

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JANUARY 2023

KICK OFF 2023 BY JOINING US FOR OUR NEW YEAR CELEBRATION

We hope you had an enjoyable holiday season and are looking forward to an exciting year ahead.

We would like to invite you to join us on **Thursday, January 19 from 4:30 - 7 PM** at MACNY to catch up with your peers from the manufacturing and business community while enjoying wine, beer, and hors d'oeuvres to celebrate the new year!

To make our celebration even more special, we will be hosting an animal shelter supply drive to benefit Second Chance Canine Adoption Shelter, Friends Forever Animal Rescue, and Paws Across Oswego County. You can find a list of wish items, such as food and supplies, on our website.

We invite you to register for our New Year Celebration and other 2023 Signature Events. To register for any of our upcoming events, please scan the QR code. We're looking forward to seeing you there!



INSIDE THIS ISSUE

- 3** **PRESIDENT'S MESSAGE**
Happy New Year!
- 4** **GOVERNMENT RELATIONS**
New State Labor Laws Taking Effect in 2023
- 6** **LEADERSHIP DEVELOPMENT**
Growth Hacks for 2023
- 8** **PARTNERS FOR EDUCATION & BUSINESS**
CNY STEM Scholarship
- 9** **WORKFORCE DEVELOPMENT**
Consider the Stop-Out
- 10** **FOOD FOR THOUGHT**
From Matriarch to Blue Books

MARK YOUR CALENDAR FOR OUR 2023 SIGNATURE EVENTS

NEW YEAR CELEBRATION

January 19th, 2023 | MACNY Headquarters

MANUFACTURING ADVOCACY DAY

March 1st, 2023 | Albany, NY

CYBERSECURITY SUMMIT

April 2023

ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 11th, 2023 | SRC Arena & Events Center

WORKFORCE DEVELOPMENT AWARDS

June 2023 | Syracuse, NY

GOLF TOURNAMENT

July 24th, 2023 | Bellevue Country Club

CLAMBAKE

August 2023 | The Spinning Wheel

FALL KICK-OFF

September 2023 | Central New York

MANUFACTURING MONTH

October 2023 | Central New York

LEGISLATIVE BREAKFAST

October 2023 | Central New York

LIVE2LEAD

November 2nd, 2023 | The Lodge, Skaneateles

SCAN THE QR CODE TO RESERVE YOUR SPOT!

*If an event is not displaying on the calendar,
please check back closer to the date.*





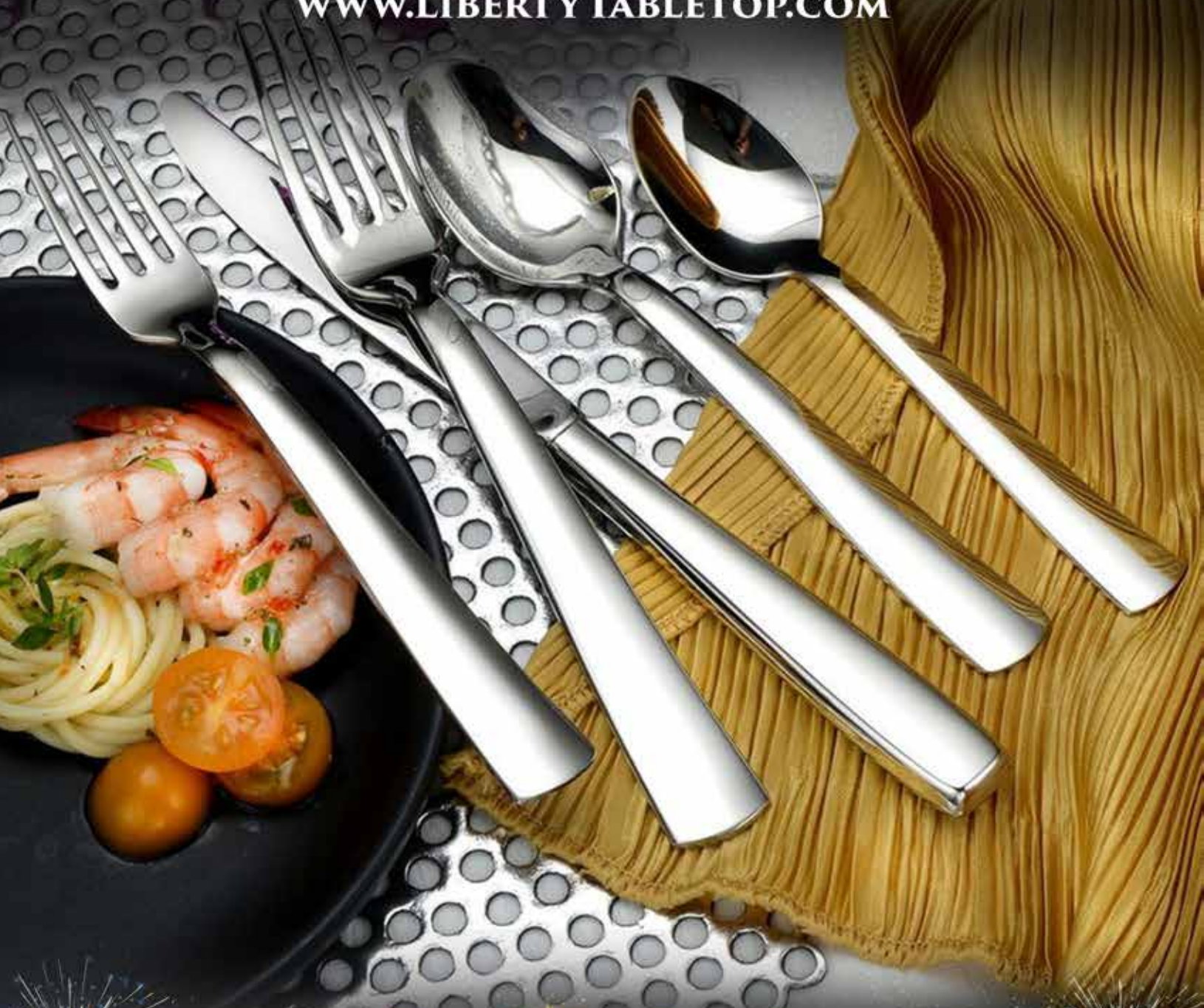
LIBERTY®

TABLETOP

100% MADE IN THE USA

AMERICA'S FLATWARE COMPANY

WWW.LIBERTYTABLETOP.COM



2023

HAPPY NEW YEAR



PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

HAPPY NEW YEAR



2023 promises to be an eventful year. Our community will see the beginnings of one of the most significant manufacturing investments ever in New York State. Micron, its supply chain, and related community investments will be moving forward. Existing industries will continue to invest. I expect our economic recovery will remain strong. As leaders, we will need to navigate towards this greater property. There is light at the end of the tunnel as we emerge from some difficult years.

With this opportunity comes the need to continue to improve the business climate. We will need your help working with our elected officials to advance essential advocacy goals in the upcoming NYS Budget and Legislative Session. Please stay involved, or get involved, in the coming year. We are much more effective when we work together to advocate for your needs.

At MACNY, we are committed to building a better future. We will continue offering our industry-leading services and will continue to improve them. In 2022, our team provided high-quality virtual, hybrid, and in-person events. As we expand our capabilities, we have exciting plans for what they will look like in 2023.

Virtual options for many of our events are now a standard. This gives thousands of you, our members, the chance to attend events that were once only offered in-person. We are excited to be with you in 2023, virtually and in-person, as you choose. New formats and digital delivery systems will enhance desired new offerings and our loved traditional offerings.

Growing MACNY and helping members sustain and grow their operations will be a top priority. Our workforce development efforts allow each member to create customized approaches to training, learning, industry certifications, and apprenticeships. Our veteran service offerings are also growing. In addition, Partners for Education & Business, Inc (PEB) is expanding its reach to serve even more middle and high school students and their parents to increase the excitement and awareness of future workforce needs.

In the coming year, we will announce additional service offerings to help you thrive during 2023. We are excited to focus on growth

again after overcoming the challenges of the past few years. That being said, please let us know of ways we can help you be more successful in 2023.

Finally, I want to thank you for all you have done for MACNY and our community. During one of the most challenging periods ever, you worked hard to maintain your business and contribute to our community.

We look forward to working with you in the months and years to come!

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

NEW STATE LABOR LAWS TAKING EFFECT IN 2023



The new year is here, and with its arrival came a few new employment laws that will impact New York employers and employees. Business owners and operators have been updating their policies to comply with these new or expanded state laws, which include the following:

NYS Paid Family Leave

A new law that takes effect January 1, 2023, will expand New York's Paid Family Leave (NYPFL) to include caring for a "sibling" with a serious health condition in New York. This applies to biological, adopted, half-siblings, or stepsiblings. These family members can live outside of New York State, and even outside of the country.

Employees who are on NYPFL will continue to receive 67 percent of their average weekly wage, up to a cap of 67 percent of the current New York statewide average weekly wage (NYSAWW). For 2023, the NYSAWW is \$1,688.19.

For more information on New York's Paid Family Leave Law, please visit the state's website at paidfamilyleave.ny.gov/2023.

COVID-19 Vaccination Paid Leave

New York Governor Kathy Hochul signed a bill into law extending the State's COVID-19 vaccine paid leave law to December 31, 2023. This law requires New York employers to provide workers with "a sufficient period of time, not to exceed four hours" of paid leave per dose of the COVID-19 vaccine, which also includes boosters.

The leave must be paid at the employee's regular rate of pay. New York's COVID-19 vaccine leave law first took effect on March 12, 2021.

Minimum Wage Increase

On December 31, 2022, the minimum wage in our region (Upstate/CNY) increased to \$14.20 an hour for the calendar year.

A statewide \$15 minimum wage was enacted as part of the 2016-17 State Budget. Since then, wage increases have gone into

effect in stages, and rates have differed based on region and industry. Annual increases will continue until the rate reaches the \$15 minimum wage across the state. More information can be found at dol.ny.gov/minimum-wage-0.

Salary Transparency Requirement

During the 2022 Legislative Session, New York state lawmakers passed a bill that would require private employers statewide to disclose the compensation or range of compensation in any advertisement for a job, promotion, or transfer opportunity. The "range of compensation" means the minimum and maximum annual salary.

NY HERO Act

The New York Health and Essential Rights Act (NY HERO Act), which was signed into law in May of 2021, remains in effect. The law mandates extensive workplace health and safety protections in response to the COVID-19 pandemic. Under this law, employers must have workplace airborne infectious disease exposure prevention plans in place in case an airborne infectious disease is designated by the New York State Commissioner of Health as a highly contagious communicable disease that presents a serious public health risk.

Currently, there is no designation. That means private sector employers are not required, at this time, to implement their safety plans.

NYS Legislative Session

The 2023 Legislative Session will begin in Albany in January. Please stay tuned for more details regarding the Governor's State of the State, the Executive Budget, and MACNY's Manufacturing Advocacy Day. As always, we will be meeting with our state legislators and traveling to Albany to be a voice for manufacturers and businesses in our region and across the state on a host of important issues.



RAISE YOUR PRODUCTIVITY WITH ENERGY EFFICIENCY

Give your facility's performance a lift.

Let us help with energy solutions that can avoid costly maintenance, reduce downtime and show your commitment to a cleaner energy future.

Find more opportunities at
ngrid.com/business-macny

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.



Leading the
way to a **clean
energy** future
ngrid.com/fossilfree

nationalgrid

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

GROWTH HACKS FOR 2023



It is hard to believe that a new year is upon us, filled with excitement and opportunity. As I thought about my first newsletter article for 2023, I felt the need to share three tips that can help you accelerate your growth journey. Let's jump right in.

The first tip is to realize that **things don't happen to you; they happen for you**. This is a critical mindset shift. It moves us from allowing ourselves to become victims to a place where opportunities abound. Let me give you an example; a year and a half into my toolmaker apprenticeship, the company I worked for struggled. I saw layoffs starting to happen, and before long, I was laid off. I was still living at home, and my expenses were low, so I had no financial concerns and generally had a positive mindset. Within a few weeks, however, my mindset shifted. It was like I stepped back in time 75 years.

The tools and technology that the new company had were archaic. I was certain this wasn't going to be good for my career. How could I keep learning in such a backward place? One day I complained to the master toolmaker about the lack of tooling, and he put me in my place by saying, "Anyone can do it if you give them all the tools. It takes a craftsman to do it when you don't have all the tools." He was so right. When I shifted my mindset back to 'things happen for me and not to me', my mind opened up, and I was launched into an amazing period of growth. Many of the skills I use in my life were learned in that "backward" place.

The second tip is to **establish success habits**. Habits are part of life. When you brush your teeth in the morning, you do it the same way each day. When you take a shower, you do it without thinking and probably wash yourself the same way each day. How often have you arrived at work and don't remember the trip? You drove miles and miles to your destination out of habit. Why not establish habits that move you in the direction of your goals? Create habits around eating better, exercising, or learning. Remember, a habit is simply an activity that you do daily. Develop a morning routine or habit that includes a review of the attitudes you want to cultivate. Begin the practice of reviewing your agenda

one more time before you start your day. Did you notice that I said one more time? That's right; it's the second or third time you are reviewing it. Make the review of your agenda an end-of-day habit as well. Recap the day you are finishing and review the next day before you check out for the night. This simple habit will allow your brain to work on things while you are sleeping. Now, don't think that this will make you wake up exhausted; on the contrary, your brain is just getting things set so it can replenish itself. You can build success habits in every aspect of your life.

My third tip is to **supercharge your thinking**. There is a part of our brain that is very active, but few people leverage its potential. The Reticular Activating System, or RAS, is located within the brain stem between the brain and the spinal cord. It works as a filter to determine what inputs should be sent to our conscious thoughts. When we take the time and become intentional about what we want our brain to focus on, we begin to see what we are looking for everywhere. For example, when you buy a new vehicle, you start seeing them everywhere. Be honest with me; you know what I mean, don't you? Those Honda Pilots were always on the road, but it wasn't until you bought a white Honda Pilot that you started seeing them everywhere. Your RAS was triggered to see white Honda Pilots. Back to how this can help us when you become clear on the opportunities you are looking for and visit them daily; your brain will point them out to you. It's really that simple and that amazing.



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



NEW YORK
FAMILY BUSINESS CENTER
AT THE MADDEN SCHOOL OF BUSINESS AT LE MOYNE

nyfbc.org/membership

NEW DUPLIFULFILLMENT

Warehousing, Packaging & Distribution
A DUPLI Company



80,000 SF
Warehouse



View Real Time
Inventory



One Mile From
Amazon

6486 Ridings Road • Syracuse, NY 13206

"We saw the need for flexible warehouse space that made it simpler for our customers to manage their growth and space requirements."

For More Information Contact

Chris Keevil

(315) 427.1469

Email: ckeevil@duplionline.com



Scan

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](http://MACNY.ORG/EVENTS)



RSVP

PARTNERS FOR EDUCATION & BUSINESS, INC.

Emily Langan, Workforce Development Specialist

CNY STEM SCHOLARSHIP



It's no secret that it's a workers' environment right now, and employers are competing with one another to attract and retain their workforce. Central New York companies are searching for creative ways to keep local talent, local. And employers realize the value of engaging students as early as possible.

One of those ways is to connect with students as they enter and progress through their college experience, so they can apply what they are learning in the classroom to a real-life setting. The CNY STEM Scholarship Program provides local companies with the opportunity to do just that! Beardsley Architects + Engineers, Cooper Lighting Solutions, INFICON, King+King Architects, Marquardt, Novelis, SRC, and TTM Technologies are all sponsoring scholarships for students majoring in:

- Architecture
- Automation Engineering
- Chemical Engineering
- Civil Engineering
- Computer Science
- Electrical Engineering
- Mechanical Engineering
- Process Engineering
- Software Engineering
- Structural Engineering

Winners will receive an unrestricted scholarship, as well as summer internship opportunities. These internships give the student and employer the opportunity to see whether the match is good for both parties. In addition, sponsoring companies have access to the applicant student database for other internship and employment openings.

Elise Ranieri is a former CNY STEM Scholarship recipient from King+King, and she is currently a designer at King+King. When asked about the program, she shared, "The CNY STEM Scholarship mission to develop local talent provides great benefits to the students, companies, and the community. I encourage any

students interested in STEM to apply for the program as it is a great network filled with an abundance of connections and opportunities within our community." Ranieri credits the internship experiences to her success in school and in her career. "During my internship, I was immersed in many different projects and learned things above and beyond what I was exposed to at school. The ability to familiarize myself with the company culture helped me build my confidence in the professional world at a young age. As a 2021 college graduate, I was very fortunate that my three years of interning with King+King Architects led to a full-time position in a year filled with a lot of uncertainty." Elyssa Adams, an SRC scholarship recipient and current junior at Northeastern University, offers the following advice, "For any student who is considering applying for the CNY STEM Scholarship program: don't hesitate to do so! Through the program, I've not only received financial aid, but work experience that's invaluable. It's helped fuel my passion for computer science as I work to graduate in 2024 and move into a full-time career in software development."



2022 CNY STEM Scholarship recipients

Thank-you to the sponsoring companies for these great scholarship opportunities! We are fortunate to have employers that see the value of investing in students. For more information, please contact the PEB team at PEBteam@macny.org

To apply, visit cnystem.com or scan our QR code.



WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

CONSIDER THE STOP-OUT



We all know what “drop-out” means. It was my recurring fantasy as a college student each semester during the run-up to finals: quit and never look back. Happily, I opted to finish and walk across the stage to collect my BA diploma.

But lots of people don't, for myriad reasons. How about these statistics :

- 40% of students drop out of college every year in the US; 30% in the first year. Only 41% graduate in 4 years.
- 51% of college students drop out because of the lack of money. 79% delay their graduations due to financial difficulties.

Money is only one reason these students put their college careers on pause. They may have decided that college just isn't working for them right now, and that they plan to return after a semester or two off. Certainly COVID-19 shifted some priorities. These are the stop-outs, and they present to us both a challenge and an opportunity. The challenge is that we must help them discover viable alternate career pathways. The opportunity is that there are solid prospects in advanced manufacturing.

Starting this year, MACNY (through our affiliate Partners for Education & Business, Inc) will pilot one of these alternate pathways. With our SUNY partners at Mohawk Valley Community College and On Point for College, we will offer a six-week career readiness program to prepare our first cohort of stop-out students for great local jobs in advanced manufacturing. SUNY funding will cover the cost of this course, along with a small stipend for the participants, as they work to develop basic skills for a career with one of our local manufacturers.

Programs like these make our work exciting. It's possible to imagine a stop-out student finishing their degree via Registered Apprenticeship, where they earn while they learn valuable skills, and attain college credits, currently covered by SUNY funding (read: zero debt). As big proponents of Registered Apprenticeship, it's hard for us to think of anything more gratifying.

We are committed to expanding opportunities for groups such as these, and especially for underrepresented populations.

For more information about the work that we do to promote career pathways in advanced manufacturing, please visit macny.org. If you would like more information about the On Point for College stop-out program, contact Zack Berle at (315) 807-8944 or zacharyberle@onpointforcollege.org.

Resource: ThinkImpact.com

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

FROM MATRIARCH TO BLUE BOOKS



Elephants in the wild depend greatly on the teachings of the oldest matriarch in the herd. Females develop long lasting friendships and continue to travel together. “Males do not form close bonds. They move out of the herd in their teens and either live alone or travel in small bachelor’s groups.” Elephants can live up to 60 years old. This gives them enough experience to fall back on. They use their experience to identify friendly herds and those to avoid. They also use this knowledge when looking for mates. My husband and I once visited an elephant education center. We learned that the matriarch travels the same path year after year for many miles looking for lush grasses and water. No stopping to ask directions. The youngsters learn this path from the mothers and carry on the tradition. This experience supports survival of the herd.

Baby gorillas spend the first four years of their life with their mother. During this time, she teaches her baby how to be a gorilla and survive. The mother stays with the youngster until she’s convinced that they have learned what they need to survive. The fathers (Silverbacks), also cuddle the infants, play with them, and just plain hang out with them. Not surprising that they share 98% of Human DNA.

Back when the First Americans roamed the plains, they also learned from their elders where and how to track food, how to cultivate and harvest land, and to treat their gifts from the earth with respect. Elders passed down their wisdom through story telling. Skills were developed through showing, telling, and doing. All of this was for survival of the tribe and its culture. The various nations adapted to the geography they inhabited. Plains were very different than the high desserts, or the mountains. While the techniques were distinctly different, it was communicated through the generations in the same way.

How we pass on traditions and skills is not so very different today. As I read about how tradition/skill and culture were passed down in history, I can’t help but think that things haven’t changed all that much. Learning is still passed on by someone sharing experiences and demonstrating how something should be done.

It’s not new, but even more valued now. The manufacturing community formalized this approach many years ago. As we watch the demand for skilled works continue to grow, supporting a ‘grow your own’ approach makes a lot of sense. The apprentice/journeyworker model still works. The beauty is the apprentice learns exactly what a company needs them to learn, including nuances unique to the company sponsoring the program.

Leverage a training/teaching model that is quite successful, add a ‘blue book’ component, and you have the human version of supporting the herd.

Resources:

- <https://www.pitara.com/science-for-kids/planet-earth-for-kids/long-memory-of-female-elephants-is-responsible-for-the-well-being-of-their-families/>
- <https://www.theatlantic.com/science/archive/2018/10/male-gorillas-love-hanging-around-infants/572947/>
- <https://native-land.ca/>

UPCOMING TRAINING AND EVENTS

SUPPLY CHAIN MANAGEMENT WORKSHOP

Jan 2 & 4 | 9 AM - 12 PM

STRATEGIC SOURCING WORKSHOP

Jan 9 & 11 | 9 AM - 12 PM

BLUEPRINT READING: LEVEL 1

Jan 10 & 12 | 8 AM - 12 PM

BUILD YOUR BENCH: REGISTERED APPRENTICESHIP 101

Jan 11 | 1 - 1:30 PM

PROJECT MANAGEMENT WORKSHOP

Jan 12 & 13 | 9 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP

Jan 12 | 9 - 10 AM

BLUEPRINT READING: LEVEL 2

Jan 17 & 19 | 8 AM - 12 PM

NEW YEAR CELEBRATION

Jan 19 | 4:30 - 7 PM

USING WINDOWS 11

Jan 27 | 9 AM - 5 PM

PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Starting Jan 31 | 1 - 4 PM

MS EXCEL DATA ANALYSIS WITH PIVOT TABLES

Feb 7 | 9 AM - 1 PM

MS EXCEL DATA ANALYSIS WITH POWER PIVOT

Feb 7 | 1:30 - 5 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

SUPPLY CHAIN MANAGEMENT CERTIFICATION PREP COURSE

Starting Feb 28 | 1 - 4 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

PROJECT MANAGEMENT WORKSHOP

Mar 13 & 15 | 9 AM - 12 PM

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

Mar 14 | 3:30 - 6:30 PM

MS ACCESS FOR OFFICE 365: PART 3

Mar 22 | 9 AM - 5 PM

GET GOING WITH QUICKBOOKS 2020 FOR WINDOWS

Mar 23 | 9 AM - 5 PM

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

**REGISTER
FOR A EVENT OR
TRAINING**





5788 Widewaters Parkway,
Syracuse, NY 13214
(315) 474-4201

Non-Profit
U.S. Postage
PAID
Permit No. 4015
Syracuse, NY

MACNY STAFF DIRECTORY | MEET THE TEAM



President & CEO
RANDY WOLKEN
Ext 15



Senior Vice President &
Chief Operations Officer
MIKE FRAME | Ext 59



Chief Member
Engagement Officer
CINDY NAVE | Ext 11



Chief Leadership Officer
DAVID FREUND
Ext 20



Chief Financial Officer
MARY ROWLAND
Ext 21



Chief Digital
Officer
MARISA NORCROSS
Ext 60



Director of Energy &
Corporate Services
CINDY OEHMIGEN
Ext 14



Director of Government
Relations & Communications
TIFFANY LATINO-GERLOCK
Ext 13



Member Engagement
Manager
JUSTYNA VALENCIA
Ext 54



Training Coordinator
KELLY HYLAND
Ext 51



Accounting & Benefits
Manager
PATTY CLARK
Ext 10



Marketing &
Communications Manager
MARISSA BECK
Ext 53



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Director, Partners for
Education & Business, Inc.
TANYA M. EASTMAN, Ed. D.
Ext 24



Director of Apprenticeship
& Workforce Development
AMY STAGE
Ext 58



Manager of Apprenticeship
& Workforce Development
COLLEEN BLAGG
Ext 61



Workforce Development
Specialist
EILEEN DONOVAN
Ext 22



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



Workforce Development
Specialist, PEB
AMY STEWART
Ext 26



Workforce Development
Specialist, PEB
EMILY LANGAN
Ext 12



Workforce Development
Assistant
MURJAN ABDI
Ext 62



Apprenticeship
Coordinator
ALTHEA STRIFE
Ext 28

MACNY CONSULTANTS

Founder, PEB
JOE VARGO

Senior Consultant
JIM BECKMAN

Government Relations Consultant
KARYN BURNS-GERLING

Workforce Development Consultant
MARTHA PONGE

Workforce Development Consultant
LAURY FERGUSON

The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit bulk rate postage is paid at Syracuse, NY.