

MANUFACTURING MATTERS

New York State's Proposed Fee on Carbon Emissions Will Hurt Manufacturers and Our Recovery



Randy Wolken
President & CEO

In 2020, New York State passed the most aggressive climate protection act in the country. The Climate Leadership and Community Protection Act (CLCPA) set in motion a process for New York State to identify how to transition the economy to one that embraces alternatives to fossil fuels. For the last year, numerous work groups, like the Just Transition Working Group (JTWG) that I am a member of, have been working to guide its implementation.

The New York State Legislature could put in jeopardy the entire effort with recent efforts to pass a multi-billion dollar tax increase on households and industry. Some state legislators have supported The Climate and Community Investment Act (CCIA) that would greatly damage our recovery and reduce our ability to compete in both agriculture and manufacturing. A smart transition to a greener economy is possible. Rapid and excessive taxation would doom the effort before it even begins.

Industry has stepped up in New York State. We have the cleanest water and air in our modern industrial history. Industry has lowered carbon emissions and has adopted smart technology to green their operations. With the help of NYSERDA and Public Service Commission (PSC), our state has made tremendous strides. The CLCPA was offering an approach to success. Now, the legislature is actively considering the CCIA which is a massive fee that would dis-incentivize industry from continuing to invest in New York and for new industry from locating here.

With the recent movement towards a green economy in D.C., New York could integrate its efforts so that we do not lose our industry to neighboring states, other places in the country, or even overseas. If this happens, many of the gains achieved with the CLCPA will be lost. Industry that moves will certainly contribute more waste and carbon in areas with lower standards and no carbon emissions fees. If we have a carbon emissions fee, it must be adopted at the national level to save our New York State manufacturers, preserve our Upstate economy, and salvage our recovery from the pandemic.

We need to be smart about our transition to a greener and cleaner economy. New York can lead the way by preserving its high tech manufacturing and agricultural sectors. We can invest in renewable energy sources and meet our dual goals of reducing carbon and growing our economy. MACNY encourages our legislative leaders to stay the course of implementing the CLCPA without dramatically damaging our economy. When we do so, we lay the groundwork for the future success of economy and our environment.

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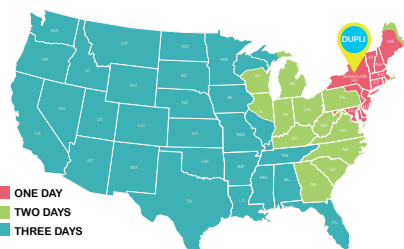
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Tiffany Latino-Gerlock

Director of Government Relations & Communications

New York State Easing COVID-19 Related Restrictions – What You Need to Know

In effect since May 19th, most commercial businesses in New York State have been open at 6-foot social-distanced capacity, rather than at specific percentage capacity limits. Governor Cuomo, along with the governors of New Jersey and Connecticut, collectively last month announced the easing of COVID-19 restrictions, citing significant progress in vaccinations and a reduction in hospitalizations. Offices are included as part of the new order.

Also, since May 19th, New York state adopted the CDC's "Interim Public Health Recommendations for Fully Vaccinated People" for most business and public settings. That means vaccinated individuals can go without wearing masks or physically distancing, except where masks are required by federal, state, local, or tribal rules and regulations. This includes local business and workplace guidance. The state is allowing businesses to eliminate the six feet social distancing requirement if ALL patrons within the establishment, or in a designated part of the business, present written or digital proof of full vaccination status.

According to the state, and consistent with CDC guidance, public schools, transit, homeless shelters, correctional facilities, nursing homes and other healthcare facilities will continue to follow the State's existing COVID-19 health guidelines until more New Yorkers are fully vaccinated.

Commercial and social events in the state, such as catered receptions, are now permitted to exceed prior capacity rules. Starting May 19, large-scale indoor event venues can operate at 30% capacity. Large-scale outdoor event venues have been allowed to operate at 33%. Attendees older than four may still need to present proof of vaccinations or a recent COVID test.

For a more in-depth list of open businesses, capacity regulations and industry specific guidance, please visit New York Forward at <https://forward.ny.gov/>. There you can find all up-to-date mandatory guidelines for manufacturing employers and employees and other businesses and public establishments. Please also feel free to e-mail me anytime with your questions or comments at tiffanylatinog@macny.org.



Cindy Oehmigen

Director of Energy & Corporate Services

Patience. If it is a virtue, has its time come and gone?

Have these last several months taught us to be patient? Maybe. They certainly have tried our patience. Whether that is behind the development of a new way of accessing our paychecks is anybody's guess. Regardless, there are now several options available to give you access to your pay as soon as you earn it.

Some of these emerging apps are potentially free. *Earnin* lets you access your pay as soon as you have earned it (up to \$100 per day) and it is up to you what you want to tip for this service. *DailyPay* is another app that your employer can choose to offer. The employer needs to be a *DailyPay* partner, but then each transfer that you initiate costs a flat fee of \$1.25. The partners have reported a 41% reduction in employee turnover and absenteeism. It appears this provides a clearer connection of reward for the work, an instant return on the hours worked. And then there is *Dave* – a membership app that costs \$1 per month, although you can earn free months by shopping at partner stores.

A Google search will reveal several other apps with similar objectives. In thinking about advantages and disadvantages for accessing such an app, I came up with a few for consideration.

User-related

Pros: For the user, these apps can provide emergency access to monies that already belong to the user giving them the opportunity to pay bills on time, with no or less interest owed, lowering stress and giving them more personal control of their own funds.

Cons: The flip side could result in masking personal money management issues, creating challenges for things like garnishments, and it is one more avenue to introduce a cyber risk.

Employer-Related

Pros: As pointed out in the article, implementing an immediate access system may reduce turnover and encourage better attendance. It could be a potential recruitment tool. It may also reduce the need for HR intervention sometimes required when financial stress is impacting employees.

Cons: Employer supported applications will require some resources to set up and manage the system. Even for employers, the potential risk of cyber breaches is increased.

As we see on-demand industries that utilize a casual workforce, such as Uber and Lyft, the flexibility of these apps offers a way to uncomplicate the payroll task. This new model of doing business, is not really new. In fact, it is reminiscent of the days before the 40-hour work week. People waited in line to see if they would get to work that day, they were paid on the spot and nothing was guaranteed. This was before my time, but it was someone's job to push the money cart through the factory and hand out pay. What has changed is the mechanism and speed with which the money changes hands.

As immediate access to pay becomes more mainstream, what could be the impact on employers? On banks? Is this right in line with the emergence of crypto currency? It may change how we handle payroll and engage our employees sooner than you think.



David Freund
Chief Leadership Officer

Summertime

Is it really June already? The days are longer and the smell of fresh-cut lawns linger long into the evening. Soon, school will be out and summer vacations will be scattered throughout the coming months. What's that, you don't have a vacation planned? Wait, your company can't spare you? Oh, you are going on vacation, but you will be checking in daily? If any of these questions pertain to you, please have a seat; we need to chat.

Based on a 2014 study, American workers had 169 million unused vacation days that year. That's an amazing number of unused days. Why would people throw away time off with their family and friends? Well, it turns out some of you are concerned about making a good impression on your boss. Another survey showed 28% of workers did not take a vacation in order to prove their dedication to the company. A full 40% were concerned about falling behind with work. This presents a problem on so many fronts. First, we're concerned that if we take time off, we will be communicating that we aren't dedicated to our job. Second, is the reality that we will be farther behind, and I understand that problem. I would often say that it wasn't worth taking time off because I had to work twice as hard before I left and twice as hard when I came back, so what's the point in going away.

So, is taking a vacation really a good idea? Let's look at what the data says. If you take a regular vacation, you are 30% less likely than your diligent co-worker of suffering a heart attack. According to WebMD, the direct cost of depression in the workplace is \$79 Billion. Now let's add on that unhappy workers are 10-12% less productive than their happy, vacationing co-workers. You read that right, they take time off and are actually more productive.

This is where I pile it on; burnout is very real. I have a coaching client who is amazing. He is always upbeat,

looking to improve himself and his team, and is such a delight to speak with. Last June, I met with him, and to my shock, he was miserable. Nothing was right; everything was wrong. His staff had issues, the company had issues, he had real issues. I asked him when he was going to take some time off and I got the typical burnout reaction. With an annoyed and somewhat angry voice, he quipped, "Things are a mess, and I don't have time to take off. Worse yet, I'm going to lose my vacation time because I can't use it before our fiscal year-end." After he finished, I shared that he was burning out. He had all the tell-tale signs. He was annoyed, disliked his job, was blaming his mood on issues and people. His creativity was gone, and everything was negative. He was almost useless to his organization. Knowing the owner of his company, I asked him if he was going to tell the owner he needed a week off or would I need to. He had the conversation, and within a couple of weeks, he was off on his boat fishing. When he returned, my friend was back. Creative, engaged, and inspiring his team to achieve great things.

Vacations are crucial, and leaders need to take the lead, especially when their teams don't see what is happening. A healthier mind, improved immune system, increased creativity, greater optimism, stronger relationships with family and friends. So what is the downside of vacations? Oh yes, increased work before and after. Here is a tip for helping with that problem, schedule one day before you go to prepare for being gone. No meetings, just preparation. Schedule one day when you get back to re-engage. No meetings, just re-engagement and emails. You will be shocked how much that helps.

Leaders, it's time to lead. Take your vacations and insist that your teams do as well. Your bottom line will thank you later in the year.



Kathy Birmingham
Workforce Development Coordinator

Reflections

As I approach June 30, 2021, my final day of work here at Partners for Education and Business, Inc. (PEB), I'm thinking of George Bailey from the Christmas classic, "It's a Wonderful Life." Bailey was afforded the ability to see what life would have been for others, had he never been born. I'm feeling a little like George's family, friends, and coworkers as I reflect on my 22 years in the business of linking students to career opportunities.

Mostly, it's the students, their determination, and their motivation to succeed, that I will remember. It has been a joy to assist them. But what about the many business and community members who enthusiastically responded to my MANY requests for them to join the cause? Like George Bailey, they may not know how profoundly they've influenced these students. These quiet heroes, while juggling full-time jobs and family lives, have gone out of their way to work with students, mentoring them, inviting them to their workplaces, and demonstrating effective leadership. I'd like to thank them for answering my calls and for motivating me too.

As I reflect on my career, there are students with stories that make me so proud to have been a contributor to their career exploration. I'd like to share a few of them with you...

Robert Felder, a member of ITC's first Syracuse P-TECH graduating class, now pursues his college degree at Alfred University. In 2018, Robert and two of his classmates, Lilly La and William DeJesus, attended the White House signing of then-President Trump's executive order addressing vocational education. While at the White House, Robert gave a live TV interview, describing how the P-TECH program afforded him the opportunity to interact with manufacturing industry professionals and to graduate from ITC with 28 college credits.



From left: William DeJesus, Robert Felder, Lilly La from P-TECH at ITC, guests at the signing of then-President Trump's executive order on vocational training.

Through coaching events, industry visits, and job shadowing opportunities, Robert was noticed by United Radio's Human Resources Director and others. These connections led to his employment experiences during summer and school breaks. When he attains his degree in Mechanical Engineering in 2022, he will become the first in his family to graduate from college.

William DeJesus, also one of ITC's first P-TECH graduates, was a P-TECH advocate while he was a P-TECH student. Earning college credits during high school, he also found time to visit various Syracuse City School District middle schools to promote P-TECH with younger students, ensuring that they knew about the opportunity to obtain high school diplomas and associate degrees in five years. DeJesus was so diligent in his studies that he achieved his associate degree in one full-time year at OCC - while working at United Radio as a Technician!

It was during one of the first career fairs at ITC that William met with a Senior Engineering Technician from TTM Technologies. Intrigued with TTM's wireless capabilities, he decided that this was the right path for him. DeJesus became an Engineering Technician in their RFS&S Wireless Division.

I'm gratified by my work with P-TECH students, but I was also involved with programs at other schools, such as the Le Moyne College STEP and LPP programs. If ever there was a representative success story from these programs, **Shanté White's** progression stands out.

Shanté was first introduced to the world of medicine through a middle school health class video; this was what she wanted to do. While in high school, she realized that outside mentorship was crucial to her success and to become a role model for her five younger siblings. Shanté took it upon herself to seek advice from her Henninger High School teachers and counselors, teammates, and coaches. Both LPP and PEB chose Shanté for praise for her outstanding career exploration and extracurricular activities; she was a Student of the Year nominee at PEB's 2008 Annual Awards event.



From left: Robert Felder, Lilly La, William DeJesus from P-TECH at ITC, guests at the signing of then-President Trump's executive order on vocational training with Ivanka Trump.



Shanté White, on her way to fulfilling her dream of becoming a pediatric anesthesiologist.

I can't describe what Shanté's success has meant to me, as I was able to help secure an internship in Pediatrics for her at what is now Upstate Golisano Children's Hospital. My contact, Dr. Bettina Smallman, Upstate's Director of Pediatric Anesthesiology, became one of Shanté's mentors. She observed pediatric nurses interacting with a tiny year-old patient, helping him to relax by placing an oxygen mask on his teddy bear. This experience inspired Shanté to become a nurse anesthetist herself, graduating magna cum laude from SUNY Buffalo's School of Nursing. She didn't stop there; she resolved to go on to become an anesthesiologist, spending two years as a nursing anesthetist while awaiting her acceptance to medical school. Shanté was accepted into the UB School of Medicine and Biomedical Sciences in November 2013.

After graduating and beginning her residency in anesthesiology at University of Rochester/Strong Memorial, Shanté made herself available to act as an advocate for career-readiness activities. Twice addressing PEB's Annual Awards events, Shanté movingly testified to the importance of the involvement of school and industry mentors to her own outlook and development of self-confidence to overcome obstacles. Familiar with her since high school, I cannot help but puff up with pride as I observe her success; Shanté is a star.

I wish I had the time and space to describe the many wonderful students, school staff, business professionals, and of course, coworkers, especially Joe Vargo, with whom I've been privileged to work. It was Joe who turned the original school-business partnership model into what it is today. Faced with opportunities to increase the numbers of impacted students, Joe found a way to do it. We worked hard but had a lot of fun too.

Completing my 22-year stint at PEB, I'll be moving on to my next chapter. I would like to sincerely thank everyone who has been a part of this rewarding experience. You may not know how you've affected me and thousands of students, but I do. I will never forget you.

Over her many years of service, Kathy Birmingham became the voice of PEB to companies and students alike. Whether recruiting companies to participate in supporting a career opportunity for a student, signing up coaches, encouraging a student to consider a job shadow/internship or to interview for a job, Kathy made connections. Her kind and convincing manner typically resulted in a commitment from that company or a promise to be there for the next event.

Mostly, Kathy had a gift that she readily shared on behalf of PEB. She triumphed because she made people feel great about getting involved. It was my pleasure to work with Kathy during her 22 years of service and thank her for truly being a major reason for PEB's success over those many years. - Joe Vargo





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