

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | SEPTEMBER 2022

ANOTHER GREAT DAY ON THE LINKS AT OUR 25TH ANNUAL GOLF TOURNAMENT

We had such a lovely with so many MACNY members at our 25th Annual Golf Tournament at Bellevue Country Club in July.

Thank you to all the sponsors that made the event possible (*Engie, Thompson & Johnson Equipment Co. Inc., Emerge 360, Indium Corporation, and Knowles Precision Devices*). We would also like extend our congratulations to all the tournament winners:

- First Place: Dupli Envelope & Graphics
- Second Place: Dannible & McKee, LLP
- Third Place: BIGNAME Commerce
- Women's Closest to the Pin: Lisa Capizzi, Emerge360
- Women's Longest Drive: Jennifer Buck, PaperWorks
- Men's Closest to the Pin & Longest Drive: Aaron Reader, CenTrio Energy

We're looking forward to seeing you all again very soon at one of our upcoming events!



JOHN C. MAXWELL

LIVE2LEAD

EXPERIENCE WORLD-CLASS THOUGHT-LEADERSHIP

and personal growth teaching here in your community.

Friday, October 28, 2022 | 9 AM - 3 PM at The Lodge in Skaneateles, NY

LIVE2LEAD is a leader development experience designed to equip you with new perspectives, practical tools, and key takeaways. You'll breathe new life into your leadership during this information-packed event. This event includes a re-broadcasting of John Maxwell's Atlanta-based event followed by discussion breaks between each speaker, facilitated by David Freund, John Maxwell Certified Coach, Trainer, and Chief Leadership Officer at MACNY. Register now by scanning the QR code or visiting macny.org/events.

SPEAKERS



John C. Maxwell



Eric Thomas



Patrick Lencioni



Dr. Tim Elmore



Doris Kearns Goodwin

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

MACNY KICKS OFF A NEW YEAR OF EVENTS AND TRAINING



In September of each year, we kick off our events, learning, and networking opportunities for the coming year. Our members are especially interested in learning and networking when summer ends and fall comes around. We offer nearly 300 events, learning sessions, and networking opportunities every year. During the summer, we have several significant events like our very popular Golf Tournament and our Clambake. Both were sold-out events again this year - thanks to our members! Now, we invite you to dive into another great year at MACNY!

This year, we will continue offering in-person and online training and development opportunities. We have three digitally-enhanced training rooms at MACNY. This means we will continue delivering many of our outstanding training and council events in hybrid formats. We will also have a full slate of in-person council events at MACNY and at our member companies. We also offer virtual training events so you can take our classes from anywhere. Our training courses allow individuals from our member companies near and far to participate!

Visit macny.org/events to view our full listing of trainings and events. Are you looking to learn more about MACNY councils? Visit macny.org/get-involved/#councils for more information.

Once again, this year we will grow the number of Registered Apprenticeships in our member companies and beyond. Currently, MACNY and our partners throughout New York State, serve over 75 companies and more than 225 Registered Apprentices. We'll see rapid growth in this effort in the coming year. Let us know if you would like to start a Registered Apprenticeship in your company or expand your number of existing apprentices. If you're looking to learn more about Registered Apprenticeship opportunities, visit the Manufacturers Intermediary Apprenticeship website at nysapprenticeship.org. We will also expand our efforts to develop the future workforce within our schools. Partners for Education

& Business, Inc (PEB) lead an incredible effort working with schools, students, and parents each year. Thousands of students and hundreds of companies are now served throughout the region. Learn more about PEB at macny.org/peb

This year, we will continue to offer new and expanded services to our members. We offer a Health Care Consortium, NYSERDA programs outreach, our Career and Talent Platform, tours, conversations with Elected Officials, and much more. To view our full portfolio of services, visit www.macny.org. Each year we expand how we can help you succeed – this year will be no different.

In April 2023, MACNY will celebrate our 110th year of service. Each year brings new opportunities to be of value to our members. So please engage with us again this year – and let us know how we are doing. Finally, thank-you for all that you do for our community. You, the manufacturers and businesses, are the lifeblood of our region.

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

LEGISLATIVE UPDATE: PENDING BILLS



Over the next few months, pieces of state legislation that passed both houses during the 2022 Legislative Session will be sent to Governor Hochul's desk for final review.

Once a bill is delivered to the Governor when the Legislature is out of session, the Governor has 30 days to either sign it into law or veto it. Failure to act, which is known as a "pocket veto," has the same effect as a veto.

MACNY and our Alliance Partners have been using this time to communicate with the Governor's office our ongoing concerns with certain key bills that passed during session and await the Governor's decision. They are the following:

S.768 (Gounardes) / A.1118 (Bronson) – bill would change the definition of temporary total disability under the Workers' Compensation Law to include the injured employee's inability to perform his/her pre-injury employment duties or any modified employment offered that is consistent with the employee's disability. We have requested a veto.

S.74-A (Hoylman) / A.6770 (Weinstein) – legislation would amend the Estates, Powers, and Trusts Law in relation to payment and distribution of damages in wrongful death actions to expand it to include emotional anguish of a family member. We have requested a veto.

S.9427-A (Ramos) / A.10477 (Joyner) – bill would amend the Labor Law to require employers to disclose range of compensation to applicants and employees upon issuing an employment opportunity for internal or public viewing or upon an employee request.

If you would like to share your comments on the above-mentioned bills, you can always contact the Governor's office at governor.ny.gov/content/governor-contact-form.

of our members as to how certain targets of the Climate Leadership and Community Protection Act (CLCPA) would be implemented. To view these comments, visit MACNY's advocacy site at macny.org.

Lastly, please join me for MACNY's Legislative Breakfast, which will be held at the DoubleTree Hotel in East Syracuse on October 11, 2022 from 8 - 10 am. Join the MACNY team and many of our local, state, and federal legislators and/or staff as we discuss important manufacturing issues.

If you have any questions or comments please feel free to get in touch with me at tiffanylatinog@macny.org.

MACNY also submitted written comments regarding the Climate Action Council's Draft Scoping Plan, which reflected the concerns

SUCCESS STRATEGIES

Laura Thorne, Official MACNY Consultant

FORGET ABOUT RESILIENCE, FOCUS ON STABILITY



I've been told my resilience is admirable. However, I don't believe it's the reason for my quick recovery from personal setbacks. I attribute that to the effort I put into being healthy, mentally strong, positive, realistic, and focused on my goals - aka stable.

Do you remember Weeble Wobbles? Their stable cores allow them to roll with the punches without toppling over. Metaphorically, they have the ability to remain centered when faced with life's challenges.

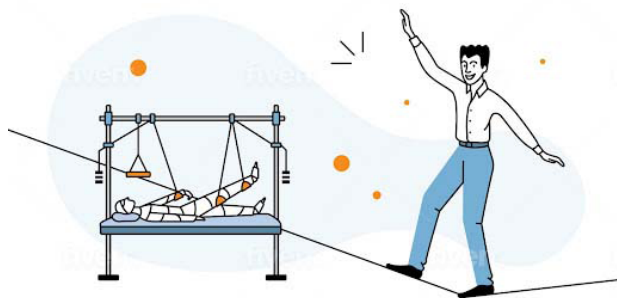


Illustration: Resiliency vs stability

Sometimes referred to as grit or determination, your ability to be resilient is related to how fast you can “spring back” or pick yourself up as you recover from difficulties. To quote Thomas Wayne from Batman, “why do we fall, Bruce? So we can learn to pick ourselves up.” I don't know about you, but if I wanted to keep falling, I wouldn't have given up skateboarding.

Stability means having the ability and resources to not fall (or not fall as hard) in the first place. Being stable not only helps avoid the pitfalls of life but also helps every day be more constructive, calm, and enjoyable.

While stability is no guarantee that every day will be smooth sailing, it's worth dedicating time to personal development. Without intentionally trying to better ourselves, we gravitate towards chaos. Life events and relationships at work continually nag at us, but with the right tools, we can navigate each situation

and remain centered, just like Weeble Wobbles. Without the proper tools we'll get knocked back long enough to incur compound repercussions (it's not a coincidence that one hardship often follows another). While an unstable person sulks week after week from losing their job, negatively affecting other parts of their lives, a stable person draws on inner strength, leans on personal networks, and seeks out tools to collect themselves, learn from the event, and move on.

A stable ship is calm in rough waters. I don't want to be on a resilient ship.

The 5 elements of stability are:

1. **Mindset.** Your worldview determines how stable of a person you are. If you are triggered frequently when watching the news or opening your Facebook feed, you will spend a lot of energy on things that are out of your control, leaving you with less bandwidth for things that are more manageable.
2. **Focus.** Like the rider on a horse, if you are easily distracted, you will go down one path while your life (the horse) takes another.
3. **Alignment.** When you align your values with your actions, with other people and where you spend your time, energy, and dollars, you become much more in-tune with the opportunities around you. You also build better, more stable relationships.
4. **Balance.** See the illustration to the left. Tightrope walkers extend their arms for balance. Eventually, they realized that they could balance even better if they had longer arms, which is where the poles came in. But notice what the poles actually do. The ends of the poles go up and down, sometimes below the very rope they are walking on. Balance means keeping your head while things around you shift. Balance is about leaning one way when you need to and another way when the need changes.
5. **Center.** Your center, or core, is your inner strength. Others may see it as grit or determination. It also includes faith, believing in yourself, and doing what you know in your heart is the right thing to do.

Here are suggestions for bringing these 5 stability elements into your personal development goals.

- Recognize that stability is a good thing.
- Keep track of how you feel when you're not feeling stable and what the cause(s) might be.
- Work on remaining calm under pressure.
- Give yourself time before making major decisions. Avoid hasty action.
- Build trusted relationships with people who can understand and share your burdens.

This final piece of advice I have may not be for everyone, but I find that reality checks help keep me stable. All of the events listed above are a part of life. Instead of trying to wish them away, either do something about them (if you can) or accept them and the life lessons they bring.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

BACK TO SCHOOL



Are your kids ready to go back to school? I know when our kids were younger, my wife and I were ready for them to go back, even if they weren't. How about you? Are you ready to go back to school? John Wooden said, "It's what you learn after you know it all that counts." In the book *21 Indispensable Qualities of a Leader*, quality #20 is Teachability. Sadly, I have found that the higher a person climbs in an organization, the less teachable they become. They begin to lose their ability to lead and don't even realize it. If you want to keep leading, you need to keep learning. In the book I mentioned, John gives us five things we can do to stay teachable:

1. **Cure Your Destination Disease** – Destination disease occurs when we focus on goals rather than growth. This reduction in teachability is fueled by achievement. We earn a degree, reach a desired position, achieve a financial goal, and think we have arrived. Ray Kroc said it best, "As long as you are green, you are growing. As soon as you are ripe, you begin to rot."
2. **Overcome Success** – Success attacks teachability. We have succeeded, so we think we have arrived. Marshall Goldsmith wrote, "What got you here won't get you there." Goldsmith knew that the tools we used to achieve today's success will never be enough to take us to the next level. The best leaders also know that those tools won't even allow us to stay where we are.
3. **No Shortcuts Ever** – Everything worthwhile is uphill. The problem is most people have uphill dreams and downhill habits. Leaders know that if something is worth doing, it's worth doing right. The secret to this point is knowing that your greatest temptation to take a shortcut will be in the areas you are most gifted in. You are so good at it that most people won't even know you are taking a shortcut. Just remember, people pay the most for excellence, not mediocrity. Strive for excellence and remove the shortcut from your vocabulary.
4. **Trade In Your Pride** – Teachability requires us to admit we don't know it all. For some reason, bosses think they need to have all the answers. Leaders know that nobody has all the answers, so they cultivate the skill of asking great questions. Because team members are valued and listened to, the best and brightest are drawn to the organization. By building a team of thinking people and then asking the best questions, great leaders lead their organization past the competition

to profound success, regardless of the unforeseen obstacles that await them.

5. **Never Pay Twice for the Same Mistake** – Henry Ford said, "Failure is the opportunity to begin again more intelligently." Ford knew failure and wasn't afraid of it because he learned from it. We need to make failure our friend by allowing every failure to become a teaching opportunity. Admit the failure, embrace the learning, and never make an excuse. It's okay to forget the mistakes but never the lesson they taught you.

So back to my question, are you ready to go back to school?

MEET KYLE PIPES, MACNY'S NEWEST TRAINING PARTNER



Harvard University's 80+ year study of adult wellbeing shows that the greatest determiner of longevity and happiness is the quality of our relationships. Relational health is a more critical factor in human flourishing than exercise or quitting smoking. The important takeaway here is you can eat lots of donuts and choose not to exercise - just be sure you don't do it alone!

What does this have to do with you and your organization? Organizations at their very best are a community with a purpose, and we know that communities flourish when they are united. People create unity by cultivating exceptional culture, operating with healthy relational habits, and guiding people through change. It is my passion to see thriving, unified communities across Upstate New York. This begins with organizations like yours. We can't get there without you!

Information abounds on how to lead well. Much of this information is excellent but the key is whether leaders are able to integrate this information into their lives and organizations. My training philosophy prioritizes the implementation of new strategies. I do this in three ways:

- First, our time is workshop-based and action-plan oriented, allowing you space to wrestle with your unique challenges so you can return to your team with concrete next steps.

- Second, the trainings will give you the tools necessary to successfully build new habits. As I like to say, "Intentions are good, but habits happen."
- Finally, the sessions are relational and fun because shared memorable experiences help new things stick with us.

Many leaders have shaped and impacted my life, and I am incredibly grateful to each of them for helping me develop my own leadership style. Humility, an ability to appreciate each person uniquely, and a belief that together we are more than we are apart are commonalities between them. My hope is that they would be proud of what I offer and share.

MACNY is doing inspiring work and I am grateful to partner with the team. Outside of work, I'm an avid cook, mediocre golfer, and basketball junkie. I delight in my family and come alive at any large event. I look forward to connecting with you so that together we can create a more unified, flourishing community.

Upcoming Trainings with Kyle:

- The Four Cornerstones of Leading Great Culture on September 29th & 30th from 9 AM - 3 PM
- Relational Habits at Work, That Work on October 20th & 21st from 9 AM - 3 PM
- Lead Change That Lasts on November 14th & 15th from 9 AM - 3 PM

Register today at macny.org/events


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September 28

9 AM – 3 PM | In-person Event

SOUTHERN TIER
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New York State Keeps the World Moving:

A TRANSPORTATION EQUIPMENT SUPPLY CHAIN FORUM

HOSTED BY: FUZEHUB, NAMTRANS AND AMT

PARTNERS FOR EDUCATION & BUSINESS

Emily Langan, Workforce Development Specialist

A COMBINED WORKFORCE DEVELOPMENT AWARDS



Partners for Education & Business, Inc., the Kindergarten through Grade 16 arm of the workforce development team at MACNY, partnered with the rest of the Workforce Development team for the first annual Workforce Development Awards on Wednesday, June 15th at Le Moyne College.

After two years of virtual ceremonies, it was wonderful to get back to celebrating all of this year's accomplishments in person, including the 2022 CNY STEM Scholarship recipients, the companies and individuals who went above and beyond to serve our school partners, the students who got jobs and internships over the past year, the 2021 apprentices who graduated to Journeyworker status, the companies coming on board to host a new Registered Apprenticeship program, and the companies expanding their existing Registered Apprenticeship programs.

The following students, individuals, businesses, and apprentices were recognized during the 2022 Workforce Development Annual Awards:

CNY STEM Scholarship Program:

SRC, Inc.: James McKenney, Lydia Mirabito, Rylie Platt, **Novelis:** Kendall Cuyler, Grady Ordway, and Ryan Wendt, **King+King:** Addison Moore and Zoe Orr, **TTM Technologies:** Brycen Murdock and Anastasia Cosco, **INFICON:** Clare McMahon and Lillian Yengo, **Marquardt:** Jack Mohat and Zachary Schaubroeck, **Cooper Lighting Solutions:** Joshua Boulter and Jacob Mone, **Loretto:** Emily Garritillo, **Cazenovia Equipment:** Jacob Edwards

Partnerships of the Year: Chimera Integrations, SUNY Upstate Medical University, Ephesus Lighting, and ECom, Inc.

SRC CNY STEM Champion: Doug Hill, Director of the Maker Space in the Keenan Center for Entrepreneurship, Innovation, and Creativity at Le Moyne College

Students with Internships or Jobs:

The following Institute of Technology at Syracuse Central (ITC)

High School P-TECH students and graduates will be working or interning at the following companies: Sarah Kapalanga (**Brady Farms**), Tayvon Ratchford (**Dannon Tool**), Juhudi Boazi (**ICM Controls**), Khalil Davis, Dennis Hua, and Llyod Edmonds (**INFICON**), Dominic French, Dion Hua, Mathias Flansburgh (**TTM Technologies**), Kiamesha Cotton, Abe Almulaike and Owen Fulmer (**United Radio**)

Auburn P-TECH Graduates: James Mark and Cami Meyers

Graduated Registered Apprentices:

110 Metalworks: Corey Nadeau, CNC Machinist, **Allen Tool Phoenix:** Cody Margetin, CNC Machinist and Michael Salatte, CNC Machinist, **Anoplate:** Brett Koscielniak, Maintenance Mechanic and Patrick Rogers, Maintenance Mechanic, **Bausch & Lomb:** Benjamin Camp, Electro-Mechanical Technician and Jacob Wilson, Electro-Mechanical Technician, **Berry Global:** Klim Kazantsev, Maintenance Mechanic, **Hillrom:** Jeffrey Taylor, CNC Machinist, **Knowles:** Michael Fracchia, Electro-Mechanical Technician, **Opti-Pro:** Jacob Allen, CNC Machinist, **PPC:** James Anderson, Manufacturing Engineering Technician and Emir Rodriguez, Electro-Mechanical Technician, **WestRock:** Jason Davenport, Electronics Technician and Chad Wierzbicki, Maintenance Mechanic

Companies with New Registered Apprenticeship Programs:

Adirondack Auto, Bush Industries, City of Syracuse, Contract Pharmacal Corporation, Falso Industries, GSE Dynamics, Inc., Hartman Enterprises, Indium Corporation, N. E. T. & Die, Inc., North Country Dairy, and Rudy Schmid Total Car Care

Companies with Expanding Registered Apprenticeship Programs:

110 Metalworks, Allen Tool Phoenix, Anoplate, Bausch & Lomb, Baxter (formally known as Hillrom), ECI, Giovanni, PPC, and WestRock

Thank you to this year's sponsors: Tooling U SME, Community Bank, Cryomech, SRC Inc., PPC, C&S Companies, AT&T, Opti-Pro, and 110 Metal Works! A special thank-you to Lacey Leonardi of Spectrum News for serving as emcee for the awards! We hope to see you for next year's Workforce Development Awards!

WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

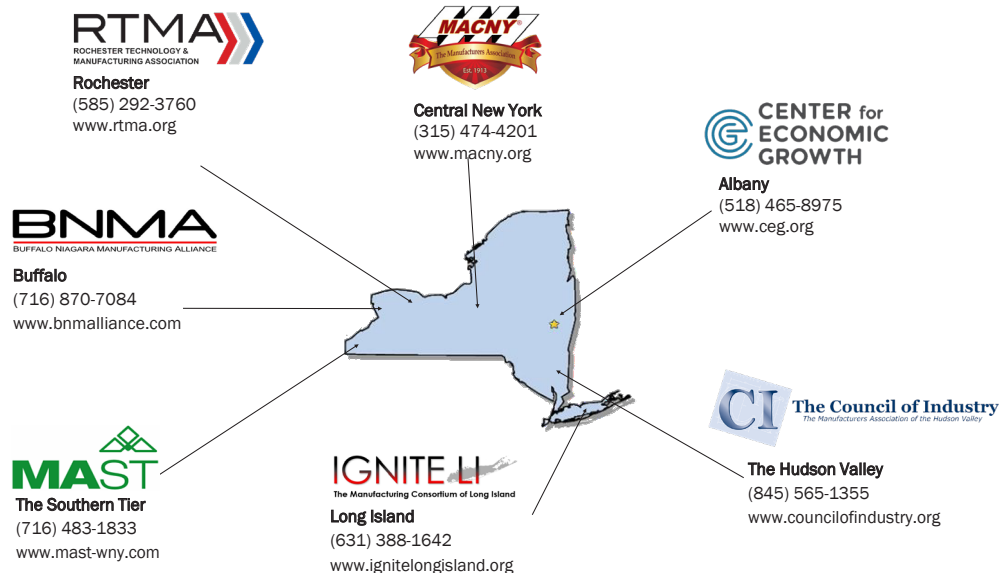
STRENGTH IN NUMBERS: OUR ALLIANCE PARTNERS



You know how much we love to talk about our Group Sponsorship of Registered Apprenticeships, how we can expand it, ways in which it helps solve workforce training and development challenges, where the new funding sources are, and why you should consider it for your team. But, *did you know*, MACNY is part of a team, a statewide initiative lovingly known as MIAP, the Manufacturers Intermediary Apprenticeship Program? MIAP is a partnership with the New York State Department of Labor

in our respective regions and can respond with area-specific expertise and technical assistance. Since 2016, the Alliance Partners have registered **600 apprentices for over 150 companies** in the various advanced manufacturing and information technology trades. This capability has become more valuable as important sectors, like the semi-conductor industry, expands its footprint on U.S. soil in general, and in New York State. Our state legislature has recognized the value of our work, as this year's budget includes \$2M to support apprenticeship expansion activities through MIAP. MACNY and our partners make sure Albany knows about our work and continues to understand the importance of its sustainability for New York State manufacturers and employers.

We put some of our MIAP funding to use recently with an overhaul and re-launch of the MIAP website (**www.nysapprenticeship.org**). A quick visit to the site will help you to connect with your region's Alliance Partner so you can obtain assistance as you consider Registered Apprenticeship



(NYSDOL) and our Alliance Partners in regions across the state.

Since the NYSDOL approved our group sponsorship request in 2016, MACNY has been at the hub of apprenticeship expansion across eight different regions of New York State – MACNY (*Central New York and the North Country*), RTMA (*Rochester and the Finger Lakes*), COI (*The Hudson Valley*), MAST (*The Southern Tier*), BNMA (*Buffalo area*), CEG (*Albany area*), and Ignite LI (*Long Island*). The Alliance Partners function as intermediaries on behalf of companies statewide to help them establish and manage New York State Registered Apprenticeships at their companies. As partners, we each know best what is happening

for your company. We learn from each other too! RTMA's Finger Lakes Youth Apprenticeship Program (FLYAP - fingerlakesyouthapprenticeship.org), already into its fourth year, is the model for MACNY's own Youth Apprenticeship program (*coming soon*). We don't need to reinvent the wheel if there's a successful format already underway.

Check out the site (**www.nysapprenticeship.org**) and feel free to contact us if you have any questions about New York State Registered Apprenticeships. We look forward to helping you resolve your workforce development challenges and to our continued success in this arena.

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

A “NOT SO COMMON” LANGUAGE



A few years ago, I started offering a ‘Word of the Week’ opportunity to a small portion of MACNY folks. It has become a staple for our weekly status update meeting. I typically pick a word that is relevant to what is going on today at

MACNY or in the community at large. Then, I Google translate the word to an unrecognizable language. We take a minute or two for the group to try and guess what it is. Sometimes there are similarities to English, but I don’t want it to be too easy. We get some laughs out of it.

I was looking on F.X. Matt Brewery’s website (www.saranac.com) and found another familiar word worth knowing, that comes from the Iroquois language. Saranac. I love Saranac. It means “Cluster of Stars.” Makes perfect sense to me. This got me wondering how many other Indigenous Peoples’ words have become a part of our everyday conversations. There are many and it has influenced our daily conversations in ways that I never knew.

We all understand the need to be wary of the skunk. This animal name came from the Algonquins whose range was/is from Labrador to Carolina and into the Great Plains. The translation of the Algonquin word means “urinate” and “fox/fox-like animal.” Can’t argue with that one. Then, there is “Chipmunk,” Ojibwa for “red squirrel.” “Opossum” from Powhatan for white dog or small animal.

The “bayou” country in Louisiana has its roots from Choctaw, “bayok” for slow moving water. The “Hickory” tree was derived from an Algonquin food, pounded nuts, and water called “pawcohiccora.” “Pecan” from “pakani” in Illinois and “persimmon,” another Algonquin word “Pessemmin.”

Tepee, Toboggan, Pow-wow, Squash, Totem. Then, there are the geographical names of states, towns, and regions. The Ojibwa words for “Great River” and “Great Sea” are Mississippi and Michigan, respectively. Chicago comes from the Miami-Illinois word “Shikaakwa” for the leek plant of which there were many growing in the area.

For Southwestern contributions, we have Nahuatl language that gave us “Ahuacatl” for “Avocado” along with “Mole” meaning “Sauce” and you have “guacamole” (avocado sauce).

I have always found the Indigenous Peoples’ culture and history fascinating (I have a map of North America with the various Native American territories delineated hanging in my home). Here in Upstate New York, the names of towns and villages are clear indications of the influence they brought to the area. While I am not a native New Yorker, the influence was just as clear in Iowa where I grew up. Iowa and Illinois are peppered with towns, rivers, and cities with Indigenous names. How different it would have been without corn, beans, and potatoes. Even the structure of our government can be traced back directly to the model of Indigenous Peoples’ governing.

Those influences are why the United States are separated from Great Britain by a common language. (George Bernard Shaw).

If you’re interested in learning more, check out these links:

-
- www.merriam-webster.com/words-at-play/native-american-words
 - www.daytranslations.com/blog/indigenous-words-english/
 - pradananusantara.com/2011/10/19/native-american-influences-on-modern-american-culture/

TRAINING AND EVENTS

SEPT

Project Management Certification Prep

Starting Sept 6 | 9 AM - 12 PM

The Metallurgy of Heat Treating Steel

Starting Sept 6 | 2 - 4 PM

Tour of Syracuse Label with Assemblyman Al Stirpe

Sept 7 | 2 - 3:30 PM

Maximize Your Membership

Sept 8 | 9 - 10 AM

ISO 9001: 2015 Internal Auditor Training

Sept 12 & 13 | 8 - 11 AM

Fall Protection

Sept 12 | 9 - 10 AM

Training Within Industry: Job Instruction

Sept 12 - 16 | 1 - 3 PM

High Impact Leadership

Starting Sept 14 | 8:30 AM - 12:30 PM

Strategy Design Lab

Sept 14, 20 & 21 | 9 AM - 12 PM

Transformational Leadership

Starting Sept 15 | 8:30 AM - 12:30 PM

How to Get Involved with Partners for Education & Business, Inc.

Sept 15 | 12 - 12:45 PM

Digital Transformation

Sept 19 & 21 | 9 AM - 12 PM

Fall Kickoff at Meier's Creek

Sept 22 | 4:30 - 8 PM

Blueprint Reading: Level 2 (with GD&T)

Sept 22 & 23 | 8 AM - 12 PM

Root Cause Analysis/Corrective Action

Sept 27 | 8 AM - 12 PM

Extreme Accountability: The Art of Owning Your Results & Failures

Sept 28 | 9 AM - 12 PM

MS Excel for Office 365 - Part 2

Sept 28 | 9 AM - 5 PM

The Four Cornerstones of Leading Great Culture

Sept 29 & 30 | 9 AM - 3 PM

Cybersecurity Summit

Sept 29 | 11:30 - 3:45 with reception starting at 4:30 PM

OCT

Introduction to Data Analytics

Oct 3 | 8:30 AM - 12:30 PM

Training Within Industry: Job Relations

Oct 3 - 7 | 1 - 3 PM

Supervisory Leadership

Starting Oct 4 | 8:30 AM - 12:30 PM

Supply Chain Management Workshop

Oct 6 & 7 | 9 AM - 12 PM

MS Project 2019/2021: Part 2

Oct 7 | 9 AM - 5 PM

OSHA: 10 Hour

Oct 10 & 11 | 8 AM - 2 PM

Legislative Breakfast

Oct 11 | 8 - 10 AM

Developing and Implementing an Effective Training and Competency System

Oct 11 | 8 AM - 12 PM

Blueprint Reading: Level 1 (Basic)

Oct 12 & 13 | 12 - 4 PM

Forklift Operator Safety

Oct 13 | 8:30 AM - 3:30 PM

Strategic Sourcing Workshop

Oct 13 & 14 | 9 AM - 12 PM

Maximize Your Membership

Oct 13 | 9 AM - 10 PM

MS Excel for Office 365: Part 1

Oct 13 | 9 AM - 5 PM

MS Excel for Office 365: Part 2

Oct 17 | 9 AM - 5 PM

Supplier Quality Auditing

Oct 18 | 8 AM - 12 PM

Blueprint Reading: Level 2 (with GD&T)

Oct 19 & 20 | 12 - 4 PM

Relational Habits at Work, That Work

Oct 20 & 21 | 9 AM - 3 PM

Project Management Workshop

Oct 20 & 21 | 9 AM - 12 PM

MS Outlook for Office 365: Part 1

Oct 24 | 9 AM - 5 PM

Microsoft 365 Office: Web Productivity Apps

Oct 25 | 9 AM - 5 PM

Business Analytics Certification Prep

Starting Oct 25 | 9 AM - 12 PM

Live2Lead

Oct 28 | 9 AM - 3 PM

To register for training or an event, visit macny.org/events or scan the QR code.





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Ext 13



Chief Leadership Officer
DAVID FREUND
Ext 20



Chief Digital
Officer
MARISA NORCROSS



Marketing &
Communications Manager
MARISSA BECK
Ext 53



Training Coordinator
KELLY HYLAND
Ext 51



Manager of Apprenticeship
& Workforce Development
AMY STAGE
Ext 58



Workforce Development
Specialist
EILEEN DONOVAN
Ext 22



Member Engagement
Manager
JUSTYNA VALENCIA
Ext 54



Workforce Development
Specialist
ASHLEY STOLTZ
Ext 55



Workforce Development
Program Manager - Military
and Veteran Services
PATRICK LANGAN | Ext 56



Apprenticeship
Coordinator
ALTHEA STRIFE
Ext 28



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Workforce Development
Specialist, PEB
AMY STEWART
Ext 26



Workforce Development
Specialist, PEB
EMILY LANGAN
Ext 12

MACNY CONSULTANTS

Founder, PEB
JOE VARGO

Senior Consultant
JIM BECKMAN

Government Relations Consultant
KARYN BURNS-GERLING

Consultant, PEB
MARIANNE FERRIS

Workforce Development Consultant
MARTHA PONGE

Workforce Development Consultant
LAURY FERGUSON