

MANUFACTURING MATTERS NEWSLETTER



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

ANNOUNCING MACNY'S 5TH TRANSFORMATIONAL LEADERSHIP AWARD RECIPIENT



This year's Transformational Leadership Award recipient has been nominated by more than one of his teammates — with each nomination citing his humility, empathy, and passion for servant leadership. His servitude is beyond measure as he is constantly looking for ways to benefit the community while inspiring others along the way. One of his nominators proudly shared that this leader's passion for their industry, commitment to a safe work environment, and dedication to the happiness of his team has made their organization a fantastic place to work. Another nominator cites this year's recipient as a mentor who has led through the best of times and the worst of times as a strong advocate for his team. He is described as being courageous and incredibly generous. A true multiplier—using his gifts to enhance the talents and accomplishments of his team.

It is our pleasure to announce Timothy McKernan from EJ as this year's Transformational Leadership Award recipient.

Tim was honored on October 28th at our Live2Lead event in Skaneateles with almost 100 MACNY members and a few of his teammates. We hope you will join us in congratulating Tim.

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JOIN US FOR MACNY'S

New Year Celebration

January 19, 2023 | 4:30 - 7 PM | at MACNY
5788 Widewaters Parkway

Enjoy an evening of networking with your peers from the manufacturing and business community, along with delicious hors d'oeuvres, beer, and wine expertly selected by the American Wine Society.

RSVP AT [MACNY.ORG/EVENTS](https://www.macny.org/events)



RSVP

DR. TANYA M. EASTMAN JOINS MACNY AS DIRECTOR OF PARTNERS FOR EDUCATION & BUSINESS, INC.



We are proud to announce that Dr. Tanya M. Eastman has joined our team as Director of Partners for Education & Business, Inc., an affiliate of MACNY. Tanya started in this new role on September 12, 2022.

Dr. Eastman comes to MACNY with extensive experience in the non-profit and for-profit sectors in New York State. Most recently, Dr. Eastman served as the Director of Education and Training at United Way of Northern New York. She continues to serve as the Foundation Administrator for the Syracuse City School District Educational Foundation and as an adjunct instructor in the St. John Fisher University Ed.D. Program in Executive Leadership. Prior to 2021, she was the Director of Operations at On Point for College. Dr. Eastman started her career at Merrill Lynch & Co., Manhattan, NY as a Vice President in the Investor Client Coverage Group.

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

WE NEED TO FOCUS ON SUPPORTING MANUFACTURING & BUSINESS GROWTH



Governor Hochul made history last month as the first woman elected Governor in New York State. We congratulate her and all other officials who won their elections on November 8th. We look forward to working with them to strengthen our economy as we grow manufacturing and technology businesses here in our State.

Elections offer an opportunity for all of us to be heard. Specifically, midterm elections provide a unique opportunity to communicate the need to strengthen manufacturing and grow businesses. MACNY and its affiliated political action committees, MIPAC and MANUPAC, have been active in communicating the need to continue to build up our economy in the year ahead. Therefore, it has been vitally important for our members to engage in the electoral process and share their voice on important issues.

Manufacturing has long been the backbone of the New York State economy. New York State remains one of our country's 10 largest manufacturing states. Therefore, it is vital to ensure the manufacturing sector can thrive. With recent announcements of massive manufacturing investments in our region and throughout New York State, it is the right time to create the best business climate in the country. This will enable our state business and manufacturing sectors to grow jobs. I believe that the Governor's and our Legislative leaders' budget and policy proposals need to advance specific actions that will do just that. Also, we need to evaluate all new legislation based on its ability to make New York State more competitive for job growth and business investment.

Specifically, we need additional tax relief for small and medium manufacturers which cannot take advantage of the corporate tax cut that is in effect for corporate manufacturers. In addition, we must continue to invest in the workforce of today and tomorrow – including expanding the highly successful Manufacturers Intermediary Apprenticeship Program that has been successfully launched and sustained by MACNY throughout the State. Finally, having sufficient and reliable energy for our growth will also be essential. These issues – along with improving our workers'

compensation system and reducing wasteful regulations are just a few ways they can encourage manufacturers and businesses to invest in their companies and grow jobs. We look forward to working with Governor Hochul and her colleagues in the Senate and Assembly to put forward a business-friendly budget and business-friendly legislation this year.

In Washington, DC, we see the opportunity to create a more favorable climate to grow manufacturing operations and investments in the United States. Congratulations to Senator Schumer and our Congressional Representatives who won election. MACNY believes that a heightened focus on increasing manufacturing and high-tech jobs here in our country can pay substantial dividends. Better and enforced trade agreements can bring new jobs and added investment to existing manufacturers and technology companies. Reasonable regulations and the reduction of harmful ones can spur growth in all sectors of our economy. The United States has become the best-developed country in the world to make products – it's time our political leaders assist this growth through intelligent policies in continued tax reform, ongoing regulatory reform, and a focus on fair trade. We look forward to working with our federal legislative representatives to grow the opportunity for the manufacturing sector to prosper.

At MACNY, we look forward to working with our elected officials and our members to capitalize on our momentum for growth. We cannot just settle for what we once had. Innovation, growth, and further investment will not just happen. We need to work hard at it. And we will do so together. I look forward to an even better 2023!

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

2022 MIDTERM ELECTION RECAP



Voters across New York headed to the polls on November 8th to cast their ballots in the 2022 Midterm Election for statewide, State Senate and Assembly, and Congressional offices. MACNY looks forward to working with all of our elected officials on the issues and opportunities impacting the vital, and growing, manufacturing and technology sectors.

New York State

The top statewide ticket went to Kathy Hochul, who won the governor's race and became the first woman elected New York Governor. Hochul, a democrat, took over as Governor in 2021 when former Gov. Andrew Cuomo resigned. Lieutenant Governor Antonio Delgado, New York State Attorney General Letitia James, and New York State Comptroller Tom DiNapoli all won their races and will remain in their current statewide offices.

In Central New York, many incumbent state legislators won their re-election bids. Senator Rachel May won the newly drawn 48th Senate district and will now represent the western border of Onondaga County and Cayuga County. Other victorious state legislators in the region include Senator Tom O'Mara, Senator Pam Helming, Senator Joe Griffo, Assemblyman Bill Magnarelli, Assemblyman Al Stirpe, Assemblywoman Pamela Hunter, Assembly Minority Leader Will Barclay, Assemblyman John Lemondes, Assemblyman Brian Miller, Assemblywoman Marianne Buttenschon, Assemblyman Phil Palmesano, and Assemblywoman Dr. Anna Kelles. Assemblyman Mark Walczyk, who currently represents the 116th district, won his bid for the newly-drawn 49th State Senate district that covers much of the North County.

Federal

On the federal side, U.S. Senate Majority Leader Chuck Schumer was re-elected to the post. Despite some tight races, Democrats held on to their majority in the U.S. Senate, after Nevada Senator Catherine Cortez Masto was re-elected later in November, bringing the number of U.S. Senate seats under democratic control to 50,

with Vice President Kamala Harris able to break ties in the 100-member chamber.

Brandon Williams was declared the winner of the NY-22 Congressional race after absentee and affidavit ballots were counted. The newly drawn district encompasses Onondaga, Oneida, and Madison counties. U.S. Representative John Katko did not run again for office. Congressman-elect Brandon Williams is an entrepreneur and a Veteran of the U.S. Navy. He will be sworn into office in January.

U.S. Representative Claudia Tenney, who currently represents parts of Central New York, the Mohawk Valley, and Southern Tier, was elected to the new 24th Congressional District, which runs along much of Lake Ontario's shoreline – from Niagara County to the Thousand Islands region.

We know that the redistricting process has changed who many of our members' state and federal representatives will be in the new year. Therefore, we will be holding legislative meetings and/or webinars with certain legislators to help ease the transition process. To view the reapportionment of districts (maps) in New York state, visit: https://www.latfor.state.ny.us/maps/?sec=2022_senate.

Statewide Referendum

In addition to voting for their candidates of choice, New York voters also had to decide on the only stateside referendum at the ballot box. They approved \$4.2 billion in state borrowing proposed by Governor Kathy Hochul and the State Legislature to pay for major environmental projects. The Clean Water, Clean Air, and Green Jobs Environmental Bond Act will authorize the creation of state debt and the sale of state bonds in the amount of up to four billion two hundred million dollars (\$4,200,000,000) for certain capital projects for the purpose of making environmental improvements that preserve, enhance, and restore New York's natural resources.

For any other election questions or comments, please contact me at tiffanylatinog@macny.org.

Note – At the time this article went to print, the race for the 50th State Senate District was still too close to call as absentee and affidavit ballots were being counted.

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Incentive offers vary by service territory for National Grid customers. These programs are funded by the energy-efficiency charge on all customers' gas and electric bills, in New York and Massachusetts per state regulatory guidance.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

IT'S TIME TO REFLECT



This is the final newsletter of 2022. As I write this entry, my old wooden boat is winterized and ready for her long winter's nap. I have already started listening to Christmas music, and hopefully, the temperatures will soon drop enough for our favorite ski areas to begin making snow. With the Christmas holiday season right around the corner, it's time to seriously consider what 2022 has meant to your life and what adjustments you should make as we enter 2023.

Each year, I spend several hours between Christmas and January 1st reflecting on the old year and planning for the new year. What may sound like a hassle is actually quite energizing. When we are intentional about reflecting, we turn experience into insight. When we don't reflect, we allow precious experiences, such as wonderful events or special dinners with a loved one, to be lost forever. Struggles that we encountered end up as negative experiences. Life happens, and difficulties are part of everyone's life. When these events occur you have a choice, you can go through it or grow through it. The choice is yours. When you choose to reflect, you turn a negative experience into a learning opportunity.

The key to effective reflection is to keep it simple. One of my mentors takes pictures throughout the year. Pictures of just about everything and anything in his life. If he wants to remember something, he pulls his phone out and snaps a picture. At the end of the year, he simply takes a walk down memory lane with his phone.

Over the years, I have worked to simplify and improve my system. Early on, I tried to journal daily and I failed miserably. I just wasn't disciplined enough to write on a daily basis. What I found worked better for me was a list of questions I answered daily. Using an app called Evernote, I was able to set up a template with my favorite questions. Each day, I open the app, drop in the template, and I am off and running. The app syncs to all my devices, so my reflections come with me no matter where I am. This year I added two new twists, quarterly reflection days and adding photos. That's right, Evernote lets me attach a photo to any note created.

The quarterly reflection day has been a huge improvement to my reflection process. It allows me to review the previous three months and begin putting positive things to use right away and it also allows me to stop doing things that don't work or bring me joy. This reflection only takes a few hours and has been a game changer. The added pictures are amazing. As I flip through my daily reflections, the pictures jump off the screen, and in a few seconds, I am reliving the amazing experience. Reviewing my reflections quarterly will also speed up my year-end, allowing me more time to adjust my plan for 2023.

If you would like to get started turning your experiences into powerful insights going forward, here are four questions you can use starting today:

1. What went well? A simple question that helps you highlight things you did that were a success. Your goal is to do more of what is working.
2. What didn't go well? Again, a very simple question that walks you past the frustration and into the next question.
3. What did I learn? Is there anything you can learn from what didn't go well? You may have learned that whatever you did isn't worth doing again, or you may have discovered a way to make it a success next time. This question also helps you reinforce new knowledge you have gained.
4. What will I change? I love this question. It helps prompt growth opportunities based on the previous questions.

2023 can be an amazing year for you if you can learn from the experiences you made in 2022. Have a Merry Christmas, Happy Holidays, and an amazing New Year.



BECOME A MEMBER OF OUR FAMILY

Our mission is to provide resources, consulting, training and education initiatives specific to **family owned businesses** in Upstate New York. We address unique and critical issues of running a family business and insuring healthy success for current and future generations.

Member Benefits Include:

- Networking/Peer Groups/Events
- Mentorship and Advisors
- Member Spotlights
- Mastermind Groups



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10.16 - 17.23

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PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

EMPOWERING THE FUTURE OF WOMEN IN STEM



Did you know that 73% of workers in science, technology, engineering, and mathematics (STEM) are men, and only 27% are women?¹

Part of our mission at Partners for Education & Business, Inc. is to cultivate awareness of career pathways across all youth populations.

We are always looking for ways to break down barriers for underrepresented students, and this led to our first collaboration with the MOST, The Future Women in STEM series! These free events target girls in 6th-8th grades, where female professionals lead students in a fun, hands-on activity together to spark their interest in high-tech careers. There is one Saturday session from 9:30 - 11:30 AM each month from October to March at the MOST. Participants and their families also receive a free lunch and admission to the MOST.

October is the national celebration of Manufacturing Month, so JPW Companies and Haun Welding Supplies and Specialty Gases kicked off the first session on October 22nd. Seventeen students rotated through stations to learn about welding and ironworking, including practicing putting on a harness, seeing the tools, and using a welding simulator. JPW Companies brought one of their young, female welders to talk about what she did in high school to get to where she is today. She spoke about the importance of perseverance and that manufacturing is not just for men!

Julie August, Marketing Director at Haun Welding noted, "I attended the event, and it was encouraging to see so many young girls interested in careers in STEM fields. It's so important that other local companies also get involved in this program and nurture our community's youth because there will be so many opportunities in our shared future, especially with the upcoming Micron project."

We are excited for the other sessions, including:

- November 19: Information Technology with SUNY Upstate Hospital IMT

- December 17: Engineering & Science with SRC, Inc.
- February 18: Design and Construction with C&S Companies
- March 18: Sustainability & Recycling with Novelis

Individuals can learn more and register for sessions at <https://www.most.org/steam-explorers/>. All programs are from 9:30 – 11:30 AM at the MOST (500 S. Franklin St. Syracuse NY 13204). The series is made possible by the support of the Women's Fund of Central New York, an affiliate fund of the Central New York Community Foundation and the MOST.

Thank you to our partners in supporting STEM education for youth! Together, we hope to increase the number of women in STEM, creating a stronger workforce!



¹ <https://www.census.gov/library/stories/2021/01/women-making-gains-in-stem-occupations-but-still-underrepresented.html>

WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

MACNY CELEBRATES REGISTERED APPRENTICESHIP



2022 has been an exciting year for MACNY as we witnessed the expansion of our team, new opportunities to promote Registered Apprenticeship, and the announcement of Micron's investment in Central New York, which we've only begun to process. All this energy bubbled over last month as we recognized National Apprenticeship Week, 11/14-11/18/22.

The team chose to honor the efforts of the Registered Apprentices and their mentors (who, let's be honest, are sometimes overlooked when it comes to passing out the accolades, even though we couldn't do this without them) with special, made-in-America tee-shirts bearing the "Apprenticeship Ambassador" logo on the back, MACNY and MIAP logos on the front. The USDOL recently awarded MACNY the Apprenticeship Ambassador designation for our efforts at boosting Registered Apprenticeship; with these tee-shirts, we share the title with our best representatives.

Our tee-shirt delivery sweep enabled us to do all the things that make us so proud to do this work. On Monday, we spent the day at Hardinge, Inc. in Elmira, NY, signing up eight new apprentices as Hardinge has recently expanded their program. On hand were MACNY team members, the NYS Department of Labor, and local leaders who touted Hardinge's commitment to the community since the 1920s. This program expansion offers upskilling opportunities for individuals at each level of proficiency: new to manufacturing, intermediate, and advanced workers. Hardinge demonstrates how to utilize Registered Apprenticeship to build and retain your bench.

On Tuesday, we headed north to Fulton where we registered an apprentice at N.E.T. and Die, Inc., a legacy manufacturer, now in its third generation. Mayor Deana Michaels, Brittany Jerred from Assembly Minority Leader Will Barclay's office, MACNY, the DOL, and our new apprentice's family were all on hand to congratulate Chloe Bonoffski and N.E.T. and Die for embarking on this journey together.

We participated in the skilled trades career event at G. Ray Bodley High School and took time out to deliver tee-shirts to

Justin Patrick, now in his third year as a Plant Maintenance Electrician apprenticeship, and to Jeff Parker, his mentor. It was eye-opening to see G. Ray Bodley's Technical Education classrooms, which are impressive training centers for Huhtamaki, N.E.T. and Die, and all CNY manufacturers.

Wednesday the team split up and made deliveries to the Syracuse, including City Hall with Mayor Walsh, the Mohawk Valley, and the Finger Lakes. At a stop at PPC Broadband, we proudly presented a Journey Worker certification to Matt Miles, now a subject matter expert-level Electro-Mechanical Technician. Matt is the third graduate of PPC's program, which launched several 4-year trades in 2017 under MACNY sponsorship.

We signed on another apprentice at Bausch + Lomb in Rochester, as he, his mentor, and seven other apprentice-mentor teams received their tee-shirts. It was a full week of appreciation for B+L and all the manufacturers that we visited to add to the Registered Apprenticeship roster during National Apprenticeship Week 2022.

For more information on MACNY sponsorship and Registered Apprenticeship, visit nysapprenticeship.org. We look forward to celebrating National Apprenticeship Week with you next year!



FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

THINGS THAT GO 'BUMP' IN THE NIGHT



Having just come off Halloween, I have been wondering how we got to celebrating it by sending little 'goblins' out to 'beg' for candy. The Eight Festivals in the Wiccan Calendar are focused on Mother Earth and Father Sky events: The Solstices, the Equinoxes, New Year (which is October 31st - November 1st), the start of spring, May Day, and the First Harvest. Halloween dates back to the pagan festival of Samhain. It equates to the New Year and is celebrated with dancing, feasting, nature walks, and building altars to honor the ancestors. It symbolizes the end of harvest—pumpkins, apples, and other fall crops.

Somewhere I learned that the dates are important because the moon is closest to the Earth, and it is believed the spirits emerge at that time. Clearly, the costumes and decorations suggest Halloween is derived from these beliefs. I was surprised to learn that 'Beggars Night,' which is the night before Halloween when I always did trick-or-treating, was unique to Des Moines, Iowa where I grew up. Apparently, there was so much skullduggery on Halloween, the city declared 'Beggars Night' to make it safer for the goblins.

Then, I wondered about other traditions that are unique. By the time you are reading this, we will be approaching Christmas. There are a lot of unique world traditions. I will highlight just a few:

Oaxaca, Mexico celebrates "The Night of the Radishes" on December 23. Merchants and artisans make beautiful carved centerpieces that are sold for use on Christmas day. There is a prize for the best radish design.

I think this next one is my favorite. While we are preparing to chow down on ham, turkey, or duck, our Japanese friends celebrate Christmas Eve with Kentucky Fried Chicken. There are not many Christians in the Japanese population, so KFC made up a campaign in the 1970s offering a KFC Christmas Meal. Many pre-order months in advance. A little secret that I am certain contributed to the popularity ... it comes with champagne. Norwegians believe witches and evil spirits roam the sky on

Christmas Eve, riding on brooms, of course. A throwback to the Wiccan Halloween tradition, perhaps? People in Norway hide all their brooms and even fire warning shots to scare them off. Perhaps that is why reindeer can fly.

The Italian version of Santa Claus is an ugly old witch. The Magi stopped by her house to ask for directions to the Manger. They invited her to join them, but she had too much work to do. After they were gone, she decided she should join them, but couldn't find them. On January 5th, (Eve of the Epiphany) she flies around looking for them. She is the one who delivers the toys to children. In keeping with tradition, Italians leave out a plate of sausage and broccoli with a glass of wine for her.

Guatemalans burn the devil by bonfires in effigy on December 6th to chase away evil. Followed by donuts and warm fruit punch to herald in the Christmas season.

This is another that makes me smile. Australians head to the beach. Remember they are celebrating Christmas at the height of their summer. A few of the beaches have gotten so wild that alcohol is banned.

It is tradition in Venezuela to roller skate to early morning mass on Christmas day.

A Ukraine tradition associates good fortune with spiders found in the Christmas Tree. The story goes that a poor family grew a tree from a pinecone but could not afford any decorations. The spiders in the tree felt a great deal of sympathy for these small children so they wove webs of silver and gold through out the tree. In the morning, the children awoke to find a beautifully decorated tree. A perfect way to celebrate the season.

Whatever your traditions, whatever your beliefs, may this season bring you joy and time to spend with family. I plan to reserve my KFC dinner (with champagne) and decorate a tree with cobwebs.

References:

- [https://en.wikipedia.org/wiki/Wicca#:~:text=Wicca%20\(English%3A%20%2F%CB%88w,occultist%20stream%20of%20Western%20esotericism.](https://en.wikipedia.org/wiki/Wicca#:~:text=Wicca%20(English%3A%20%2F%CB%88w,occultist%20stream%20of%20Western%20esotericism.)
- <https://www.babbel.com/en/magazine/11-wacky-holiday-traditions-around-the-world>

UPCOMING TRAINING AND EVENTS

CRUCIAL CONVERSATIONS

Dec 6 & 8 | 9 AM - 4 PM

SITUATIONAL LEADERSHIP WITH THE HR COUNCIL

Dec 7 | 8:30 - 9:30 AM

MAXIMIZE YOUR MEMBERSHIP

Dec 8 | 9 - 10 AM

BLUEPRINT READING: LEVEL 1

Dec 8 & 9 | 12 - 4 PM

HIRING & FIRING: THE RIGHT STEPS

Dec 13 | 8:30 - 9:30 AM

OSHA 10-HOUR

Dec 14 & 15 | 8 AM - 2 PM

BLUEPRINT READING: LEVEL 2

Dec 14 & 16 | 12 - 4 PM

INTENTIONAL LIVING

Dec 20 | 9 - 11 AM

MS EXCEL: PART 1

Dec 29 | 9 AM - 5 PM

SUPERVISORY LEADERSHIP

Starting Jan 10 | 8:30 AM - 12:30 PM

MAXIMIZE YOUR MEMBERSHIP

Jan 12 | 9 - 10 AM

NEW YEAR CELEBRATION

Jan 19 | 4:30 - 7 PM

USING WINDOWS 11

Jan 27 | 9 AM - 5 PM

EXCEL DATA ANALYSIS WITH PIVOT TABLES

Feb 7 | 9 AM - 1 PM

EXCEL DATA ANALYSIS WITH POWER PIVOT

Feb 7 | 1:30 - 5 PM

TRANSFORMATIONAL LEADERSHIP

Starting Feb 9 | 8:30 AM - 12:30 PM

MAXIMIZE YOUR MEMBERSHIP

Feb 9 | 9 - 10 AM

TOUR OF HOLLOWICK

Feb 14 | 2:30 - 6 PM

MS EXCEL: PART 1

Feb 16 | 9 AM - 5 PM

MS EXCEL: PART 2

Feb 27 | 9 AM - 5 PM

MS EXCEL: PART 3

Feb 28 | 9 AM - 5 PM

MS ACCESS: PART 1

Mar 1 | 9 AM - 5 PM

MAXIMIZE YOUR MEMBERSHIP

Mar 9 | 9 - 10 AM

MS ACCESS: PART 2

Mar 10 | 9 AM - 5 PM

FROM FARM TO PALLET: AWARD WINNING DAIRY PLANT OF THE YEAR - BYRNE DEWITT TOUR

Mar 14 | 3:30 - 6:30 PM

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

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