

MANUFACTURING MATTERS

Keeping People Safe and Factories Running

Throughout the COVID-19 pandemic, essential manufacturers remained open, resilient, and committed. These essential manufacturers, who already have an outsized influence on the regional and national economy, are delivering essential products and services, and providing a needed economic boost. In the last several months, as more businesses and manufacturers have reopened, even more leaders have chosen to focus on operating safely.

Manufacturers are committed to workplace safety and must comply with Empire State Development's guidance and New York State Department of Health's directives for "maintaining a clean and safe work environment." In addition, many of the region's manufacturers have joined a consortium named "Keep People Safe and Factories Running," pledging to take extraordinary steps to keep their factories safe for employees and the communities in which they reside.

The manufacturer's pledge, supported by a peer-to-peer review process, utilizes the collective skills and knowledge of the founding organizations, including experience from those who have overcome previous infectious episodes, like the SARS outbreak. This process leverages safe practices and best practices from noted authorities, including the World Health Organization (WHO), the Centers for Disease Control

and Prevention (CDC), Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA), and local Departments of Health.

The Pledge and its process are powerful tools that help create factual conditions upon which manufacturers make decisions. It includes the following topics:

- Controlling site traffic
- Enhancing hygiene protocols
- Social distancing to reduce density
- Onsite emergency response
- Communicating to employees, community, and customers

MACNY's President & CEO Randy Wolken states, "Manufacturers are meeting these challenging times head on. These companies, some who have been designated as essential, are committed to continuing production, all while keeping their employees safe in the workplace. They are practicing social distancing, disinfecting work surfaces, and spaces regularly, and maintaining effective communication with their workforce and customers."

The third cohort is forming now! For more information, or to get involved, visit <https://www.macny.org/keep-people-safe-and-factories-running/>.

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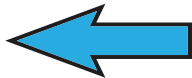
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WELCOME

PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

2020 Will Be A Year To Remember

I do not believe any of us anticipated that the year 2020 would have developed the way it did. The year started as a year with sustained economic growth occurring for the most extended period in modern U.S. history. By April, we had a dangerous pandemic and the deepest and fastest decline in our economy since the Great Depression. It felt like an out-of-control roller coaster ride. And yet, MACNY members have continued to be remarkable as they traveled through the year.

At MACNY, we quickly pivoted to digital delivery in March. In one week, we went all virtual. The team did a fantastic job of adapting rapidly. We now have provided hundreds of digital offerings to thousands of individuals at our member companies. The response from our members and our partners has been amazing. Through it all, we worked together to weather the crisis. We are not through this pandemic yet, but I remain confident we will be successful. I also see our members and the community recovering. Although much work still needs to be done, I can see the outlines of how we will build back to growth and prosperity.

Companies and individuals have been resilient. Effective protocols have kept people safe. Our *Keeping People Safe and Factories Running* program has helped many companies continue producing great products throughout this pandemic. Our daily and weekly updates have kept our members up-to-date on the recent developments. We have continued to grow our other services during this time. By being virtual, we have been able to scale them and deliver them to even more members. We are excited about these new services and tools to serve you even better in 2021.

December is an excellent time to take stock of what has been accomplished and what is to come. I am proud to say that we have thrived despite the challenges we have faced. The community is truly remarkable. We have more work to do on so many fronts. We need to address systemic issues and help individuals and companies grow again. We need to build back to in-person and hybrid services during 2021. MACNY is committed to offering our quality in-person events once again during 2021 as we maintain safety standards and begin to see the deployment of a COVID-19 vaccine. We hope to have a great 2021 together.

Before we leave 2020, let's take the time to honor what has been accomplished and learned in 2020. It is a year we will never forget. We must pay our respects to those we lost this year. We must recognize the sacrifice of so many who kept us safe and served us. We must recall the lessons learned and what is now a part of our future. And, we must look forward to 2021.

Let me extend our best to you as we get ready to transition to 2021. I will lift my glass in a toast to a better year and seeing you all in it. I am blessed to be a part of MACNY as we enter our 108th year of service. What makes it so unique is the great people and organizations that we get to work with. Enjoy this final month of 2020 – and thank you for all you have done. See you in 2021!

To learn more about MACNY's *Keeping People Safe and Factories Running* program, visit <https://www.macny.org/keep-people-safe-and-factories-running/>.



David Freund
Chief Leadership Officer

Winter



As I write this article, the first snowfall of the season is sitting heavy on the hydrangea outside my window. The leaves, still green, and weighted down by the wet snow are causing the branches to surrender to the coming season. I am usually a person who loves winter. For some reason, this year is different. We had such a wonderful summer, and the autumn blessed us with brilliant colors. Now, the trees have dropped their leaves, and the sky has turned gray as autumn slowly fades to winter.

How should we react? Is winter just a time to hunker down and wait for spring? Almost as if we surrender five months of our life each year to waiting. I think some folks think we should be like bears and just sleep through the winter months and wait for the warm sunshine of spring to once again awaken us. Maybe they think we are like the crocus that push through the late winter snow. Well, I have a better idea. Let's make the best of this time of year. Let's celebrate and leverage the extra time indoors.

Those who know me best know where I am going with the celebration part. We are in the middle of the most wonderful time of the year, the holidays. There will be (virtual) parties for hosting, marshmallows for toasting, and caroling out in the snow. There will be scary ghost stories and tales of the glories of Christmases long, long ago. Seriously though, make the most of your holidays. Yes, they may be a bit different this year but focus on what you can do, not on what you can't do. Perhaps you will create new traditions that will be special for years to come.

Get outside. That's right, get outside in the cold and snow. It will be good for you. I will try to get out and ski a bit, but I am also continuing my daily walks as I have since last April. I am excited to see what the winter season looks like as I take my walk and look across the valley toward the orchards of Beak and Skiff. There will likely be lessons I will learn that will work their way into my weekly emails and The Next Page podcast, so stay tuned.

I also want to focus on things I can do inside. Those long winter nights give us a wonderful opportunity to complete projects or tasks that we may have put off when the weather was so nice. I have work I want to do on my old wooden boat. I can easily bring interior pieces into my heated workshop and refinish them. How about learning something new? I plan to complete some online Maxwell training. I am certified to teach DISC but would like to become certified as a DISC Consultant to help people and companies achieve their highest potential. I want to commit to writing more. Spending time in my office getting my thoughts down on paper. How about renewing family connections, sitting by a fireplace or a woodstove playing board games with loved ones. Maybe take a favorite photo and have it made into a jigsaw puzzle and surprise someone on a cold wintry night.

Winter doesn't need to be a dark and dreary time stuck between autumn and spring. Be intentional about your life and make the most of the opportunities winter brings.



Cindy Oehmigen
Director of Energy & Corporate Services

The worms crawl in, the worms crawl out.....

One of my personal pet peeves is how prevalent the use of plastics has become, yet we haven't figured out what to do with the waste. You've likely seen the stories on TV where islands of plastic are floating around in the ocean. And hopefully you are trying to figure out how to get into the habit of taking your own bags into the grocery store now that the ban on plastic bags has started up again. I can't claim to disagree with the effort to reduce the use of these bags. They use up oil (a non-renewable/non-sustainable resource), and we still aren't sure what to do with them after the fact. Both are a problem I would rather we didn't have.

In my opinion, there are two distinct paths to get past this challenge:

1. Find an alternative to plastic for all kinds of applications

- I am trying my best to use reusable cloth bags each time I get groceries. I see many others doing the same. Keep it up!
- There are companies who are working on eco-friendly replacements for 'un-recyclable' products with eco-friendly equivalents. In fact, I have been talking with one such local start-up company who has developed an alternate for plastic zipper closure bags. Eco-Baggeez is a paper-based, eco-friendly, multiple use option. I suspect we will see more of these on the shelves soon.
- It is also noteworthy that 'biodegradable' does not mean it will disappear in a landfill. There is a real balancing act. In many cases, unless the material is processed in an industrial composter with the right conditions, it will not degrade.

2. Develop a way to deal with the waste

- It is one thing to find substitute materials to reduce the amount of plastic we consume. It is quite another to address what is already out there.
- What if we found an economical way to do both? I stumbled across an article in Science Focus (September 12, 2020). Scientists at University of Portsmouth are developing a "super-enzyme" produced by bacteria that feeds on plastic bottles. Instead of taking hundreds of years to break down, the plastic is broken down and converted back to its original materials in days. The concept is to "allow plastics to be made and reused endlessly." I can't help but envision lots of little Pac Man characters chomping their way through piles of plastic.
- And then there is the Waxworm. This lovely moth does not conjure up thoughts of heroism. Quite the contrary. Typically considered a pest because this wax moth lays eggs in beeswax in beehives, the hatchlings burrow their way out munching on the wax, which happens to be almost identical chains of carbon and hydrocarbons as LDPE. The bacteria in the digestive system of these caterpillars breaks down the plastic, producing a biodegradable glycol. It is just possible these 'plastivores' could lead solutions for the tons of plastic in landfills and oceans. Bring on the Waxworms!!

Sources:

<https://www.sciencefocus.com/nature/meet-the-waxworm-a-plastic-eating-caterpillar-that-could-solve-our-waste-problem/>

<https://www.sciencefocus.com/news/super-enzyme-breaks-down-plastic-bottles-in-a-matter-of-days/>

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APPRENTICESHIP UPDATE



Martha Ponge

Director of Apprenticeship, MACNY & COO, PEB

Putting Our Heads Together For The Future

Are there more meetings these days? Or does it just seem that way because we're battling digital overload and Zoom fatigue?

Let's be honest; it's overwhelming at times. It helps to sit back and recognize how important it is for the future of manufacturing for us to continue to collaborate, no matter the method. MACNY is active in the workforce development network across the state and in the U.S., with a goal of continuing innovation for thriving, well-trained workers for the jobs in our communities.

We know that one of the essential elements of workforce training is the registered apprenticeship. MACNY, the first trade association in the state to become NYSDOL-approved to sponsor apprenticeships, is at the table for conversations about best practices growing registered apprenticeships, both for adults and student learners. Convening educators, employers, and other key stakeholders on a regular basis keeps us abreast of potential new trades and emerging technologies. In this way, we keep our eye on current trends and the most recent data around business growth and training opportunities. Since 2017, MACNY has expanded its roster of NYSDOL-approved trades to more than 16, including the latest: Continuous Improvement Specialist, and Automotive Repair and Body Shop Technician.

MACNY's Workforce Development team contributes to sharing opportunities like industry roundtables and apprenticeship accelerators. We work with nationally-recognized [Jobs for the Future](#) (JFF) to further its mission to drive change in the American workforce and education systems to promote economic advancement for all.

Our participation in national networks of leaders and policymakers has led to deep dives that result in practical applications, like Apprenticeship 101, a toolkit for employers looking to establish apprenticeship programs at their own worksites. This is a wealth of information delivered by presenters from across the state bringing multiple insights not readily available through other sources ([click here](#) to view or visit <https://bit.ly/JFFgrowingLI>).

We recently dug into the issues that govern workforce opportunity and what it takes to prepare our citizens for work, like Youth Apprenticeship. Imagine the positive impacts and the legal regulations of working with students who are still in high school; youth apprenticeship is both a challenge and an opportunity. This robust conversation afforded employers the chance to discuss their concerns, such as insurance and the inherent value of growing talent as opposed to buying it.

The SUNY Apprenticeship team hosts regular industry roundtables to better inform employers of the benefits of apprenticeship and the resources available through SUNY; MACNY joins and appreciates this collaboration. The participation of Jane Thompson, NYSDOL Director of Apprenticeship, at these roundtables underscores the strong partnership that exists between the stakeholders, including representatives of the statewide Workforce Investment Boards, currently working to inform COVID-affected, unemployed New Yorkers of the great career opportunities available at local manufacturers.

We are excited to have the support of these organizations as we grow and expand apprenticeship and help manufacturers to fill their existing entry-level positions. To view slides from September's Industry Roundtable, [click here](#) or visit <https://bit.ly/industry921>.

The MACNY team is ready to provide information about participating in our group-sponsored apprenticeship program; we're happy to connect you with NYSDOL personnel if you'd like to sponsor your own program. Our SUNY team can help guide you through access to grants to offset the costs of related technical instruction for your apprentices.

With the rapid pace of change in our economy, it is helpful to know that stakeholders are at work, virtually and otherwise, to provide solutions that will ensure the future of work in New York State. Keep this in mind the next time you're daydreaming through a Webex and contact Laury Ferguson at lferguson@macny.org for information about workforce development.



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