

MANUFACTURING MATTERS

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

Officially declared New York State Manufacturing Month by Governor Andrew Cuomo, October is our State's annual opportunity to promote manufacturing as a strong sector with great career opportunities!



MACNY and Partners for Education and Business (PEB) will be celebrating Manufacturing Day on October 4th at Hillrom and INFICON. CiTi BOCES in Mexico, NY will also be hosting a Manufacturing Day event in our region. An important part of the day will be a forum where business, education, and community leaders will discuss the current and future skills gap and difficulties in recruiting talented employees to fill ever-increasing vacancies. The forum is titled "Developing an Urgency to Support Careers in Manufacturing" and will take place at Hillrom on October 4 at 7:30 AM. To learn more or to register for the forum, email Marianne Ferris at mferris@macny.org.

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!

We will also be hosting our Annual Legislative Breakfast on October 15th at the Calvary Club to address key legislative issues of manufacturers and businesses with local elected officials and our members. To learn more, or to register, contact Tiffany at tiffanylatinog@macny.org or visit macny.org/events.

If you would like to get involved in the future of manufacturing, not only in October but throughout the year, contact Joe Vargo at 315-448-1012 or joev@macny.org. We hope to you will take the time to celebrate manufacturing this month!

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Randy Wolken
President & CEO

It's Manufacturing Month Again! Here's Why It's Important.

October is Manufacturing Month in New York State. Each year, at MACNY's request, the Governor proclaims October as the official, statewide Manufacturing Month. It coincides with Manufacturing Day, on October 4th this year, which has become a national day celebrated each year. We at MACNY and Partners for Education and Business (PEB) have been celebrating Manufacturing Careers Day well before the National Manufacturing Day was established and we are so pleased that the entire country has followed suit. Our communities need to recognize the importance of manufacturing to our economic vitality. So, here are 10 facts from the National Association of Manufacturers (NAM) detailing just how vital manufacturing is to our nation. To learn more, visit www.nam.org/facts-about-manufacturing/.

- 1. Manufacturers contributed \$2.38 trillion to the U.S. economy.** (Source: Bureau of Economic Analysis)
- 2. For every \$1.00 spent in manufacturing, another \$3.60 is added to the U.S. Economy.** (Source: Manufacturers Alliance for Productivity and Innovation)
- 3. The majority of manufacturing firms in the United States are quite small.** In 2016, there were 249,962 firms in the manufacturing sector, with all but 3,837 firms considered to be small (i.e., having fewer than 500 employees). In fact, three-quarters of these firms have fewer than 20 employees. (Source: U.S. Census Bureau, Statistics of U.S. Businesses)
- 4. There are 12.82 million manufacturing workers in the United States accounting for 8.5 percent of the workforce.** (Source: Bureau of Labor Statistics)
- 5. In 2017, the average manufacturing worker in the United States earned \$84,832 annually.** (Source: Bureau of Economic Analysis and Bureau of Labor Statistics)
- 6. Manufacturers have experienced tremendous growth.** Output per hour for all workers in the manufacturing sector has increased by more than 2.25 times since 1987. In contrast, productivity is roughly 1.8 times greater for all non-farm businesses. (Source: Bureau of Labor Statistics)
- 7. Over the next decade, 4.6 million manufacturing jobs will likely be needed and 2.4 million are expected to go unfilled due to the skills gap.** Moreover, according to a recent report, the lack of qualified talent could take a significant bite out of economic growth, potentially costing as much as \$454 billion from manufacturing GDP in 2028 alone. Between now and 2028, a persistent skills shortage could cost \$2.5 trillion in reduced output. (Source: Deloitte and The Manufacturing Institute)
- 8. Over the past 28 years, U.S.-manufactured goods exports have quadrupled.** (Source: U.S. Commerce Department)
- 9. Manufacturing in the U.S. would be the eighth-largest economy in the world.** With \$2.18 trillion in value added from manufacturing in 2017, only seven other nations (including the U.S.) would rank higher in terms of their GDP. (Source: Bureau of Economic Analysis, International Monetary Fund)
- 10. Manufacturers perform 64 percent of all private-sector R&D.** R&D in the manufacturing sector has risen from \$132.5 billion in 2000 to \$252.0 billion in 2017. (Source: Bureau of Economic Analysis)



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
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MEET THE SPEAKERS



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and Entrepreneur



CHRIS HOGAN

The leading voice on building
wealth and retirement



David Freund
Chief Leadership Officer

Your Leadership Edge

In *The 7 Habits of Highly Effective People*, Stephen Covey reminds us to “Sharpen the Saw.” So, how’s your edge? How is your Leadership Edge? Is it sharp? Is it up to date with the work that needs to be done? Last month I wrote about two shifts that leaders need to make, Soloist to Conductor and Ladder Climbing to Ladder Building. Are you making any shifts? Let’s get back to my question; how is your leadership edge?



Last evening, I needed to check if a connecting rod for my boat engine was bent so I pulled my height gauge out of my cupboard and went to work. I mounted a dial indicator on the height gauge and went to check the flatness of the connecting rod, and as soon as I started to use my tool, I realized it wasn’t sitting flat. To my amazement, there was corrosion on the bottom of my height gauge. Corrosion on the bottom of a tool that is intended to be perfectly flat and perpendicular. How could this be? I pride myself on the quality of the tools

I own. Truth be told, I don’t know when I used my height gauge last. Its been years, for sure, and over a period of time without use, it became corroded by the moisture in my workshop. Before I could use it, I needed to clean the corrosion off with some scotch bright pads and then lightly stone the bottom of the tool. Then, and only then, was I able to check the flatness of the connecting rod. Lack of use and attention caused my tool to become unusable. Lack of attention to our leadership edge, also causes us to become unusable, and ineffective as leaders. Covey would say our saws become rusty and dull without use.

What is your plan for keeping your leadership edge sharp? If you don’t have a plan you won’t stay sharp and just like

my tool, you won’t be very effective. Marisa Norcross and I recently completed a series of podcasts where we walked our listeners through the process of building a growth plan. In Step 3 of the plan we discussed available resources that can be built into our growth plans. Resources that can help us keep our leadership edge. We discussed books, networking, classes, social media, and events that can support the sharpening process. Let’s take a closer look at events.

Events are great because they are very special. They are out of the ordinary and offer us a unique experience. An experience that is often shared with like-minded people who are passionate about the same topic. I always attend two specific events each year with the goal of keeping my leadership edge sharp. The International Maxwell Certification event (IMC) runs twice a year, and I commit to attending once. Live2Lead is my second event and is hosted by MACNY on the last Friday in October. The key to leveraging your experience at an event is a four-part process that involves preparation, participation, reflection, and sharing. Start with what you hope to get out of the event. Just a few sentences or thoughts and read them the day before, and then again on the morning of the event. During the event, make sure you participate. Take notes, ask questions, and offer opinions when appropriate. Write down what you are thinking and feeling throughout the event. After the event, read through your notes. Reflect on key takeaways and then share your thoughts with your team. By taking a few minutes to prepare, participate, reflect, and share you will gain great insights from each event, keep your leadership edge sharp, and help others grow at the same time.

Why not join me at Live2Lead on October 25, 2019 and give this plan a try. Learn more at www.macny.org/events.



Cindy Oehmigen
Director of Energy & Corporate Services

Wish I Had Thought of That!

I have come to the conclusion that adding small luxuries to one's life is perfectly acceptable. I stumbled across an article that just may help me do just that: <https://www.digitaltrends.com/cool-tech/awesome-tech-you-cant-buy-yet/>.

How do people come up with these Ideas? They are not necessities, but certainly are worth a second look. And that's all you can do right now because these are Kickstarter opportunities. They are not on the market yet, but could be soon.

Imagine you are camping with a bunch of friends in the woods and just can't proceed without a woodfired pizza. Voila. Now you won't have to open a can of pork and beans—you can have that pizza thanks to the "Karu," a collapsible woodfired pizza oven. This has never happened to me, but now that the idea is in my head, it sure could.

While I am not a big-time skier/mountain climbing kind of person, I have a number of friends that are. This next idea, super duty hiking pants, has the potential to save your life. Besides being utilitarian (these hiking pants have all kind of features including shoelace hooks to keep your pants snug around your ankles, pockets, and reinforcements everywhere it might matter), they also are outfitted with a sensor that sends a signal out for first responders, ski patrols, and/or rescue personnel providing them with your location. It is done with a code that most all monitor.

Here's one that caught a lot of attention. A cutting board that sanitizes, sharpens the knife, times your food, weighs your food, and has extra pull out surfaces for a larger cutting area. It was funded in 25 minutes. Chop Box will surface on the market soon!

Another one for the outdoorsman, or woman. An ultraportable kayak. It looks to be the size of a larger cooler, probably lighter, and expands to a normal size kayak. Oru Kayak makes it reasonable to move from site to site. I do have a canoe and the main reason I never use it is due to the difficulty of getting it into the water and back out. I could do this one. I have no idea how this next one works, but I can appreciate the need.

Innochiller can take a canned beverage from room temperature to refrigerated cold in 10 minutes. I can usually wait 10 minutes. I could leave beverages out of the fridge and just cool them when I want one. And no more forgetting about the soda in the freezer only to find it has exploded. Sounds practical to me.

The main reason I chose to write about this is that I thought some of you might find this constantly-updated website interesting. You can check in whenever you want and see a selection of new and novel ideas. Their inventors are looking for help getting started. You might even choose to invest. Again, you can learn more at <https://www.digitaltrends.com/cool-tech/awesome-tech-you-cant-buy-yet/>.



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Tiffany Latino-Gerlock
Director of Government Relations
& Communications

MACNY's Upcoming Annual Legislative Breakfast

Since Governor Cuomo recently signed the Climate Leadership and Community Protection Act (CLCPA) into law, we have heard from several of our members with questions about its potential impact and timetable. The CLCPA mandates that New York's electric sector reach 100% zero emissions by 2040, and it directs the state to reduce economy-wide greenhouse gas (ghg) emissions to 15% of 1990 levels by 2050. Here's a brief rundown of the CLCPA's timeline:

Once the bill takes effect January 1, 2020, a 22-member Council will be formed consisting of state agency commissioners and authority presidents as well as experts who will be appointed by the Governor and state legislative leaders. With feedback from advisory panels and work groups, this Council will then have three years to prepare, finalize, and submit a scoping plan that will outline recommendations for attaining the new ghg emissions levels. The CLCPA will undoubtedly present some challenges for certain members, especially those that are energy intensive, so we are working to keep you informed and up to date on the new law as more details develop.

The Climate Leadership and Community Protection Act (CLCPA) will be a significant topic discussed at MACNY's Annual Legislative Breakfast on October 15, 2019 at the Cavalry Club in Manlius. Ken Pokalsky, Vice President of The Business Council, will start the conversation with an educational presentation on the legislation. I encourage you and others from your company to join us at this event to better understand the provisions of this bill and what they could mean for your business in the years to follow.

In addition, our legislative breakfast will feature a report from Onondaga County Executive Ryan McMahon and a panel discussion on other state and federal issues pertinent to the manufacturing industry. You can expect some of these topics to include tax parity for all manufacturers, the proposed state bill that would create a single-payer healthcare system, and the proposal to legalize recreational marijuana in New York.

On the federal level, key topics of discussion at MACNY's Annual Legislative Breakfast will likely be the ongoing trade issues with China, as well as the proposed United States-Mexico-Canada Agreement (USMCA) - the negotiated deal aimed at replacing the North American Free Trade Agreement (NAFTA). Furthermore, you will have the opportunity to chat with elected officials and/or their staff at the breakfast meet and greet.

As always, please feel free to contact me on ways you can get further engaged in advocacy as we continue to track these legislative issues and prepare for the start of a new year. I hope to see you at our annual legislative breakfast. For more information, e-mail me at tiffanylatinog@macny.org.



Martha Ponge
Director of Apprenticeship

Are You Ready to Change the Paradigm?

When MACNY took on the role as a group sponsor in the NYS Registered Apprenticeship Program, we were limited in our ability to sponsor multiple trades. We began with very traditional trades that reflected the most in demand needs of our membership. In the first two years, we registered CNC Machinists and Electro-Mechanical Technicians, Welders and Maintenance Mechanics, and Quality Assurance Auditors. We had early adopters and companies that watched and waited to see the success of the program. Success came with 150 local apprentices and a statewide consortium of associations that serve the entire New York State manufacturing community.

So, what's next? How do we grow from here? We do what our companies do on a daily basis – change as the manufacturing landscape changes. We add trades that already exist to our portfolio of offerings and we help companies expand their training capabilities by creating new trades that reflect their shifting demands.

The opportunity to add new trades has provided an unforeseen opportunity. It allows us to change the paradigm that apprenticeship is solely a training process utilized by blue-collar trades.

High Profile companies across the country have embraced the apprenticeship model to create programs that support traditional white-collar trades such as engineering and IT. For example, Lockheed Martin and Tesla have created such programs. Lockheed Martin has a national program supporting pathways in the IT trades locally in the Syracuse area at their plant in Salina. The Griffiss Institute, in Rome, NY, is utilizing the apprenticeship model to create pathways in Data Analytics and Software Development for students enrolled in terminal degree programs in Computer Science, Advanced Mathematics, and various Engineering disciplines. Universities have created partnerships with Aerospace companies to fill the need for entry level aerospace engineers that are becoming increasingly challenging to fill. Boeing is currently advertising for Technical Data Designer Apprentices and Software Engineering Apprentices. These apprenticeships are filling the needs of both employers and employees. Employers are able to recruit talent with the skills they're looking for and apprentices are able to secure great careers long before their graduation dates.

MACNY is helping local companies develop career pathways in many non-traditional areas as well. We are working with The Urban Farm at the Brady Faith Center, the burgeoning CNY film industry, and our cluster industries such as energy.

Contact our growing apprenticeship team to explore how your company can set up apprenticeship programs, including both entry level positions and the growing berth of apprenticeships established on the terminal degree platform.

Martha Ponge, Director of Apprenticeship: mponge@macny.org

Laury Ferguson, Assistant Director of Apprenticeship: lferguson@macny.org

Meghan McBennett, Apprenticeship Coordinator: mmcbennett@macny.org

Year-End Tax Planning for Manufacturers

John F. Martin, CPA/PFS, CFP, Partner, Dannible & McKee, LLP



The following are a few opportunities you should consider as part of your year-end tax planning strategies for the 2019 tax year.

Section 199A - Qualified Business Income Deduction - The Section 199A deduction for qualified business income (“QBI”) is available for manufacturers operating as S corporations, partnerships, LLC’s and sole proprietorships that result in the taxation of the shareholders/partners/members. The Section 199A deduction allows for a deduction against taxable income equal to 20% of the combined QBI amount for the taxable year. The 20% QBI deduction does have limitations calculated based upon wages paid and the cost basis of the company’s property, plant and equipment.

Section 179 Expensing and Bonus Depreciation - For 2019, most taxpayers may expense up to \$1,020,000* in eligible fixed assets placed into service, pursuant to Internal Revenue Code Section 179. Eligible property now includes certain improvements to nonresidential real property, including roofs, heating and air-conditioning property, fire protection, alarm and security systems. In addition, bonus depreciation on qualifying property** has been significantly expanded recently. Manufacturers can claim bonus depreciation of 100% of the cost of eligible property through 2022, 80% in 2023, 60% in 2024, 40% in 2025 and 20% in 2026.

Cost Segregation of Buildings or Building Improvements - Any building purchase or large renovation project provides an opportunity to accelerate income tax deductions and provide cash flow benefits through a cost segregation study. These studies separate the costs of the building and land improvements into assets with shorter lives which can accelerate tax depreciation deductions, as well as separate specific expenses that can be classified as repairs, resulting in a current year deduction. The IRS also allows a “catch up” for any previously missed depreciation deductions from prior years. With the availability of the Section 179 rules and 100% bonus depreciation under the new tax law (discussed above), the tax savings on the cost segregation can be considerable.

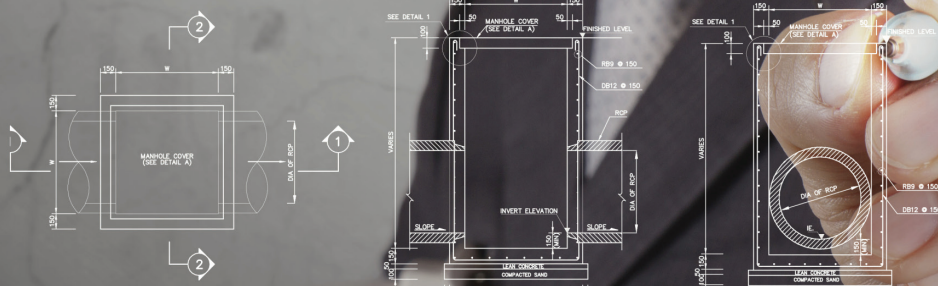
Availability of the Cash Method of Accounting - Taxpayers with average gross receipts (average of the prior three tax years) that do not exceed \$26 million are now eligible to use the overall cash method of accounting, where they may have been limited previously. With the availability of the cash method of accounting for many manufacturers, it is extremely important to analyze the potential impact of a change to the cash method of accounting. There are many planning opportunities available for a change to the cash method that could result in extensive tax savings.

Credit for Increasing Research Activities (R&D) - Generally, if a manufacturer designs or improves a product, or has improved its production process, the costs related to the project will qualify. There are several different methods available to compute the R&D tax credit which may reduce a substantial amount of income taxes.

Work Opportunity Tax Credit (WOTC) - Manufacturers should take advantage of the Work Opportunity Tax Credit (WOTC) which rewards employers that hire individuals from various targeted groups, including veterans, families receiving certain government benefits and individuals who receive long-term family assistance. The WOTC is generally 25% – 40% of a worker’s first year wages from \$6,000 to \$24,000 depending on the individual’s hours worked and their specific targeted group. For long-term family aid recipients, the credit is equal to 40% of the first \$10,000 in qualified first year wages and 50% of the first \$10,000 of second year wages. It is important to note that in order to claim the credit, an employer must file a “Pre-Screening Notice Form” for the eligible employee with the Department of Labor within 28 days of the date of hire.

* Section 179 expensing is \$1,020,000 per tax year, with a dollar for dollar phase-out of the deduction beginning at \$2.55 million of qualifying fixed asset purchases.

** Qualifying property for the bonus depreciation rules is generally tangible personal property with a recovery period of 20 years or less. Under the new law, qualifying property includes both new and used property, where the previous law restricted qualifying property to only new property.



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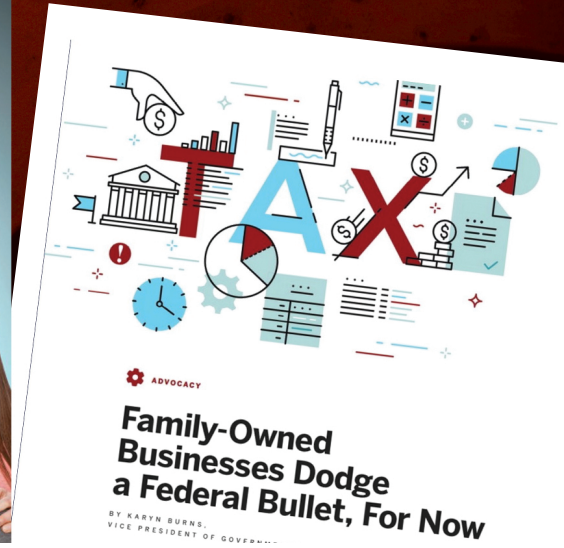
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For questions on the BPS program, contact Mike Walsh, Executive Director, at 610-613-1510 or mwalsh@clarkson.edu.

For questions on the MSEM program, contact Nick Dodge, Assistant Director, at 518-419-0081 or ndodge@clarkson.edu.



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- 4,000 digital editions – emailed to members and stakeholders above and available online at macny.org.

The 2020 issue will be published this coming Spring; the ad deadline is December 19, 2019. If you have any questions, please contact Marisa Norcross at mnorcross@macny.org or Jen Queri at jqueri@advancemediany.com.

We hope you will support us in this endeavor and thank you for your support of MACNY, The Manufacturers Association and its mission.

**Please reach out to us and reserve
your space today**

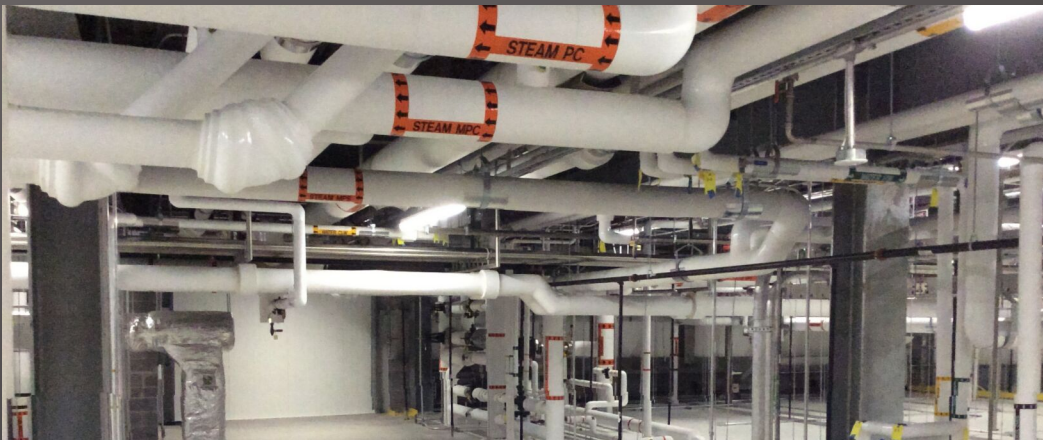
Email: mnorcross@macny.org

Season Kickoff at Anheuser-Busch September 18, 2019

We hope everyone who attended this year's Season Kickoff had a great time at the wonderful Anheuser-Busch! We hope you were able to network with fellow MACNY members, enjoy the food and beverages, take a tour, and listen to the band.

We are so grateful to have such an active membership. You, our members, are what make our events so valuable.

We would also like to extend a very special thank you to our event sponsor Marathon Energy!



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Hilary Hext
Training & HR Manager

What You Need to Know: Sexual Harassment Prevention Training Mandate

If you have not heard, there is a New York State Mandate centered around sexual harassment prevention 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 with the training requirements handed down by the New York State Division of Human Rights.

Most importantly, all employees in NYS are required to be trained by October 9, 2019. If you are wondering where this mandate is located and what the details entail, please see below for the important highlights.

Good news—MACNY can provide both training and employee handbook services! Training is offered via webinar, in-person, or on-site at your company. For more information please contact me directly at hhex@macny.org.

Sexual Harassment Prevention Training Highlights:

- **All employees should complete sexual harassment prevention training by October 9, 2019;**
- All employee 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 that 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 (a model complaint for can be found at <https://www.ny.gov/combating-sexual-harassment-workplace/employers>);
- 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, 2019 and 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>.

Mastering Emotional Intelligence - Level 1

Program Overview:

Whether you are aware of them or not, emotions are intertwined in everything you think, do, and say each day in your career and throughout your life. Emotional Intelligence (EQ) is how you handle yourself and others on the job.

People who develop their EQ communicate effectively, handles stress well, make good decisions, handle conflict productively, are better team players, respond flexibly to change, influence others more, and provide top-notch performance.

The program has one purpose...to increase your EQ.

Here's What You Will Do!

1. Discover what EQ is and why it matters at work.
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4. Discuss real world examples and experiences, what works, what doesn't, and what to do next time.
5. From the Emotional Intelligence Appraisal assessment results, understand your current level of emotional intelligence (strengths and weaknesses) and where to focus your development.
6. Complete your own EQ Development Plan to include one EQ goal and specific EQ practice strategies that will help you achieve this goal.

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2. Goal setting, result sharing, and goal tracking system.
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4. A scheduled re-test comes with a full change-score report and recommended strategies based on new results.

When: October 31, 8:30 am - 4:30 pm

Where:

MACNY
5788 Widewaters Parkway
Syracuse, NY 13214

Cost:

\$600 per MACNY Member
\$540 per Individual Member
\$800 per non-MACNY Member

**Registration for this event, and many others, can be found at macny.org/events.
If you have any questions, email Hilary Hext at hnext@macny.org or call 315-474-4201.**



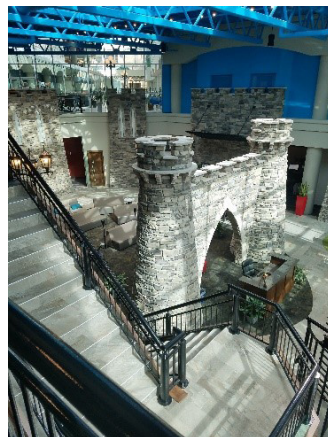
Marianne Ferris

P-TECH Business Outreach Coordinator
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A Magical Fantasy Field Trip!

If you could have a superpower, what would it be and why? That is an actual interview question from one of Central New York's most progressive employers. TCGplayer has a three-step interview that includes a pre-screening, a culture interview, and a technical interview.

This company clearly knows what they are looking for in prospective employees for their business. It is not only math, science, and engineering skills. TCGplayer requires the following traits from their employees: the ability to work in teams, a positive attitude, passion and excitement, and a thirst for knowledge. An interview panel will determine if a prospective employee has those traits from that culture interview.

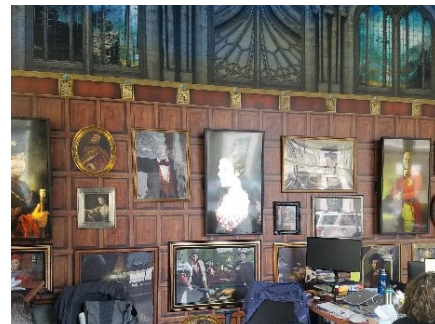


So, what does TCGplayer do? They build applications and technologies that connect thousands of hobby gaming businesses with customers across the globe. They employ people locally in Technology, Marketing, Customer Service, Sales, Human Resources, Finance, and Fulfillment. The 9th grade Computer Information Studies P-TECH students from Fowler recently learned about some of the specific positions they might be qualified for.

All of these jobs will require skills in Math, Science, and Engineering. Audrey Capenos, Technical Recruiter, suggested subjects they should be focusing on in high school: Computer Science, Engineering, and Robotics, and talked about choosing a technical major in college (e.g., Engineering or Graphic Design). Beyond that, she encouraged the students to start now with some self-learning via great tutorials and resources on Google

and YouTube. Seeing this awesome facility in the Galleries was a great experience for these 9th graders but the goal of this, and all P-TECH field trips to area employers, is to show students the reality of what jobs are here waiting for them and what they will need to accomplish to qualify for them!

A special thank you to TCGplayer for the tour of your amazing facility and for inspiring and educating these students (who all want to work there)!





Joe Vargo
Executive Director
Partners For Education & Business

AT&T CNY STEM Hand-in-Hand Project

The AT&T and CNY STEM Hub Hand-in-Hand Project provided CNY students the chance to learn how to create customized 3-D prosthetic hands to donate to local children and adults to demonstrate how technology can be used for social good.

The program took place at SUNY Upstate's CNY Biotech Accelerator Center (CNYBAC) in August. The program was centered on learning about the science of prosthetics and then designing and fabricating prototypes of prosthetic hands that will be fitted for and given to recipients in our community as well as to one benefactor globally.



for those born missing fingers or who have lost a limb due to war, disease, or natural disaster.

Objectives of this project were to increase student interest in STEM careers and college majors, increasing self-efficacy in science and computer science, hone leadership skills by engaging other students during the summer experience in prosthetic hand production using 3D printing.

PEB utilized open source software created by e-NABLE, an online global community made up of individuals from all over the world who are utilizing 3-D printers to create free 3-D fabricated hands and arms for those in need of an upper limb assistive device. The online community collaborates to help improve the open source 3-D printable designs for hands and arms

A total of 24 students entering grades 7-12 participated, working in teams on activities that helped them learn about engineering design, fabrication, anatomy, and technology. Seven of those students were Project Leaders who received training the week prior to the project in skills relating to leadership, global and community service learning, and technology.

The Project's agenda began with presentations by both Dr. John Fatti and Dr. Michael Fitzgerald, renowned hand surgeons from project partner Syracuse Orthopedic Specialists (SOS). They provided information and pictures of how the hand works and some of the most common hand problems, such as Carpal Tunnel Syndrome, and how it is corrected. In addition, they shared information with the students about medical training and careers. Other professionals talked about careers in athletic training, prosthetics, 3-D printing, and more; hands-on activities were included that increased students' design and problem-solving skills.

The student teams met with one of the intended recipients of the prosthetic hands – Chris, a 58-year-old male who lost 4 fingers in an accident through his work as a woodworker. Their goal was to design a hand that might be able to allow him to hold a hammer. This activity was designed to prepare the students for the day this fall when they will measure 1-2 youth and young adults from the region as part of creating customized hands for them. The students and recipients will be reunited this fall to present 3-D hands printed on an industrial grade 3-D printer.



NOTE: PEB is seeking 1-2 children/young adults in the region who are in need of a prosthetic hand or arm. Those participating students from the summer project will come together this fall in Phase 2 to measure and design hands for these new individuals in need. For more information, contact Joe Vargo at joev@macny.org.

Many thanks to collaborating partners AT&T and SOS, as well as Mark Ferguson of RiverDawg Products and Jeff and John Tyo of Syracuse Prosthetics and Orthotics Center. The CNYBAC served as a great facility for the project.

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

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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
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Director of Energy & Corporate Services



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Chief Financial Officer



Patty Clark, Ext. 10
Accounting & Benefits Manager



Arlene Hiltbrand, Ext. 17
Accountant



Andrea Riccelli, Ext. 25
Accountant

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

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