

# MANUFACTURING MATTERS

## Reopening Our Economy Safely is Now Underway



*Randy Wolken,  
President & CEO*

Recently, I was appointed to the Central New York Regional Control Room. This is a group of state, regional, and local elected and appointed officials who, along with me and a few other individuals, are working to assist our region in reopening and staying open safely. No small task as we have come to find out. This is difficult work with many risks. However, not opening is also not an option. Opening and staying open safely, with all of its challenges, is essential.

As many of you know, I am a former military officer. My time in the service has helped me understand the tough tasks of mitigating risks while moving forward with essential work that must be done. Our economic opening is critical to the health and wellbeing of the entire community and state. Luckily, our members have shown the way to do so safely. Spread of the virus is not happening in our essential manufacturers who have been open since the beginning of this crisis. They have much to contribute to what the other sectors of our community will, and eventually must, go through.

MACNY has been working with an innovative subgroup of manufacturers in the Mohawk Valley and Central New York to help form the *Keeping People Safe and Factories Running* program. This state-of-the-art approach is now available to any manufacturer in our region – and soon

throughout New York State. It is built on solid safety procedures, process change, and an employer pledge that links innovative manufacturers together to both learn and implement best practices that keep their people safe while running their operations. I am convinced that this complex problem needs an integrated solution. We now can offer that to you and those in our State and our Country. I have to thank many individuals who made this happen – too many to mention here – but they were tremendous in making this effort a reality.

For our economy to stay open, we must prevent the spread of the virus in our facilities. This is going to be true of all organizations and businesses going forward. We are not going to go back to the way we worked prior to the COVID-19 outbreak for quite a while. New behaviors and processes are necessary to accomplish this outcome. Manufacturers know best how to do this. The best thing that you, our members, can do is to be open and stay open safely. If we have spread in your workplaces, we could end up having to limit or stop work. This could be catastrophic in both its economic impact to you and our communities.

We are counting on you to navigate these difficult times to the best of your ability. Having seen you do this for nearly 20 years as MACNY's President & CEO, I am convinced you will do it well. Thanks in advance for your service to our industry, our community, and our country.

To learn more about the *Keeping People Safe and Factories Running* program, click [here](#).

### Inside This Issue:

**Page 3 | Workforce Development:**  
**A Workforce Repurposes**

**Page 4 | Leadership Development:**  
**My Summer Reading Recommendations**

**Page 5 | Government Relations:**  
**Looking Forward with a Look Back at NY on PAUSE**

**Page 7 | Food For Thought:**  
**May I introduce Dr. Llama?**

**Page 8 | PEB Update:**  
**SCSD P-TECH Graduates Earn Degrees**

**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)



**Crisis Management?**

**We Don't Have the Cure...**

**But we can treat the  
symptoms!**

When your critical machine is down needing a part, we can help. When you need to get a new product to market now, we can help. We specialize in printing metal and polymer components that replace your worn and broken parts. We can take your most complicated drawings and concepts and create a prototype or improved part on our sophisticated 3D printers. We'll make sure you get the right treatment to get you back to work fast and your prototypes to market faster.

**V**eteran  
**E**nabled  
**T**ransition  
**T**echnology  
**E**nabled  
**D**esign  
**TECH**

**Vetted Tech Inc.**  
6085 Court Street Road, Suite C  
Syracuse, NY 13206  
Phone: 315-802-6505  
FAX: 315-802-6540  
[inquiry@vettted3d.com](mailto:inquiry@vettted3d.com)



## **WELCOME OUR NEW MEMBERS...**

### **Armoured One**

Armoured One is a manufacturer and installer of shooter attack resistant glass.

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

### **BASF**

BASF Corporation is the largest affiliate of BASF SE and the second largest producer and marketer of chemicals and related products in North America. They combine economic success with environmental protection and social responsibility.

Visit them at <https://www.basf.com/us/en.html>

### **BigName Commerce**

BigName Commerce is a collection of leading e-commerce businesses specializing in customized products for businesses, organizations and consumers worldwide.

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

### **Jefferson County Economic Development**

Jefferson County Economic Development supports and undertakes a variety of activities to foster the creation and retention of jobs and to create economic opportunity for the benefit of Jefferson County and surrounding regions.

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

### **Naughton and Associates Inc.**

Naughton and Associates provides IT Support such as technical helpdesk support, computer support, and consulting to small and medium-sized businesses.

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

### **Nutrition Bar Confectioners**

Nutrition Bar Confectioners is a contract manufacturer that manufactures various nutrition bars from raw ingredients to finished goods.

Visit them at <http://www.nutribarconf.net/>



Eileen Donovan

Workforce Development Coordinator

## A Workforce Repurposes

April 22, 2020 was MACNY's 107th birthday. On that same day, Central New Yorkers awoke to snow on the ground. With a collective shrug, we got on with our lives, just like the hardy daffodils who shook off the flakes and remained on the job, straight and tall, unfazed.

Governor Cuomo often refers to #NYTOUGH. We know he is talking about us, our native flowers, our resourceful citizens, and our manufacturers, with whom MACNY has worked alongside for over a century. Perhaps our six-month-long winters have prepared us with ingenuity and courage to face all challenges.

We have had plenty of practice. Our manufacturing community has spent the past 50 years adapting and reinventing itself in light of the exodus of some of the largest employers in the world. MACNY has been there as advocate and innovator for legacy (and new) businesses and organizations, numbering over 300, employing over 50,000 people, and competing on a global scale.

Throughout its 107-year existence, MACNY has voiced the challenges of CNY manufacturing to legislators in Albany and Washington, and has designed energy and purchasing solutions, networking, leadership training, human resource services, and workforce development for its members. As a founding member of the Manufacturers Alliance of New York, MACNY strengthens its impact for over 5,400 manufacturers and businesses and more than 181,300 manufacturing jobs across the state.

The arrival of COVID-19 has presented us with new threats – to our survival, to our resilience, to the Old Normal. Central New Yorkers, including MACNY, have mobilized. Within one week of mandated shutdown, MACNY emerged as a remote work location and became the repository of

crisis information and its relevance for MACNY members. President & CEO, Randy Wolken, has embraced new technologies to bring webinar events featuring legislators to virtual town halls with Central New York business leaders. He has hosted must-see COVID-19 updates, initially live events, now recorded and archived on YouTube. MACNY has joined other leading CNY organizations and companies to facilitate a consortium, "[Keeping People Safe and Factories Running](#)," that will focus on best workplace safety practices and more.

As MACNY has transformed over 107 years, indeed over the past several months, so have our members. The story of Skaneateles' Tessy Plastics revamping operations to make five-minute coronavirus test kits, creating 200 jobs in the process, was big news for Central New York. The contract to make the kits is the largest in Tessy's history and will play a vital role in returning the nation to work. Hill-Rom, also of Skaneateles, has not stopped producing ventilators and ICU beds. We have all become minor experts in the necessity of these items to our hospitals.

Sturges Manufacturing, in operation for over 100 years in Utica, NY, makes safety straps with webbing that they attach to hardware. Many of their end-users are first responders, workers essential to the fight against coronavirus. In response to this crisis, Sturges developed fire-resistant elastic for use in a new product: face masks for fire fighters, first responders who don't typically don face masks because they wear full gas masks. This innovation promises our fire fighters additional protection.

Others, like Cascade Lacrosse, of Liverpool, NY, have repurposed their production lines to make medical-use face shields, as the demand for its helmets and face masks for lacrosse players has waned until sports activity is resumed.

Central New Yorkers innovate; we will continue to do so long after COVID-19 has been arrested. It is in our #NYTOUGH blood. We salute the inventors, the adapters, the "repurposers" as they rise to meet this challenge and plan to work alongside you for the next 107 years. Our workforce development team is at work now, reimagining our apprenticeship programs for the new normal, post-COVID, to ensure that the talent pipeline is secure, and our manufacturers can depend on skilled workers to continue to compete across the globe.

It takes a lot more than a little snow in April to stop a Central New Yorker.





David Freund  
Chief Leadership Officer

## My Summer Reading Recommendations

Summer is right around the corner, and hopefully, you will get an opportunity to take some time off and relax a bit. Perhaps you will also carve out some time for reading. In case you need some ideas, I prepared some recommendations based on what I have been reading lately.

### **American Icon** by Brice G. Hoffman

Full disclosure: I am a Ford guy. I probably have some bias, but this is an exciting book that takes you on a historical journey of the Ford Motor Company. The bulk of the book is focused on the time just before Allan Mulally arrives and through 2011. The author is masterful at telling the story, so you feel that you are in the board meetings, UAW negotiations, weekly metrics meetings, and even meetings with cabinet officials in Washington DC. You learn the simple tactics Allan Mulally used to turn around a dying company. Mulally's unflappable optimism and passion for America's famous blue oval will be a great encouragement and might just leave you wanting to buy a Ford. Each chapter starts with a quote from Henry Ford, which is a wonderful addition to this great read.

### **Devotion** by Adam Makos

The book's slipcover sports this statement - *An epic story of heroism, friendship, and sacrifice*. Believe me when I tell you that this statement is actually an understatement. The book chronicles the lives of two Korean war pilots who come from drastically different backgrounds and become great friends while serving our country as Navy pilots. The author's research was incredible, and through the details, he makes you feel like you are riding along in their Corsairs or sitting in the ready room on the aircraft carrier. The book revealed to me the horrors of the Korean War that were

never part of history class in school. I came away from the book with a much deeper appreciation for the great sacrifices made by those who served, and the sacrifices made by those at home. It reaffirmed my pride in our great country and those who put their lives on the line for my freedom.

### **The Motive** by Patrick Lencioni

This small book is a quick and easy read. As Lencioni does so well, he uses a "fable" to tell a profound story. In this fable, Shay Davis, the CEO of Golden State Security, is trying to find out what the secret sauce is behind the success of a competitor. So he reaches out to the competitor's business consultant for assistance. *The Motive* packs a lasting punch, in spite of the fact that you will fly through it.

### **The Infinite Game** by Simon Sinek

*The Infinite Game* is a book based on thoughts Simon Sinek expressed a few years ago at Live2Lead. He describes the finite game as a game with winners and losers—games like baseball or chess. One team or one person wins, and the other goes home a loser. As Sinek analyzed businesses, he saw some operated as though they were playing a finite game, with winners and losers. These organizations were winning for a while and then would lose a bit, or even lose it all and close. Others, on the other hand, operated their business without a focus on beating anyone, but rather staying in the game. These companies had an infinite mindset and also had more innovation, greater collaboration within teams, trusted each other more, and were ready to thrive in an ever-changing world. Sinek walks you down the path from the finite game to the infinite game.

### **The Leader's Greatest Return** by John C. Maxwell

You knew that I would have at least one Maxwell book. *The Leader's Greatest Return* just happens to be John's newest book, which was released this past February. Real leadership isn't developing a following; it's developing leaders. This book guides you through a process of finding potential leaders, developing them, and empowering them, which is the cornerstone of successful leadership. *The Leader's Greatest Return* is written in John's easy to read style with each page offering takeaways you can act on right away.

As I finish up this reading list, I see a pattern that flows through all five books. *American Icon* reveals how Allan Mulally modeled principles found in each of the other books. Had I not made this list, I would have missed this awareness. I hope you enjoy them.



Tiffany Latino-Gerlock

Director of Government Relations & Communications

## Looking Forward with a Look Back at New York on PAUSE

The last couple months have been a rather unsettling time for many businesses as New York State has battled COVID-19. Here is a brief overview of the developments that have occurred thus far.

On March 7, 2020, Governor Andrew Cuomo declared a state disaster emergency. Amid growing public health concerns over the outbreak, Governor Cuomo issued the “New York State on PAUSE” executive order on March 20th, and subsequently extended the PAUSE order into May, to keep all non-essential businesses and schools statewide closed for additional time. All essential businesses, including various manufacturing companies in Central New York and beyond, remained open during this period with strict safety procedures in place to keep their workers safe.

In early May, Governor Cuomo outlined a reopening plan that would be based on a regional approach, with regions required to meet certain metrics, such as a 14-day decline in COVID-19 hospitalizations and deaths. Businesses considered “more essential” with a lower risk of infection were prioritized, followed by other businesses that were deemed “less essential” with a higher risk of potential infection spread. Phase One of the state’s New York Forward plan included Manufacturing and Wholesale Trade; Construction; Agriculture, Forestry, Fishing and Hunting; and Retail (curbside or in-store pickup or drop off only).

The Central New York Region, along with the North Country, Finger Lakes, Mohawk Valley, and Southern Tier regions, were all approved to move into Phase One of reopening on May 15.

That meant companies in the approved industries (and all essential businesses) in those regions were required to go to the New York Forward website to review the state’s reopening guidelines and to affirm business compliance with the New York Forward reopening guidance.

Two weeks later, on May 29, the same five regions were approved to begin Phase Two of reopening. Phase Two included Offices; Real Estate; Essential and In-Store Phase II Retail; Vehicle Sales, Leasing, and Rental; Retail Rental, Repair, and Cleaning; Commercial Building Management; Hair salons and Barbershops; and Outdoor and Take-Out/Delivery Food Services.

The Capital Region and Western New York also moved into Phases One and Two, just a few days behind the first five regions, followed by the Long Island and Mid-Hudson regions. New York City began Phase One on June 8.

On June 12, the Central New York, Finger Lakes, Mohawk Valley, Southern Tier, and North Country regions began Phase Three Reopening.

Reopening guidelines apply to both non-essential businesses in regions that were permitted to re-open and essential businesses that were previously allowed to remain open. To access the New York Forward website, please visit <https://forward.ny.gov/>.

We know many of our member companies that were deemed essential and remained open, whether at full or partial capacity, have been meeting the challenges of this difficult time head on. They have been employing best safety practices, communicating effectively with their employees and customers, and using creative solutions to aid the COVID-19 pandemic—and for that, we applaud them.

Over the course of the last several weeks, we have tried to bring you the most up-to-date state and federal developments and connect you with our elected leaders through various digital offerings. We also have started a new online platform to highlight companies that have gone above and beyond in the New Normal, called “Voices of Manufacturing.” For the latest guidelines and updates, please visit our resources listing at [macny.org/covid-19](https://macny.org/covid-19).

# 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...

**July 9 August 13 September 10**

Please contact Stephanie Adams at  
[sadams@macny.org](mailto:sadams@macny.org) or 315-474-4201 ext. 51  
to sign up for any of our upcoming sessions!



## We're More Than Just a Box Company

As a custom corrugated packaging manufacturer, Jamestown Container provides unique, cost-effective solutions to a wide variety of challenges, with quick responses and exceptional quality and service — everything you need to stay competitive within today's market.

[jamestowncontainer.com](http://jamestowncontainer.com)

855-234-4054

Corrugated Packaging | POP Displays & Retail Packaging | Specialty Gluing | Foam Packaging | Stock Boxes  
Packaging Supplies | Contract Packaging | Design | Assembly & Fulfillment | ISTA Test Lab | Inventory Management



Cindy Oehmigen  
Director of Energy & Corporate Services

## May I introduce Dr. Llama?

I had a difficult time settling on what to write about for this article. Like many of you, I am consumed and a bit overwhelmed by all that is happening. And then I caught the tail end of a news story about llamas and a unique characteristic of their biological make up that could truly be a life saver. So, I did some research.

First, I was confused about the difference between COVID-19 and SARS-CoV-2. I looked it up. COVID-19 is the disease that SARS-CoV-2, the virus, causes. What we typically call SARS was just a different strain (SARS-CoV-1) of what we are dealing with today (SARS-CoV-2).

It turns out that llamas produce an effective antibody for coronaviruses. Researchers across the world have been working with llama antibodies since 2016 for use against SARS, MERS, Influenza, and HIV. With the outbreak of COVID-19, it made sense to leverage what we have learned with other coronaviruses. Studies with mice are showing great promise for llama antibodies. Actually, there are two antibodies. One is similar to what humans produce, but there is another smaller one that is potentially better able to recognize and attack this virus.

Because I am naturally curious, I wanted to understand more about how this virus works. And, as I do with most everything new to me, I try to take the complexity out of it and put it in terms that I can understand. This virus has spikes that stick out all over it. This is how it attaches to a healthy 'host cell' and causes infection. The antibodies interfere with this spike, neutralizing it. (I envision a tennis ball being stuck on the end of the spike. Voila, no longer dangerous.)

What we know right now is that these antibodies have the ability to neutralize the virus 'spikes' in cell culture. Recently published in the journal *Cell*, experts stated the llama antibodies may be better suited to fight COVID-19. Even better, llama antibodies "can be easily manipulated, meaning they can be fused with other human antibodies and remain stable." Researchers are hopeful they could be used as a preventive approach, especially for frontline workers. We don't yet know how long that would last. And more testing is required to determine that it is safe and efficient. It may still be months away, but another promising defense against this virus.

### Sources:

- <https://local12.com/health/medical-edge-reports/llamas-could-help-researchers-in-the-fight-against-covid-19-cincinnati>
- <https://www.health.com/condition/infectious-diseases/coronavirus/llama-antibodies-covid-19>





Kathy Birmingham

Workforce Development Coordinator

## SCSD P-TECH Graduates Earn Degrees

As the Syracuse City School District's P-TECH program partner since 2013, PEB has connected its students to career exploration events with local employers who are keenly interested in them as potential employees. Hiring managers know that a P-TECH graduate has attained both a high school diploma and associate degree in six years, no simple feat that requires discipline, ambition, and dedication.

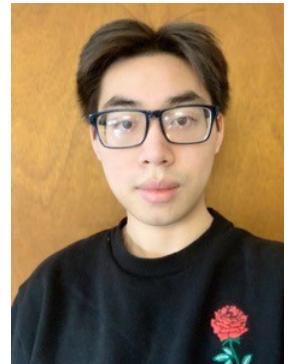
PEB extends congratulations to three P-TECH scholars from the Institute of Technology (ITC) who recently earned associate degrees in Mechanical or Electrical Technologies. Each looks forward to rewarding employment with local companies.



Chris Tysco, graduating from the Electrical Technology program, names Elon Musk's entrepreneurial spirit as his inspiration to join ITC's Innovation Club where he collaborated on the development of products and solutions for local companies. His work with several other P-TECH students on a "Workplace Challenge" project at Sunoco Ethanol led to an innovation

that addressed the nuisance flock of geese on Sunoco's property. An Arduino-driven robot in the guise of a coyote now functions as a deterrent, without hurting the birds. Chris earned first place at the ESF Science Fair and achieved the Perfect Attendance award. He maintained a 3.2 GPA in his college studies - while working at his father's construction and landscaping company - and plans to become an electrician as soon as he attains his license.

Dion Hua's family inspired him to complete the Mechanical Technology program, for which he has accepted his associate degree. They encouraged him to enroll in P-TECH, to use the experience as his career pathway, and supported him with mechanical, business, and organizational advice. Dion became a competitive participant in team challenges such as one that required him to work on a project at an actual worksite; he prides himself on the high grade which resulted from his efforts. He enjoyed his participation in VEX Robotics, industry visits, and job shadows which inspired him to devote himself to his college courses. Dion also excelled at sports, becoming captain of the soccer team and proficient in Martial Arts. In charting his future, Dion plans to continue his education part-time and to work at one of two local companies he rates as high on his list - United Radio or Lockheed Martin.



His grandfather's passion for engineering motivated Travius Berkley to enroll in ITC's P-TECH program and to become a first-generation college graduate. In addition to his participation in Le Moyne College's Upward Bound program, Travius consistently maintained an A grade and earned his associate degree in Mechanical Technology more than a year ahead of schedule. He enjoyed visits to local manufacturers like Lockheed Martin and TTM Technologies, and his Assembly Tech Assistant internship at G.A. Braun. Working at TTM is an ambition for Travius; another is continuing his college studies at Rochester Institute of Technology. Looking forward to this new chapter, Travius hopes to launch his own business someday.



PEB salutes these new SCSD P-TECH program graduates, who will become prized recruits for our local employers, just as several others have since early 2019. To date, 13 P-TECH students have been employed with P-TECH partner businesses, including Dupli Graphics, G.A. Braun, Novelis, TTM Technologies, and United Radio. In opening their doors to introduce these students to exciting opportunities right here in CNY, they have inspired Tysco, Hua, and Berkley to bright futures.



**NEW @  
MACNY**

Learn more at  
[careers-macny.icims.com](https://careers-macny.icims.com)

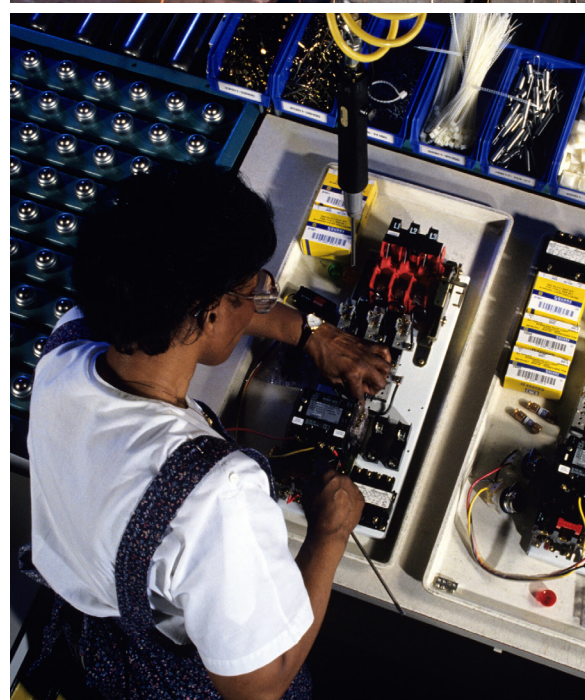
# Build your best team.

**Looking for an affordable way to post open positions and an easy way to recruit top talent?** Sign up for MACNY's Career & Talent Platform—a sophisticated tool that combines 100+ job posting sites, manufacturing specific digital marketing, and social media distribution to attract candidates and spread awareness.

## **Benefits of MACNY's Career & Talent Platform**

- Unlimited job posting to over 100 job boards including Indeed, LinkedIn, Zip Recruiter, and more
- Access to potential candidates through searchable resumes, including apprentices
- Personalized dashboards for hiring managers to view open jobs and applicants
- Access to a talent management system
- System training and admin support
- Opportunities to advertise your company's hiring events, including career fairs and open interviews

**FOR MORE INFORMATION,  
CONTACT LAURY AT [LFERGUSON@MACNY.ORG](mailto:LFERGUSON@MACNY.ORG).**





5788 Widewaters Parkway  
Syracuse, NY 13214  
[www.macny.org](http://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



**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