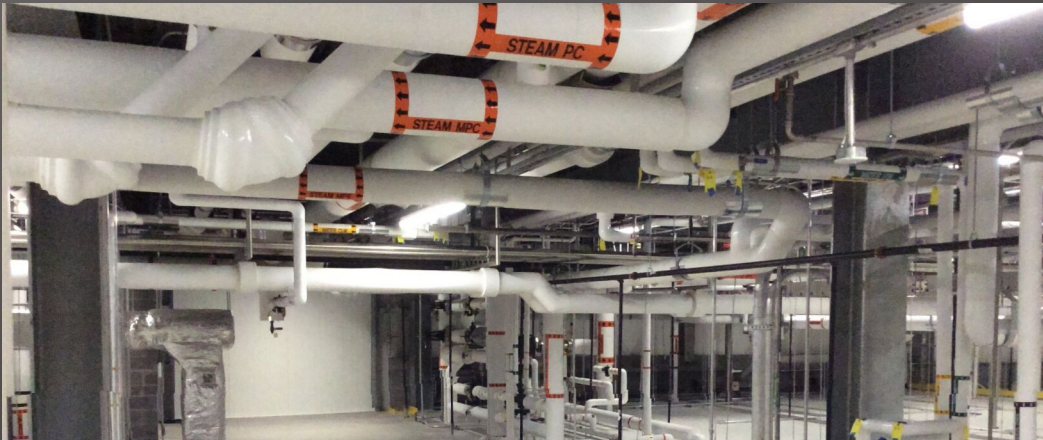


MACNY is pleased to announce the addition of Stephanie Adams, who has joined the organization as the Membership Coordinator. In her role, Stephanie will work with both new and existing members to ensure an exceptional member experience. She will also be responsible for coordinating special projects within the organization and assisting with the planning and execution of MACNY's signature events. As a part of MACNY's workforce development team, Stephanie will be supporting the registration of apprentices and reporting of apprenticeship data for the NYSDOL, as well as maintaining Federal and State funding requirements. She will also be doing follow up business outreach.

Stephanie is a recent graduate of Mount Saint Mary College School of Business where she also competed as a NCAA Division III swimmer. She has previously worked as the Production Control Assistant at Revere Copper in Rome, NY.

MACNY's President & CEO Randy Wolken states, "We are so excited to be welcoming Stephanie to our team. Her skills and education make her a great fit and we know she will be a great asset to our members."

Stephanie is excited to get to know MACNY's members. If you would like to connect with Stephanie, please email her directly at [sadams@macny.org](mailto:sadams@macny.org) or call her at 315-474-4201 extension 51.



## SERVICES OFFERED

- HVAC SERVICE
- Plumbing
- Sheet Metal
- PIPING
- Design/Build
- Pre-Fabrication
- Commercial / Industrial
- Institutional

HVAC SERVICE , PIPING , SHEET METAL  
*SINCE 1893*

Hyde-Stone Mechanical Contractors, Inc.

1-866-401-9053

Syracuse Watertown Potsdam Plattsburgh

WWW.HYDE-STONE.COM



Hilary Hext  
Training & HR Manager

## Barb Stone Joins MACNY's Training & Development Team

MACNY is thrilled to welcome Barb Stone, MBA, CiPP, JMT, as a Life and Transformation Coach, Speaker, and Trainer to our Training and Development team. I had the privilege of interviewing Barb and I'm excited for you to get to know her better.

### **Tell me about your professional background.**

Getting involved in manufacturing occurred after I finished my MBA. While in school, I wasn't sure what my focus was going to be. But working as an auditor, I wanted to do more, so I took my first operations class. It hit me that this is really making sense to me. How an organization functions, comes together, and coordinates things. That's really what got me involved in operations. I got my first job at Higbee Inc. through a connection I made with Larry Higbee at an APICS meeting.

Larry was transitioning the organization from a hierarchical structure to a team-based structure. I used this platform to develop my leadership skills. I was later offered a full-time position as Director of Finance – a great opportunity that allowed me to implement an activity costing system. Larry really wanted to know which work centers were making money and where improvement was needed.

A few years later, while I was teaching a class at Syracuse University, New Process Gear (NVG) was looking for individuals and I said, sure, why not. I took a position in production planning. I really hadn't had that background and when the VP asked why he should hire me, I said, "I do not have these skills, but I have developed leadership skills and know how to adapt and work as a team." This position offered me such a great opportunity to learn. I was able

to work with production planning in Syracuse and expand the department from a corporate perspective. I also had an incredible opportunity to work in Germany where I was part of the team to start up a plant. After returning from Germany, I was offered the opportunity to run operations in the plant in East Syracuse.

After leaving NVG, I worked at Gear Motions and Crucible. I worked for Crucible for over 11 years where I had the opportunity to continue to expand. Running areas from purchasing and customer service to shipping which included planning, outside conversion, and IT.

Throughout my entire career, I was always a lover of learning. Ongoing skills development and constant learning became my strength and was something that I always strived to do. Along the way, I had great mentors that helped me learn from their experiences. I truly believe we're not just hired by a company to be there, but to add value.

### **What made you want to get into coaching and mentoring?**

Throughout my career, as I was developing myself, I recognized that I was trying to do more, learn more, and re-invent myself. I worked really hard on my own, and in hindsight I wish I had had someone to coach me and help me on my way. Four years ago, I started studying Positive Psychology, John Maxwell, coaching, and training – I realized this is really what I want to do. I want to help and give back to others and to help them along their path. What's making them tick and what guidance do they need.

### **How are you planning to serve MACNY Members?**

It is always important to ask, "How can I add value?" MACNY asked "How can we get younger people into the organization?" While thinking about this, I started thinking about mentorship. How can we help younger individuals entering manufacturing? How could we make the path for these individuals better? What would it be like if they had a mentor to help guide them through their journey?

I'm also very interested in coaching – which is something that not everyone can get their head around. I think sometimes there is a fear of self-discovery. This happened to me. Coaching may imply a stigma of weakness or of needing help, but in reality it is an exercise of bravery and courage because of the need and want for more in your life and career. A coach can help guide you in finding that path.

*If you would like to work with Barb or have questions about coaching please contact me at 315-474-4201 ext. 24 or [hhex@macny.org](mailto:hhex@macny.org).*



Jim Beckman  
Senior Consultant

## Steel is Everywhere

Steel is, by far, the most abundant metal alloy used throughout the world. Over 850 million tons of steel was produced in 2000. By 2018, production doubled to nearly 1,750 million tons. China produces nearly 50% of the world's total with the United States finishing behind Japan and India, at 95 million tons. Steel usage dominates end-user industries such as construction, transportation, chemical, aerospace, oil and gas, and power generation; and processing industries such as machining, forming, and heat treating just to name a few.

What some may not realize is that close to 40% of the over 300 MACNY member companies touch steel in some manner. Many are consumers of steel in the use of or assembly of finished parts. Another group will either machine it or form it. Several, such as Nucor and Crucible, actually melt and cast steel. And, some are involved in the heat treatment of it, either in-house or by using an outside source. But in almost every case, the steel that is touched has been subjected to either a heat treatment or an annealing process in order to be manufactured or used to make a product.

Last fall, MACNY offered members a course that focused on machining and forming processes. This past spring a course in welding and joining processes was held, that included steel melting processes. To complete the cycle, a new course will be available starting in September that will emphasize the heat treatment of steels.

Sources: [www.worldsteel.org](http://www.worldsteel.org); [www.trade.gov](http://www.trade.gov)

Join us for MACNY's new class: **The Heat Treatment of Steel** taught by Jim Beckman, previous President of Crucible Industries and current Senior Consultant at MACNY.

This course will focus on:

- Alloying elements and how they impact steel properties
- Why the process of annealing is important and what it does to the steel
- Heat treating processes, and why they can differ depending on the desired properties
- How improper heat treating and pre/post processing can impact steel performance
- No prior engineering knowledge is required

Dates and Time: September 11, September 25, October 9, and October 23, from 2 - 4:30 PM

Register at [MACNY.org/events](http://MACNY.org/events) or email Hilary Hext at [hhex@macny.org](mailto:hhex@macny.org).



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

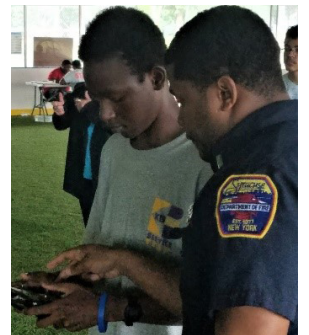
## P-TECH Summer Bridge Program

Summer Bridge is that passage between the completion of 8th grade and an exciting P-TECH Program on the horizon. This two-week experience gives students a glimpse into the career path they have chosen to study. Incoming students entering the Clinical Laboratory Technology (CLT) program were welcomed by Laboratory Alliance of Central New York (LACNY) at their Innovation Lane location. After introductions, students donned lab coats and were divided into groups. With experienced Lab Technicians to guide them, they rotated among the following stations: microbiology, cytology, urinalysis, hematology, and chemistry. The photo to the right shows Mark Jordan, Ed.D., Education Coordinator at LACNY, demonstrating to two students the process for determining the presence of Diabetes from a blood sample.



In addition to the bridge program for the CLT students, the Health Information Technology (HIT) students were given a comprehensive presentation from Tamie Kiniry, Director, Central Region Health Information Exchange (HIE) Customer Engagement at Health Connections, in which students learned about the storage and retrieval of electronic medical records. As the Regional Health Information Organization (RHIO) of CNY, and a qualified entity of the State Health Information Network of New York (SHIN-NY), Health Connections brings together patient medical information from hospitals, medical practices, labs, imaging centers and other health care providers to enable increased efficiency and overall quality of healthcare for patients across the region. They also learned about the interconnectivity of several RHIOs.

Summer Bridge activities also took place for students coming into the Computer Information Studies (CIS) and Remotely Piloted Aircraft Systems (RPAS) P-TECH Programs. Lieutenant Joseph Fenell, Syracuse Fire Department, pictured on the right, flew one of the department's drones for students to see and spoke about where and when these drones have been used by the Fire Department. The CIS students were given an extensive tour of OCC's IT Operations by Todd Baker, Network Systems Administrator. Kelly Larrivey and Dwight Fischer, CIO, at OCC, also presented on the many aspects of the hardware, software, and connectivity of a large integrated computer and data system.



## PEB Connects Companies to Top Engineering Students *STEM Scholars Event Helps Students Find Internships and Jobs*

The CNY STEM Hub and PEB convened this summer's STEM Scholar Connection event on July 25th at CXtec/TERACAI in North Syracuse. The event is an offshoot of the CNY STEM Scholarships Program administered by PEB. The 2019 scholarship applicants were able to choose to apply to scholarships offered by SRC, Inc., King + King Architects, INFICON, or Ephesus Lighting. Over the span of seven years, the total investments by companies offering scholarships is \$488,000. This year's eight scholarships were worth nearly \$80,000! In addition to the companies listed above, previous CNY STEM Scholarships have been awarded by C&S Companies, Marquardt Switches, and Schneider Packaging Equipment Company.

This year's scholarship applicants, as well as many others from previous years, were invited to attend the STEM Scholar Connection event and listened to panel presenters discuss what to include on a resume, what to expect during and how to have a successful interview, and how a cover letter should mimic the wording of a job posting. The college students then networked with representatives from 13 area businesses who accepted their resumes, spoke about potential opportunities for internships or employment, and answered questions about their companies. Twenty-eight college students majoring in Architecture, Engineering, Math, Science, Computer, and Medical-related fields took part in the event.

This year saw the third group of STEM Scholars graduate from college and six (that we know of) have now been hired, thanks to the connections made during previous STEM Scholar Connection events and the STEM scholarship awards. Many thanks to CXtec/TERACAI for hosting and being a supportive business partner and to the following participating companies: Anaren/TTM Technologies, Baker Hughes/GE, C&S Companies, Critical Link, Ephesus Lighting, Huhtamaki, INFICON, King + King Architects, Lockheed Martin, National Grid, Novellis, NYS DEC, SRC, Inc., and SUNY Upstate Medical University.



Need Something Printed? Try Us Today!

Business Envelopes  
Brochures  
Booklets  
Postcards / Mailing  
Sticky Notepads

BUY  
YOUR  
PRINT  
LOCAL

✓ Browse Our Templates Online

✓ See Our Pricing Online

✓ Design or Upload Files Online

✓ Purchase Online or Call Us

Use promo code:  
**MACNY** for a  
10% discount.



1 800 937-6535

Check out our offering at [Morewithprint.COM](http://Morewithprint.COM)

## 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 - 10 AM.

Mark your calendars for our next three meetings...

**September 12 October 10 November 14**

Please contact Cindy Nave at  
[cnave@macny.org](mailto:cnave@macny.org) or 315-474-4201 ext. 11  
to sign up for any of our upcoming sessions!

## WELCOME OUR NEW MEMBER...

### Infinite Group, Inc.

Infinite Group, Inc. (IGI) is focused on developing and delivering cyber security products and solutions. They are both a cyber security services solutions provider and a security OEM with products like the patent pending Nodeware (TM) vulnerability management system.

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

# WELCOME

# LET OUR BUSINESS ENERGIZE YOURS

**Our bottom line? Improving yours.** Call to learn more about our unrivaled products and services.

**We know running a manufacturing business isn't easy.**

Monitoring profits, expenses, and margins can be a daunting task each and every month. That's why at Marathon Energy we are your Personal Energy Advisors. We work with you, one-on-one, to create, develop, and implement an energy plan that's right for your business.

**The result?** Steady, predictable monthly energy payments that allow you to plan for volatile market conditions, no matter what they may bring.



Heating Oil



Natural Gas



Electricity



Diesel



Gasoline

---

*Serving New York For Over 20 Years*  
**315.226.4477 | [EnergyByMarathon.com](http://EnergyByMarathon.com)**



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

## MACNY STAFF | (315) 474-4201



**Randy Wolken, Ext. 15**  
President & CEO



**Cindy Nave, Ext. 11**  
Chief Operating Officer



**Tiffany Latino-Gerlock, Ext. 13**  
Director of Government Relations & Communications



**Marisa Norcross, Ext. 22**  
Communications Manager



**Julianne Pease, Ext. 19**  
Manager of Membership Engagement & Community Outreach



**Stephanie Adams, Ext. 51**  
Membership Coordinator



**David Freund, Ext. 20**  
Chief Leadership Officer



**Hilary Hext, Ext. 24**  
Training & HR Manager



**Jim Beckman**  
Consultant



**Cindy Oehmigen, Ext. 14**  
Director of Energy & Corporate Services



**Mary Rowland, Ext. 21**  
Chief Financial Officer



**Patty Clark, Ext. 10**  
Accounting & Benefits Manager



**Arlene Hiltbrand, Ext. 17**  
Operations Coordinator



**Andrea Riccelli, Ext. 25**  
Accountant

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

## WORKFORCE DEVELOPMENT TEAM (315) 474-4201



**Joe Vargo, Ext. 12**  
Executive Director, PEB



**Martha Ponge, Ext. 16**  
Director of Apprenticeship



**Laury Ferguson, Ext. 49**  
Assistant Director of Apprenticeship



**Meghan McBennett, Ext. 18**  
Apprenticeship Coordinator



**Kathy Birmingham, Ext. 26**  
Work-based Learning Coordinator



**Marianne Ferris, Ext. 47**  
P-TECH Business Outreach Coordinator

---

*The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit bulk rate postage is paid at Syracuse, NY.*