

MANUFACTURING MATTERS

MACNY'S 108th Annual Celebration of Manufacturing

We are excited to announce that we will be hosting MACNY's 108th Annual Celebration of Manufacturing on September 23, 2021 at The SRC Arena and Events Center in Syracuse, NY.

While we typically hold this event each May, this year we decided to delay the celebration to September in order to offer a more robust in-person experience.

At this year's event, we will celebrate and honor our 2020 and 2021 Manufacturers Wall of Fame inductees, our 2020 and 2021 Innovator of The Year award recipients, and our member companies who celebrated milestone anniversaries in 2020 and 2021.

At this time, our plan is to conduct a celebration of manufacturing that includes a cocktail hour, sit-down dinner, and awards ceremony.

Please keep an eye on your inbox for more event details. We look forward to celebrating with you in September!



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Randy Wolken
President & CEO

Four Critical Elements Needed To Recover From The Pandemic

Rebuilding after a pandemic is difficult work. Our recovery will require us all to pull together and address our challenges unlike ever before. We need a laser-like focus on growth. So, how should we proceed?

There are four critical elements necessary for our recovery as we emerge from the COVID-19 crisis. We need to get people back to work quickly. We need to grow millions of new companies and organizations. Investment in next-generation technologies is a must. And finally, building communities of mutual respect and opportunity is the foundation that supports all of our other efforts. Millions of Americans are unemployed and underemployed. Like following WWII, rebuilding our country and world is what lies ahead.

Individuals need to have jobs for us to recover - and they need them quickly. Workforce development efforts must include rapid upskilling, tech employment preparation, on-the-job training, and continued learning while working—like registered apprenticeships. These are vital if we are to quickly get people back to work in family-supporting careers. Although traditional approaches like community colleges and universities will play a role, millions cannot afford to go to school full-time right now. Instead, they need good-paying jobs to support their lives and their families. Work is required to provide each person the dignity and resources they deserve. We need to get people rapidly back to work.

We also need to foster entrepreneurship. Small businesses are the great engine of growth and employment within our economy. This is true of all the economic sectors. The

technology and manufacturing sectors, despite popular opinion, are dominated by small and medium-sized businesses. Nearly all large companies started small and grew into the household names we know today. Through growth and acquisitions, large companies are formed. However, they are not where most people work. We need to create new businesses to recover from the economic impacts of COVID-19. People, with the help of the community and investors, start new companies. We need millions of new companies to form quickly.

The third element of our recovery involves research. The U.S. is falling behind the world when developing the next generation of technologies. Our economic and national interests are enhanced by being a leader in critical technologies such as artificial intelligence and machine learning, high-performance computing, robotics, automation, advanced manufacturing, quantum computing, cybersecurity, biotechnology, and semiconductors. We must invest in these key areas and make sure that the research results get commercialized. Many of these new businesses will start of small and medium size. If we fail to do this, other countries like China will become the world leader in these areas. This threatens both our national security and our economic vitality. We cannot let this happen.

Finally, we must build up our communities after this pandemic. We are a country divided. We must work together to overcome the challenges of our time. Economic and international conflicts, income inequality, and equal opportunity, to mention only a few. We need to build local, regional, national, and global communities of opportunity and peaceful existence. This is probably the most difficult of the tasks that lie ahead. We need to rebuild the domestic and international economy in a way that all people can prosper. This is a huge task. We will need to rise to the challenge ahead.

I hope you will join me in creating new initiatives that get people back to work quickly, encourage entrepreneurship, invest in next-generation technology research, and build better communities with abundant opportunities. Together, and only together, we can tackle these challenging tasks. I remain hopeful we will rise to the occasion. Why? We have done so before. We can reach deep within ourselves and muster the courage, strength, and perseverance we will need. I believe we can – and will – do so.



Tiffany Latino-Gerlock

Director of Government Relations & Communications

The NY HERO Act

The 2021 Legislative Session has come to a close in Albany. Among some of the high-profile state bills enacted into law is S.1034-B / A.2681-B, known as the New York Health and Essential Rights Act, or NY HERO Act, sponsored by Senator Gianaris (Queens) and Assemblywoman Reyes (Bronx) to establish standards for workplace safety protocols regarding airborne infectious disease prevention. The law also levies fines against companies that fail to adopt such standards.

MACNY, on behalf of many of our members, opposed this legislation - not based on its intention but on the regulatory burden it could cause for our small to medium-sized businesses. We expressed our concerns with legislators and joined other statewide groups to seek amendments to the original bill, once we knew it would likely pass. Many of you even joined our efforts and wrote Governor Cuomo to express your concerns. In May, Governor Cuomo signed the bill into law with an agreement with the state legislature on amendments to create a clearer timeline for employers and a "cure period" for correcting any future violations.

The NY HERO Act is a complex piece of legislation that our members continue to have questions on. Therefore, I wanted to provide you with an overview of the responsibilities New York State employers will have going forward.

Model Airborne Infectious Disease Exposure Prevention Standards

The Department of Labor and the Department of Health will create model airborne infectious disease exposure prevention standards for all worksites, differentiated by industry. Employers must either adopt these model standards or develop their own that follow a minimum

set of requirements set forth by the DOL. Such standards will include employee health screenings, face coverings, personal protective equipment, hygiene stations, worksite space and equipment cleaning, social distancing, air circulation, employee quarantine guidelines, a verbal plan review, and compliance. Employers must provide a written plan to their employees.

If an employer does not adopt an airborne infectious disease exposure prevention plan, the company could face fines of no less than \$50 per day. In the case of a violation to an adopted plan, employers could face stiff fines of \$1,000 to \$10,000 for each violation. Under the legislation, an employee also has the power to bring a lawsuit against an employer. However, if an employee alleges a violation, he/she must notify the employer and allow for a 30-day period to correct the violation. If an employer cures the violation during the 30-day period, an employee may not file a civil action.

Workplace Health and Safety Committees

The new law allows for employees to create joint labor-management workplace safety committees. These committees will be comprised of employee and employer designees with at least two-thirds non-supervisory employees. Members of the committee will be selected by non-supervisory employees and perform a wide variety of tasks including, but not limited to, raising health and safety concerns, reviewing health and safety plans, and participating in site visits by governmental entities.

Effective Dates

- The New York State Department of Labor has 60 days from enactment of this legislation to develop model standards - by July 4, 2021.
- Employers will then have 30 days to adopt the standards or alternative standards (August 3, 2021).
- Employers must notify employees 30 days after the adoption of standards (September 2, 2021).
- Workplace safety committees will need to become effective in 180 days (November 1, 2021).

If you have any questions, please contact me at tiffanylatinog@macny.org.



David Freund
Chief Leadership Officer

Find Time For Reflection This Summer

Whenever I think of summer, I think of the great jazz song *Summertime*—written by George Gershwin as part of the opera *Porgy and Bess*. The most popular version is the one with Ella Fitzgerald and Louis Armstrong. The song starts, “Summertime when the livin’ is easy.” The music draws you into a calmer state of mind and a slower pace of life. A perfect song for summer. A perfect song to invite you into a prolonged time of reflection.

Peter Drucker said, “Follow effective action with quiet reflection. From the quiet reflection will come even more effective action.” Drucker knew that without reflection, growth and change would slow to a miserable crawl. One study I found showed that employees who spent 15 minutes at the end of the day reflecting on lessons learned performed 23% better after 10 days than those who did not reflect. So why does reflection make us better?

Taking time to reflect allows you to make sense of things. The world is moving so fast, and we move from one experience to another, often without time to think. By slowing down and asking ourselves a few questions, things begin to become much clearer. Reflection also helps us discover breakthroughs. Often these breakthrough opportunities are missed because we quit right before they occur. Our self-awareness becomes heightened as we review our actions and the actions of others. We see strengths that we can leverage and weaknesses that need to be addressed.

Perhaps one of the greatest benefits of reflecting is that we are thinking our thoughts. We take the time to think about what we are thinking about. I know that sounds convoluted, but it works. We begin to evaluate our thinking

and determine which thoughts are worthwhile, and which thoughts are not based on facts or lead us down unhealthy paths. This process helps us respond to situations thoughtfully rather than to react out of emotion.

By now, you might be concerned that this process is complicated, so here are some reflection questions that can help you get started:

What went well today? This question allows you to look back on the day and identify things that you want to make sure you do more often.

What didn’t go well? This question identifies areas in need of improvement, or maybe things you should stop doing.

What did I learn? This is one of my favorites because reflection turns experience into insight. Without it, we just keep living the same day over and over again and never get any better.

What will I change? I suppose this is where the rubber meets the road. The only thing that will guarantee tomorrow is better will be the changes we make today. Take the time to answer this question, put a plan in place, take action, and you will be guaranteed a better tomorrow.

It’s summertime. Slow down and make time to reflect and begin to live your life with intentionality. Take a look at the first six months of 2021 and your year will end well.



Cindy Oehmigen
Director, Energy & Corporate Services

Laundry Day

I read a Facebook post from a friend that showed an antique washing machine (the kind with the hand crank ringer) and asked, “Who remembers having one of these?” There were many responses, but it made me think about the role that Syracuse played in the development of washing machines.

According to what I read on ThoughtCo.com, the first washing machines emerged in the mid-1800s when the U.S. was experiencing an industrial revolution. Up until the late 1800s, home washing machines were hand-powered and commercial machines were steam/belt driven. Then along came Thor in 1908, thanks to Thomas Edison’s electricity work. Alva Fisher is credited, although disputed, with inventing this electric commercial washer. Not to miss out on an opportunity, Maytag of Newton, IA, a farm implement company at the time, turned their focus to the home consumer washing machine, soon to be followed by Whirlpool and Upton.



And then there was the Syracuse Washing Machine Corporation who manufactured the Easy Washing Machine that was patented in 1912. The founders, Cyrus Dodge and Walter Zull, started their business in Syracuse.

As the story goes, Syracuse was a worldwide hub of soda ash production, a primary component in soaps. Not surprisingly, this gave birth to the founding of G.A. Braun in 1946. A MACNY member company that is still operating today.

While this stream of consciousness was brought about by a Facebook post, my interest goes much deeper. I am fascinated by the history of inventions. If you happen to share that interest, I will offer a couple of trips you might want to consider as travel becomes more manageable. There is an Edison Tech Center within easy driving distance from here (Schenectady). Or if your travels take you near Ft. Myers, FL, the winter residences of both Henry Ford and Thomas Edison (who were good friends and wintered together) are open for tours with a fascinating museum of all their inventions on the grounds. Well worth the time and a good way to get kids interested in math and science.

More Information:

- <https://www.gabraun.com/about-us/history/>
- <https://www.thoughtco.com/history-of-washing-machines-1992666>
- <https://collection.maas.museum/object/248027>
- <https://edisontechcenter.org/index.htm>
- <https://www.edisonfordwinterstates.org/>



Taylor Hodge
Workforce Development Specialist

Engineering Wars

On May 3rd, Engineering Wars was kicked off by the sponsor C&S Companies and their President and CEO, John Trimble. The challenge was for 9th and 10th grade P-TECH students to design, fabricate, and operate a functional catapult using only the provided materials. Building kit materials included PVC pipe, PVC fittings, pipe primer, pipe glue, rubber bands, duct tape, and three rubber balls. The student teams had nine school days to complete the challenge. Catapults were then scored on technical drawings, construction quality, a final presentation, and a results video of the catapult launching the rubber balls for distance and eggs for a soft-toss challenge.

The competition was broken into phases. First, students generated their designs and drawings using AutoCAD. The drawings were required to be submitted prior to construction phase. Teams then worked off their drawings to begin building their design. Once everything fit together properly the final product was glued together. Students were then required to create a presentation showcasing their design, including any challenges encountered along the way.

For the competition videos, each team designated launchers and spotters. Teams had three rubber balls they launched from their catapult and measured where each one landed for distance. After the furthest of the three launches was recorded, it then became all about

the egg toss. Our brave egg receivers geared up in ponchos and skillfully caught the eggs being launched at them. While many eggs were caught, there were also plenty of laughs and splattered eggs. I can personally attest to how much fun it is to launch an egg off a catapult!



MACNY President and CEO, Randy Wolken, served as an award panelist. It was a close competition, and the final tiebreaker came down to distance. Congratulations to our partners in the Auburn P-TECH program for their second-place finish. Our friends at CiTi BOCES in Oswego took home the trophy which will reside there until next year's Engineering Wars competition.

This competition empowered students to set goals and be creative, fostered collaboration, and gave the students a sense of accomplishment watching their designs become a reality. Volunteer coaches were included in every phase along the way. A special thank you to the volunteer career coaches from Bo-Mer Plastics, Eagle Metalcraft, INFICON, ITT Goulds Pumps, Saab, Inc., and Young and Franklin, Inc. for dedicating their time to support the young P-TECH scholars in this challenge. These experiences for students would not be complete without our business partners and the time they graciously give.



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