

MANUFACTURING MATTERS

This Year's Milestone Award Recipients to be Recognized at 107th Annual Dinner

Each year at our Annual Dinner celebration we like to take a moment to recognize our member companies celebrating exciting milestone anniversaries. This year we will be honoring the following companies on May 21st at the SRC Arena & Events Center. Congratulations on your anniversary and we wish you many more years of success!

We welcome all MACNY members and members of the community to join us for our Annual Dinner. For ticket, table, or sponsorship information, visit macny.org/macnys-107th-annual-dinner/.

175 Years

Frazer & Jones Company

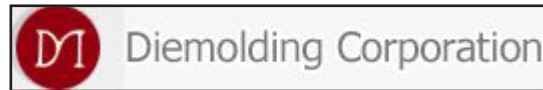


150 Years

Syracuse University

100 Years

Diemolding Corporation



50 Years

CONMED Corporation

Onondaga County Industrial Development Agency



EMCom, Inc.
Electro Mechanical Components

25 Years

EMCom, Inc.

Is your company celebrating a milestone anniversary this year? If we missed you, there's still time to be honored at the Annual Dinner. Contact Julianne at jpease@macny.org if you're celebrating your 25th, 50th, 75th, 100th, 150th, or 175th+ anniversary!

Inside This Issue:

Page 3 | President's Message:
Tax Parity for All Manufacturers

Page 4 | Leadership Development:
Growth Rings

Page 5 | Government Relations:
Joint Legislative Hearings and the State Budget Process

Page 7 | Technology Update:
The Mother of Invention

Page 8 | Apprenticeship Update:
Expanded Service Offerings for Apprenticeship Program

Page 10 | P-TECH Update:
Crouse Health Hosts Syracuse P-TECH Students

Page 11 | P-TECH Update:
Ephesus Lighting Presents P-TECH Students with Wind Tower Challenge

WELCOME OUR NEW MEMBERS...

Hartman Enterprises Inc.

Hartman Enterprises, Inc. (HEI) is a woman owned, HUB Zone Certified, New York State Corporation that has been owned and operated by the Sweet Family for three generations. Since 1972 HEI has been serving the machining needs of a wide variety of industries. HEI is AS 9100 certified and has been ISO 9001 certified continuously for over 15 years.

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

JPW Structural Contracting, Inc.

JPW Structural Contracting, Inc. provides steel fabricating, steel erecting, welding, crane service, specialty metal fabricating, and more.

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

Metro Fitness

Metro Fitness is a hybrid health club with a foundation in personal training and corporate wellness.

Visit them at: <http://getmetrofit.com/>

New Scale Robotics

New Scale Robotics makes smart automation tools and systems for flexible manufacturing. Their products integrate with small collaborative robots to make automation affordable for small- and mid-sized companies. They solve problems requiring intricate part handling and precision part measurement.

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

Telling Group LTD

Established in 1982, The Telling Group is focused on helping business owners sell through mergers and acquisitions to prepare for retirement.

Visit them at: <http://tellinggroup.com/>

Vetted Tech Inc.

Vetted Tech Inc. strives to consistently provide customers with the most advanced 3D printed Additive Manufactured parts possible. Whether you need a high performance IN718 nozzle or a perfectly designed polymer housing, they have the capacity.

Visit them at: <http://www.vetted3d.com/>



LIBERTY
TABLETOP
AMERICA'S FLATWARE COMPANY
100% MADE IN THE U.S.A.



Visit us online @ www.LibertyTabletop.com

Customer Service: 1.844.386.2338

102 East Seneca St., Suite 510
Sherrill, NY 13461

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.

dupli
Achieve More With Print

MORE WITH **PRINT**
.COM

1 800 937-6535

Check out our offering at Morewithprint.COM



Randy Wolken
President & CEO

Tax Parity for All Manufacturers

Albany can help create a sound business climate that encourages manufacturers to create jobs. To do so, the State needs to level the playing field for all manufacturers. What the manufacturing sector needs is reassurance from the State that the products they produce and the jobs they provide are integral to the success of the State of New York. The most significant action the State could take this year is to eliminate the corporate franchise tax for all manufacturers. MACNY, the Manufacturers Alliance of New York, and other groups are supporting efforts to create tax parity for all manufacturers during this budget cycle.

In 2014, the State Legislature and Governor enacted a zero percent corporate franchise tax rate for manufacturers organized as C Corps. This provided significant tax relief for large manufacturers and helped propel New York's national standing to one of the top 10 states for pro-manufacturing income tax climates. However, this zero percent rate did not apply to the majority of manufacturers. New York's small to medium size manufacturers, which represent approximately 75% of manufacturers, did not benefit from this zero percent rate, and in fact, pay full New York taxes on their business income every year, at the second highest rate in the United States. These small to medium size manufacturers operate their businesses through S Corporations, LLCs, partnerships, or even sole proprietorships. There is sometimes a misconception that the tax distributions of a pass-through are a personal benefit to the pass-through owners in some way. If this were true, we might then see C Corp manufacturers asking to reclaim that benefit and start paying New York income taxes again. New York C Corp manufacturers pay zero state income taxes on their annual income, while New York pass-through manufacturers are subject to the state income tax at the second highest individual income tax rate in the

United States. As a result of not providing the same relief to pass-through manufacturers, we have inadvertently put these small to medium size manufacturers at a competitive disadvantage with large manufacturers in New York (the C corps), as well as those located in states with no income tax.

We have heard from our members over the past few years that the pressure to move their facilities and invest in locations outside of New York has been growing stronger. Governors and economic development officials from states with no income tax are aggressively calling New York manufacturers and offering them very attractive incentive packages. Even though these manufacturers tend to be locally owned and have strong ties to their community, they are finding it more difficult to resist these offers. Enacting a zero percent income tax for our small to medium size manufacturers would have a profound positive impact on these existing companies and serve as a strong economic development tool to attract more manufacturers to New York.

Furthermore, with the manufacturing sector's job multiplier effect being as strong as it is, this initiative would also increase jobs and encourage additional investment in New York's economy. As important, it would send a strong message that New York State values its current manufacturing community and is ready to be a major competitor on the international playing field for retaining talent and manufacturing in our state.

New York State needs to pass tax parity for all manufacturers in the New York State budget. Please lend your voice to this important effort.



David Freund
Chief Leadership Officer

Growth Rings

I just love to see old-growth trees standing tall and majestic. There are so many types of trees which give us such beautiful woods to make into fine pieces of furniture. Trees are a renewable resource and to make room for new trees, you need to harvest them selectively, or new trees won't grow properly. I have always been fascinated by the growth rings you can see when you cut down a tree. Each year a tree produces new cells in concentric circles, which allow us to see how old the tree is by counting the rings. Within each growth ring, you can see the inner portion, which is lighter in color and represents the early part of the growing season. The darker portion represents the later part of the growing season. The study of this is known as Dendrochronology.

When we have a year when temperatures and rainfall are ideal, trees grow faster, and the rings are wider revealing more growth. If the year is too hot or cold or too wet or dry, the tree will grow slower and the rings are thinner revealing less growth. As we know, deciduous trees drop their leaves each year. Some trees, like the mighty oak, are very slow-growing and hold onto their leaves well into winter. They wait until all the possible nutrients from the dying leaf are transferred into the wood of the tree. The maple tree, on the other hand, drops its leaves quickly in the fall so that the leaf can decompose, allowing the nutrients to be picked up by the roots of the tree.

Sometimes, I wish that I could see growth rings in my life. Thankfully we can't cut off a limb and count the rings, but we can apply some of the information we have learned from our deciduous friends.

Growth is seasonal – I have a growth mindset and want to grow all the time. In reality, that's not possible. Our lives have seasons just like the calendar. Times when there are more opportunities to grow. We see this here at MACNY, our busiest time for training is late winter through June. People have more time to focus on training compared to summer and the holiday season when other activities and responsibilities require our attention. We must take advantage of our growing season.

Growth depends on the environment – If we want to grow, we need to make sure we are in the right environment. We can't expect others to set up our growth environment; we need to take ownership of it ourselves. If we're the smartest person in the class, we're in the wrong class. Find people who are ahead of you on your growth journey. And don't forget to find thought leaders via technology who can mentor you from a distance. Social media and YouTube can be a wonderful resource, just like good old-fashioned books.

Growth needs resting time – Just as the trees drop their leaves and rest for the winter, we need time to rest as well. The leaves took in all the sunshine during the growing season and even gave additional nutrients as they decayed at year-end. Our winter season allows us to digest and apply all of our experiences and learnings so they can be applied in the coming year. Take some time and slow down enough to make the most of your growth opportunities.

Soon, new leaf buds will appear on our deciduous friends who have made the most of their resting season. As your next growth season approaches, will you be ready?



Tiffany Latino-Gerlock

Director of Government Relations & Communications

Joint Legislative Hearings and the State Budget Process

Earlier this year, Governor Andrew Cuomo presented his FY 2021 Executive Budget. Among many actions, he outlined a plan to restructure the state's Medicaid program, an announcement that came as the state faces a looming deficit of more than \$6 billion – linked to a rise in Medicaid costs. While we understand the current budget restraints the state is facing, we are still optimistic that the State Legislature will find funding to support our Manufacturers Intermediary Apprenticeship Program (MIAP). We also are confident our tax parity bill, which would extend a zero percent income tax rate to small and medium sized manufacturers statewide, can gain momentum.

After the Governor announced his budget proposals, Joint Legislative Hearings took place in Albany throughout the month of February to give the public an opportunity to testify on major state issues, including economic development and workforce development. On February 5th, before the Joint Legislative Hearing on Workforce Development, Martha Ponge, MACNY's Director of Apprenticeship, testified about MIAP's high return on investment. Then on February 13th, before the Economic Development Hearing, MACNY President & CEO Randy Wolken testified about the vital importance of tax parity for all manufacturers in New York State.

A State Budget deadline of April 1st is quickly approaching. Therefore, the Senate and Assembly will spend this time working toward passing their own one-house budgets by considering the public's testimony and the Executive Budget. Next, Senate/Assembly Joint Conference Committee Hearings will take place so that legislators can debate different spending and revenue priorities and negotiate any possible amendments to the Executive Budget. Under budget reform legislation passed in 2007, the State Legislature is required to use a conference committee process between both houses to reach an agreement. Ultimately, a final State Budget will be debated and passed.

As the budget process unfolds, and the 2020 Legislative Session continues, we will continue to keep you up to date on our efforts to support and advocate for the hardworking men and women who keep our manufacturing industry running strong.

We also will be walking the halls of the Capitol Building and Legislative Office Building in Albany for our annual Manufacturing Lobby Day on March 3, 2020. We will be meeting with key state legislators, lending our collective voice to the many important issues that relate to the state's manufacturing community.

GEAR UP

for our 2020 events

FuzeHub has several events coming in 2020 including the Commercialization Competition, the New York State Innovation Summit, Build4Scale Workshops, and Manufacturing Solutions Forums.

MARCH
10 - 11

BUILD4SCALE NY WORKSHOP
Manufacturing 101 • New York City, NY

APRIL
22

MANUFACTURING SOLUTIONS FORUM
Capital Region New York

APRIL
29

BUILD4SCALE NY WORKSHOP
Manufacturing 101 • Central New York

JUNE
3-4

MANUFACTURING AGRICULTURE & MORE
B2B Event • Herkimer, NY

See our website for a full calendar of events. [FuzeHub.com](https://www.fuzehub.com) or email Info@FuzeHub.com





Cindy Oehmigen
Director of Energy & Corporate Services

The Mother of Invention

I am a nature buff, which encompasses a fascination with animals of all kinds. When I am clicking through what is on television to find something that will hold my attention, it is often something animal related. I am also drawn to emerging technology. Finding a show that combines both will guarantee my interest. Recently I stumbled upon a series on NOVA, *Inside Animal Minds*. The three shows aired in 2014 and 2015 but are just as relevant today...maybe more so. I have written about biomimicry, the imitation of nature to improve a design, in a past newsletter. I couldn't help but think there are some potential applications for these things we are learning through animal studies.

The first episode of the series looked at birds that use tools and problem-solving skills. While we refer to an action that is not too smart as birdbrained, a whole variety of studies have shown that this does not give enough credit to the birds. In fact, it showed that birds could solve problems by applying skills learned previously to a situation they have never seen before, referred to as flexible thinking. Furthermore, the researchers observed that birds could think into the future and plan for an event that has not happened yet. Effectively solving new problems requires an understanding of cause and effect, flexible thinking, ability to apply what has been learned, and the ability to think into the future. Chimpanzees, Parrots, and Corvus (Ravens, Crows, Jays) demonstrated this ability. What was it about these groups that drove the development of these skills? One thing they all have in common: pressures that demand survival skills and a new ever-changing environment. Another notable commonality is they all live in groups with a complex social structure. It appears they share knowledge and when a good idea is discovered, it is passed on to others. A practice that we may have presumed was unique to human beings is not so unique.

The second episode of the series explored animals with super senses. For example, a dog has 100 million more receptors for sense of smell than humans. They are able to detect particles at one part per trillion. That is equivalent to tasting a teaspoon of sugar in two Olympic sized swimming pools. Sniffer dogs find victims of earthquakes, drugs in a suitcase, and even cancer cells in a human. A shark's sense of smell is so sensitive they can smell a small quantity of blood miles away. Even butterflies have a greater sense of smell than dogs. If we have the science to understand how this works, we should be optimistic about potential development of instrumentation to do the same.

A trained Dolphin can imitate a trainer's actions blindfolded. While they have no external ears, the use of echolocation and super sensitive inner ears give them the ability to "hear and see" by emitting a series of clicks that bounce back through a cavity in their jaw to be interpreted by their inner ear. This sense of hearing is so acute they are able to detect the shapes inside a fish. The Navy has used what they learned from the dolphin to improve the development of sonar.

Birds have the ability to see 320 degrees at once. It is how they are able to navigate in great flocks, through the trees and buildings. Small brains that are capable of processing a great deal of data. Could this be leveraged on autonomous vehicles to avoid collisions in all directions?

The universe as we humans know it comes from interpreting what our five senses tell us. Our animal friends not only have greater sensitivity in these senses, but some have additional senses.

Sharks, as well as rays, have an uncanny ability to detect a magnetic field. A magnet produces an electric current. So does movement of muscles. Sharks use this sense to find and identify food. They have a special sensing organ with electroreceptors called ampullae of Lorenzini. These are jelly-filled tubes open on the surface of shark skin. These receptors detect the electrical field generated by their prey. If the electrical pulse is too strong, it will repel the shark. Could surfboards, swim attire, and boat bottoms be equipped with a magnetic output to repel a shark? What about instrumentation to manage line loss on the electric grid by imitating how a shark identifies food?

When the pressures of a problem grow large enough, and our complex social structure encourages us to work to solve problems and create ideas together, we would be wise to look to our animal kingdom for some answers.

APPRENTICESHIP UPDATE



Laury Ferguson

Associate Director of Apprenticeship

Expanded Service Offerings for Apprenticeship Program

Throughout its 100+ year history, MACNY has been a staunch advocate of the skilled worker pipeline for NYS manufacturers, most recently with the launch and administration of the NYS Manufacturers Intermediary Apprenticeship Program (MIAP). As the popularity of apprenticeship programs continues to grow, MACNY has expanded its already extensive menu of administrative services!

With MACNY as your apprenticeship program sponsor, we are pleased and excited to offer the following services:

Initial Set-up and Registration on Behalf of Signatory

- Review apprenticeship program, role, and responsibilities of the group sponsor and organization
- Manage the initial registration process and registration of all new apprentices added into the program with NYSDOL
- Identify and assist companies with managing funding resources to offset tuition, fees, tools, and/or reimbursement of training wages
- Conduct program orientation and assistance at start-up to ensure a smooth transition
- Assistance with registration of Annual Tax Credits
- Complete NYSDOL affirmative action reporting and all DOL forms and submissions required for program registration
- Provide Blue Book instruction for all apprentices, assigned mentors, in-house program managers, supervisors, managers, etc.
- Complementary 1st Year ToolingU subscription; valued at \$999 per apprentice
- Provide training on ToolingU software for apprentices and mentors, work with mentors and managers on

building a customized course library, and determining course passing grade

- Source and register courses (SUNY, BOCES, etc.) that are trade specific to assist with closing the identified skill gaps of the apprentice
- Assist organizations and DOL throughout the process of developing and writing new trades

Monitoring and Program Maintenance

- Monitor program to ensure successful progression and completion of apprenticeship
 - Onsite program monitoring visits with apprentice, mentors, and program manager
 - Provide training for newly assigned mentors and program managers
 - Review Blue Books and Related Technical Instructions (RTI) for requirements/gaps
 - Obtain copies of records
 - Determine next steps
 - Aid organization as identified
- Program Exits: Complete and submit documentation to NYSDOL for any apprentice exiting from their program.
- Program Completions: Manage the submittal of all required records and documentation to the NYSDOL Apprenticeship Training Representative (ATR) and the Designated Location Education Agency (DLEA) to obtain approval and Journey Worker Certification of Completion
- Continue to monitor and identify resources to minimize out of pocket expense to organization
- Identify trade specific Related Technical Instruction resources: Source classes with approved education providers and assist with registration, billing, and funding allocation
- Maintain, record, and track DOL required program documentation
- Answer questions and provide solutions for organizations and apprentices
- Perform program audits and act as NYSDOL liaison on behalf of the company

MACNY's commitment to our manufacturing community's success is demonstrated by the depth and breadth of our apprenticeship offerings and services. Together our ongoing efforts will result in distinctive career pathways and a robust worker pipeline for NYS manufacturers.

If you're interested in learning more about NYS DOL Registered Apprenticeship, and the services MACNY can provide, please contact Laury Ferguson at lferguson@macny.org or 315-474-4201 x49.



JOIN US FOR MACNY'S

107TH ANNUAL DINNER

CELEBRATING
MANUFACTURING

MAY 21

5 PM

SRC ARENA & EVENTS CENTER



For more information or to purchase tickets or sponsorships,
visit <https://www.macny.org/macnys-107th-annual-dinner/>.



Eileen Donovan
Workforce Development Coordinator

Crouse Health Hosts Syracuse P-TECH Students



On Tuesday, December 17, the ninth and tenth grade Clinical Lab P-TECH students from Henninger High School visited Crouse Health to see what it's like to work in a health-oriented environment.

Welcoming the group was Twiggy Eure, Crouse's Director of Diversity & Inclusion, and big fan of opening doors for local students to witness career possibilities in Central New York.

Ms. Eure introduced Seth Kronenberg, MD, Chief Medical Officer and Chief Operating Officer, who talked about the many opportunities for individuals who complete P-TECH training in the health field.

The students listened to presentations from representatives of various departments at Crouse, including Health Information, Patient Experience, Patient Access, and Patient Transport. Members of Crouse's Human Resources team took the students on a tour of the hospital facility.

It was especially interesting to learn how Crouse encourages high school students between the ages of 14 and 18 to join the Crouse team as members of their CHOICES (Crouse Hospital Offers Innovative Career Explorations for Students) program. During the school year, students interested in healthcare careers are invited to monthly forums featuring medical professionals who discuss their specialties and take questions. Participation in CHOICES has led to further interest in the Junior Volunteer Program, a popular way for students to enjoy meaningful, rewarding summers and fulfill their schools' community service requirements.

Community partners interested in opening their doors the way Crouse Health does may contact Partners for Education & Business at 315-448-1012.



Kathy Birmingham
Workforce Development Coordinator

Ephesus Lighting Presents P-TECH Students with Wind Tower Challenge



Volunteer mentors from several local employers, including Ephesus Lighting, work with P-TECH students each month to help prepare them for careers. As part of their training, Institute of Technology (ITC) freshmen learn teamwork along with engineering design.

Recently, Ephesus coaches designed the Wind Tower Challenge to engage P-TECH team members in the task of building hurricane-resistant structures out of gumdrops, toothpicks, and sheets of paper. The objective was to create the tallest construction that could handle the most intense “hurricane force wind,” generated by a high-speed fan.

The score was calculated by determining the highest point of paper from the table multiplied by the fan’s distance from the design. Each time a team’s tower survived the wind blast, the hurricane category increased in strength. Extra testing was provided by the Ephesus Lighting team as they manually fanned the structures with large sheets of cardboard, thereby stressing the strength and stability of each team’s designs.

The Gumdrop Wind Tower Challenge gave these students the opportunity to utilize engineering design principles to ascertain how wide, how tall, and how much bracing was needed to accomplish the goal. They also came to understand the critical element of teamwork in project design and execution.

Hats off to the Ephesus coaches who volunteer to provide such positive impact. These students left with boosted confidence in their creative abilities as they follow Mechanical Technology pathways.

For more information about career coaching opportunities, contact Kathy Birmingham at Partners for Education and Business (PEB) at kathyb@macny.org.



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

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

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



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



Andrea Riccelli, Ext. 25
Accountant

WORKFORCE DEVELOPMENT TEAM (315) 474-4201



Joe Vargo, Ext. 12
Executive Director, PEB



Marianne Ferris, Ext. 47
Associate Director, PEB



Martha Ponge, Ext. 16
Director of Apprenticeship, MACNY
COO, PEB



Laury Ferguson, Ext. 49
Associate Director of Apprenticeship



Meghan McBennett, Ext. 18
Workforce Development Specialist



Eileen Donovan, Ext. 22
Workforce Development Coordinator



Kathy Birmingham, Ext. 26
Workforce Development Coordinator