

MANUFACTURING MATTERS NEWSLETTER



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

ANOTHER EVENTFUL DAY ON THE LINKS AT OUR 26TH ANNUAL GOLF TOURNAMENT



What a day it was! We had such a lovely morning with so many MACNY members at our 26th Annual Golf Tournament at Bellevue Country Club in July. Although the weather took a turn that afternoon, all teams were able to complete at least nine holes before taking shelter in the clubhouse to enjoy dinner, drinks, and networking.

We would like to extend our congratulations to the day's winners:

- First Place – Dermody, Burke & Brown, CPAs, LLC
- Second Place – Bartell Machinery Systems
- 3rd Place – Knowles Precision Devices

We would also like to thank each of our sponsors for making this event possible:

- ENGIE – Event Sponsor
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- Constellation – Dinner Sponsor

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

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

RESHORING AND NEARSHORING ACCELERATE MANUFACTURING GROWTH



Last year, the predicted trends of reshoring and nearshoring materialized. Reshoring and direct foreign investments related to manufacturing job announcements continued to outpace recent records, adding 101,500 jobs in the first quarter of 2023. New job announcements will reach over 400,000 by year-end if the current rate continues. Additionally, the cumulative number of jobs brought back since the manufacturing low in 2010 will reach two million - about 40% of what we lost to offshoring. These numbers speak to the enormous potential of reshoring that lies ahead. MACNY believes this is just the tip of the iceberg.

As reshoring continues to grow, the U.S. will see significant opportunities to export to the rest of the world. The U.S. is known worldwide for high-quality, innovative goods and services, customer service, and sound business practices. In December 2021, U.S. exports stood at a record high of \$228.1 billion. On top of this, the U.S. was ranked as the second largest exporter in 2022, with approximately \$2 trillion in goods and services exported annually.

Nearshoring increased during the pandemic because of the increased cost of shipping products across the Pacific and the consumer demand for faster delivery times. Even as the world moves on from the pandemic, Mexico's ability to take the top spot away from China — which has spent the last two decades attempting to integrate itself further into the U.S. economy — is a sign of how the economic chaos of 2020 will continue to define the world economy for years to come. This will bode well for New York State and U.S. firms from now on.

This activity indicates a resurgence in U.S. manufacturing, which has been sorely needed for our economic well-being and the world's economic growth. A strong, growing U.S. with its focus on free and fair trade and solid democratic principles is vital. For the U.S. (and the world) to thrive, the U.S. and its democratic allies must be strong economically.

We are poised for an amazing surge in manufacturing in our region, state, and country. The U.S. remains the best place to make products in the long-term. Our technology leadership, advanced manufacturing approaches, and focus on innovation gives us the right platform to recapture our role as the world's leading innovator and manufacturing country. Let's not miss this moment. It is so vital to our world, communities, and families.

At MACNY, we are poised to continue to help you be more successful. We have transformed our operations to better serve you. We're continually expanding our offerings and finding solutions to make them more accessible to our members. If you haven't done so recently, please check out our website at www.macny.org and our event calendar at www.macny.org/events.

We are your partner for making great products and offering outstanding services here in New York State. Please let us know how we can help you be even more successful. You can always contact any of our team members to share your insights. We are excited about your future success and the future of manufacturing in New York State!

Connect With Your MACNY Team!



Visit our website to discover how we can continue to help you grow and serve you better.

www.macny.org

¹ <https://www.nytimes.com/2023/01/01/business/mexico-china-us-trade.html>

GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

ANNUAL LEGISLATIVE BREAKFAST HEADLINES FALL PLANNING AND STRATEGY EFFORTS FOR THE YEAR AHEAD



October 10 is the MACNY Annual Legislative Breakfast when MACNY members and regional elected officials come together to renew existing relationships and form new relationships.

MACNY members and elected officials alike appreciate the opportunity to engage in conversation and delve into the issues most impacting manufacturing and business in the region and across the State.

The issues to be covered at the breakfast will include tax policy, workforce development, energy and environmental legislation and regulation, along with trade initiatives, among other issues.

MACNY's Annual Legislative Breakfast assists with planning, prioritization and strategy for discussions with the Office of the Governor and Members of the New York State Legislature, including Members who attend the breakfast.

This is the time of the year when ideas and initiatives are being considered for the Governor's State of the State and release of the Executive's 2024 State Budget along with the introduction of legislation in January 2024.

Please register today at macny.org/events to be an active part of this process. In addition, consider being a sponsor to advance this important work.

MACNY also asks that you be on the lookout for two separate surveys that will be critical when prioritizing issues and initiatives for the 2024 legislative cycle.

Member Energy Survey

Two New York State departments are currently reviewing comments on New York Cap-and-Invest (NYCI) as a first step of several phases of implementation of the Climate Leadership and Community Protection Act (CLCPA).

MACNY, along with numerous business centered organizations across the State, submitted comments stating the need for available, affordable, and quality energy to maintain and grow manufacturing in the State.

Our comments also focused on energy intensive and trade exposed (EITE) manufacturers. This classification includes those manufacturers whose energy expense is a high percentage of cost and those whose business could move out of the State.

The MACNY Member Energy Survey will serve to inform and support our legislative and regulatory strategy using your input relative to the impact of implementation of NYCI and future CLCPA implementations.

Please look for the MACNY Member Energy Survey to complete in the coming weeks. Also, please do not hesitate to reach out directly to me if you have questions or require additional information.

Member Issues Survey

The MACNY Member Issues Survey will serve to inform MACNY staff and fellow members of the issues most impacting operations and legislation under consideration that most impacts operations.

Member Facility Tours with Elected Officials

This summer, MACNY Government Relations invested in strengthening relations with our elected officials by organizing planned tours of MACNY Member facilities with elected officials.

A long time MACNY member commented " . . . the tour was well-executed and provided the elected official a real-world example of how state policies can affect local businesses."

If you are interested in hosting an elected official and MACNY members at your facility, please contact me directly at 315-474-4201 ext. 13.

WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

JOURNEY WORKER VS. COLLEGE DEGREE?



When discussing Registered Apprenticeship vs. the College Degree, we often hear:

- It's a viable alternative to a four-year degree.
- You don't need to go to college to have a successful career.
- The Journey Worker credential is its own gold star.

...all true!

Here's what else we know:

- There are individuals who want degrees, even with a Journey Worker credential.
- Registered Apprenticeship can help them get there.

The assistance of the State University of New York's New York College Apprenticeship Network (SUNY NYCAN) is the key. At this time, a Registered Apprentice can utilize up to \$5,000 in funding toward the related technical instruction requirement for Journey Worker certification at their local community college. SUNY stands ready to guide individuals aiming for their associate degrees and Journey Worker certifications at the same time. To state the obvious, that's money that neither comes out of pocket nor from loans taken out to pay for classes.

It gets even more interesting for a Journey Worker who wishes to go further with college. If there's a "next" trade, something offering further specialization, there's another \$5,000 available for SUNY classes. What a way to leverage funding!

We're presently working with three people, at different points in their Registered Apprenticeships, who fit the above descriptions. They're either working toward their Journey Worker certifications and associate degrees or have already attained them and have plans to get their bachelor's degree.

Cody Margetin is a MACNY CNC Machinist apprentice at Allen

Tool Phoenix in East Syracuse, NY who attained his Journey Worker card in 2021. Now in Quality Assurance at Allen Tool, Cody is working towards his bachelor's degree. His managers have added a more specialized trade, the Quality Engineer Technician trade, a sub-concentration of the four-year Manufacturing Engineering Technician (MET) trade, to their roster of apprenticeship programs for Cody to join. When he's finished with this apprenticeship, Cody will have several credentials under his belt: two Journey Worker certifications, an associate and a bachelor's degree. Even more exciting is that he will have utilized SUNY NYCAN funding for some of the classes needed for his trades and his degrees.

Landon Malanoski recently completed his CNC Machinist apprenticeship at Custom Tool & Model in Frankfort, NY and will have attained his associate degree from Mohawk Valley Community College by the end of this year. His employer has also registered the MET trade to their offerings for employees like Landon who have the desire for more skills and higher degrees. We're working with our SUNY partners now to ensure that Landon utilizes SUNY funding that will cover some of his trade and degree-related classes. Down the road, Landon will join Cody with two Journey Worker certifications, an associate, and bachelor's degrees.

We recently started working with Tim LoTemple, Electro-Mechanical Technician apprentice at Bausch + Lomb in Rochester, NY. Tim has earned a Mechatronics certification at Monroe Community College and still has SUNY NYCAN funding left to apply to further classes. Working with SUNY and with Rochester Institute of Technology (RIT), Tim is choosing with intention: classes that both satisfy his trade requirements and may also transfer to RIT when the time comes.

These are just three examples of the ways in which motivated employees, resolute employers, and stakeholders like SUNY and MACNY work together. Results like these take time, energy, and a bit of forethought. We have no doubt that these three individuals will one day be running companies, if not their current employers, who have facilitated their career pathways to advanced degrees.

Visit www.nysapprenticeship.org for information on these and other details of NYS Registered Apprenticeship.



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Amy Stewart, Workforce Development Specialist

ROBOTS, PLANTS, X-RAYS, OH-MY!



When you grow up in Syracuse, it's not uncommon to overhear people assume that there are better opportunities beyond Central New York. However, the students in Le Moyne College's ERIE21 program recently learned how Syracuse is home to many amazing companies and opportunities during a two-day project, as part of their summer program — Innovation Academy. ERIE21 is a mayoral initiative that supports Syracuse City School District and Syracuse Academy of Science Charter School students. The program offers tech-based experiences and programming to empower students to pursue STEM career pathways.

This project split 9th - 12th grade students into small groups, offering them each an opportunity to learn about a local company, a specific position, and a hands-on skill or product connected to the career. Ten organizations/departments were represented, and more than 40 students participated. On day one, students met with employers and developed a 3-5-minute presentation. On day two, students shared the information with the entire group of students and professionals. There was a wide array of industries and careers.



Schneider Packaging brought a Fanuc collaborative robot, and students shared how the company helps everyday products get to consumers. The group gave out fruit snacks, which were moved via robots.

- The WestRock group discussed a chemical engineer's role in recycling paper, and how the company creates boxes for pizza, Amazon, and more.
- The students with Velocity Clinical Research demonstrated how taking vital signs is used in clinical trials.
- SIDEARM Sports worked with students to make a website, similar to how the company's designers create pages for our favorite college sports teams, including the Syracuse Orange!
- Syracuse Regional Airport Authority students learned how Airport Operation Specialists measure speed, so planes can safely land during our unpredictable weather.
- The NYS Parks, Recreation, and Preservation group presented how Stewardship Specialists spend most of their day outside and fight invasive plant species.
- Students did a fashion show of the lead apron that Upstate Radiology Techs use for x-rays, and how this is not your average photography job!
- Students in the Syracuse Orthopedic Specialists group, who were mainly athletes, demonstrated how to wrap a wrist.
- United Radio students shared how a Level 5 tech uses programming to fix automotive systems.
- The Upstate Respiratory Therapy students shared how respirators save lives.

Korena Stowell, Creative Director at SIDEARM Sports shared, "We love being a part of ERIE21 and the opportunity to connect with students who are aspiring to someday work in STEM. Their eagerness to learn and grow into career paths similar to our own is an inspiring reminder of why we do what we do!"

With all these unique careers, students were able to experience snapshots of what professionals do here in Central New York every day. It is critical to expose students to the possibilities and how STEM is everywhere. We are grateful to the employers and ERIE21 team who take the time to help students and encourage the future workforce.

Partners for Education & Business (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.

TALENT PIPELINE DEVELOPMENT

Mike Russo, President & CEO - The National Institute for Innovation and Technology (NIIT)

MAKING GAINS THROUGH REGISTERED APPRENTICESHIP



The National Institute for Innovation and Technology (NIIT) is developing the nation's advanced manufacturing workforce, focusing on semiconductors and nanotechnology-related fields. As part of this mission, NIIT is launching Career Opportunity Hubs throughout

the U.S., connecting individuals, local education systems, and industry to create a long-term talent pipeline that equips students with necessary skills for advanced technology positions. NIIT recently opened the first of its Hubs in New York's Capital Region at an event attended by leading policymakers, including Senate Majority Leader Charles Schumer and Congressman Paul Tonko.

Part of a national strategy to strengthen strategic industry sectors and their supply chains, Career Opportunity Hubs utilize NIIT programming and support structures to build regional advanced manufacturing and tech workforces. This collaborative effort equips local education systems with resources to provide skills-based career pathways through innovative Registered Apprenticeships. As a result, these programs expand career opportunities to individuals currently underrepresented in our national tech talent pipeline.

Beyond regional Career Opportunity Hubs, NIIT is enabling skills-based education and developing the country's talent pipeline through its National Talent Hub. Through comprehensive industry engagement, NIIT's National Talent Hub aligns industry and academia in real-time to ensure curricular alignment and connect jobseekers to opportunities in a state-of-the-art online portal. The National Talent Hub is the only competency-based system with real-time input from employers so jobseekers can see what skills are in demand, how their qualifications match-up, and what training they may need for specific positions.

NIIT also supports the growth of the advanced manufacturing industry through its Growing Apprenticeships in Nanotechnology and Semiconductors (GAINS) program, which expands Registered

Apprenticeships in semiconductor and nanotechnology-related industries. Under contract with the U.S. Department of Labor, GAINS helps employers design and deliver Registered Apprenticeship Programs that broaden their workforce, develop specific competencies among new employees, and retain long-term talent. Individuals in the program have the opportunity to "learn while they earn" and gain the knowledge, experience and skills necessary to succeed in various tech-based careers. GAINS also empowers community colleges and other training providers to support Registered Apprenticeship Program course delivery.

Recognizing the valuable experiences of returning service members, NIIT's VetConnect helps veterans translate their expertise into careers in crucial sectors tied to U.S. national security and global competitiveness. Through the National Talent Hub, veterans and their families align their skills with advanced manufacturing careers, identify potential gaps in skills and find rewarding positions across the country free of charge. NIIT also offers a Veteran's Fellowship Program designed for veterans returning to civilian life. Participants become "NIIT Fellows" rather than apprentices, and programs are developed with more flexibility, unique compensation models, and training focused specifically on leveraging skills veterans gain during their service.

Advanced manufacturing and the semiconductor industry are fast-moving, ever-evolving, and increasingly important to meeting our country's goals. Through a comprehensive national strategy, NIIT is working with regional partners like MACNY to deliver programs and services that expand opportunities and develop a workforce well-prepared for the future.



Scan the QR code or visit the NIIT website to learn more!

www.niit-usa.org

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

WILL HISTORY REPEAT?



“Those who cannot remember the past are condemned to repeat it.”
— George Santayana, philosopher

I was reading an article recently published by Matt Simon titled, “The Heat Wave Scorching the US is a Self-Perpetuating Monster”. From the article, I learned that we are currently under a Heat Dome with an evolving El Niño event (a band of warm water that develops in the Pacific Ocean and influences weather around the world). It stagnates as it forms a high pressure system. That air mass descends and warms up even further. It discourages the formation of clouds, leaving no protection from solar radiation, creating no precipitation. The soil gets dried out, with no way to cool off¹.

This has me questioning how the use of ethanol is contributing to this problem. First, it is important that you know I am solidly behind going green in a measured, impactful, and timely manner. And, as a native Iowan, I have people that I love deeply who are supporting their families growing corn for ethanol. I had not thought about how that could be contributing to the heating of the Earth, which is exactly what we are trying to mitigate.

According to Tom Perkins’ recent article on theguardian.com, we are on the verge of making things worse. There is danger in going all-in to reduce the carbon footprint from transportation by utilizing biofuels (ethanol). In fact, there is an active lawsuit against the EPA for, “largely ignoring the impacts on endangered species, as required by law.” The agency has twice ignored court orders to study the impacts and Perkins says, “(The Agency) is probably dodging the requirements because ethanol production ‘props up’ the corn industry which has a powerful lobby.”²

About 40% of all corn is grown for use in ethanol. Nearly half is for animal feed. The EPA sets limits of biofuel usage for the transportation industry. The production of this fuel eliminates wetlands and prairie land that serves as carbon sinks. Ethanol also pollutes water. The regulation for pesticides and fertilizers for corn growth in ethanol production are much looser, so much higher levels of dangerous chemicals run into surface and ground water.



The further I read, the more curious I became about what happened to cause the devastating conditions of The Dust Bowl in the 1930s and what we did about it. The short answer is over producing on land that could not support those crops and level of farming. The native prairie grasses could survive drought, the wheat that was planted could not, and when precipitation fell, it shriveled and fell to the earth, exposing bare earth to the winds³.

The disaster caused three million people to leave their farms on the Great Plains and relocate — mostly west. Hundreds, if not thousands, died from “dust pneumonia.”

What did we do about The Dust Bowl? “Perhaps most helpful was the Civilian Conservation Corps, which employed thousands of Americans. Roosevelt directed this group to plant over 200 million trees in the Great Plains to lessen the wind, hold water, and keep the soil in place.”⁴ We replaced the carbon sinks and land protection.

If we don’t clearly understand the impact of our decisions, are we condemned to repeat our pasts mistakes?

1 <https://arstechnica.com/science/2023/07/the-heat-wave-scorching-the-us-is-a-self-perpetuating-monster/>

2 <https://www.theguardian.com/environment/2023/jul/24/lawsuit-us-epa-biofuel-production-harm>

3 https://ocp.ideo.columbia.edu/res/div/ocp/drought/dust_storms.shtml

4 <https://www.findmypast.com/blog/history/1939-the-year-the-dust-bowl-settled>

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

WILL YOU BE READY?



Fall is right around the corner, and before you know it, we will be moving right into 2024. Will 2024 be any different than 2023?

Will you be any closer to your goals? You will have new opportunities, but will you be ready?

Legendary basketball coach John Wooden taught us all that when opportunity knocks, it is too late to prepare. The time to start planning for your growth is right now. Not tomorrow, not later this evening, but now. Let's take a look at where you can start.

Where is your heart? What types of projects or tasks energize you or bring you joy? According to Patrick Lencioni and his team at the Table Group, all work can be divided into six categories or "geniuses": Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity. Each of us has two areas that are our genius areas. We are not only good at operating in these areas, but it energizes us when we do. Nobody ever experienced burnout doing something that energized them. So, back to my questions, where is your heart? What energizes you?

Let me use myself as an example, my two working geniuses are Galvanizing and Enablement. People with the genius of galvanizing love to get things moving. They are great at pushing people out of their comfort zones and inspiring them to get started. They enjoy rallying people around an idea and getting them moving in the right direction. People with the genius of Enablement make things happen. They know how to help, when to help, and can flex to whatever the situation calls for. People with the genius of Enablement are people-oriented and want to help realize a vision. This genius provides the support needed to move solutions into the first stages of implementation.

When I look at my career, I always gravitate to these two areas of work. As a plant manager and later as a company president,

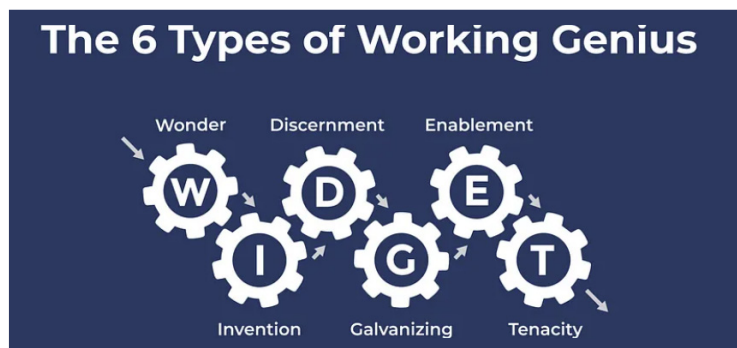
I spent my days getting people moving in the direction of our goals. I tried to make sure they had the resources they needed to succeed. As I got older, I began learning more about leadership and equipping people. It quickly became obvious that there was a new calling out there somewhere. I didn't know what or when, but I knew something was happening. I was growing in the areas that spoke to my heart, and in 2015, Randy Wolken approached me about joining MACNY. This move wasn't part of my plan, but it was an opportunity I was prepared to claim. Had I not been intentional about growing two years before, the opportunity would have passed me by. You read that correctly; I became intentional about my growth two years before the opportunity presented itself.

Looking at my geniuses, I am amazed at how they align with my job. As a trainer and a coach, I spend my days galvanizing and enabling others. These activities energize me, give me a reason to get up in the morning, and help bring about positive change in the organizations of Central New York.

Let's get back to you. Will you be ready for the opportunities coming in 2024 and beyond? If you listen to your heart and intentionally grow in those

areas, your future will be very exciting and meaningful. If you are unsure where to start, consider attending The 6 Types of Working Genius workshop on September 14th (offered in-person and virtually). You will leave the session understanding what parts of work energize you, regardless of your industry or profession. Learn more or register at macny.org/events.

If you'd like to chat or learn more about this topic, reach out to me at dfreund@macny.org. I am happy to help you think about a brighter future.



GROWTH & DEVELOPMENT

Kyle Pipes, Chief Growth & Development Officer

LEVERAGE YOUR KEY INGREDIENT



One of my favorite definitions of culture is, “how we do things around here”. It captures how we work, how we treat one another, what we celebrate, and what we care about.

Every organization has a culture; the question is whether it's the one you want. Here are three principles to remind you why your organization's culture is so important, along with guidance on how to build the one you need.

Your culture is the key ingredient that you make everything with.

As an avid cook, I learned early on that the quality of my ingredients mattered. Eggs with bright orange yolks make a much better breakfast sandwich, carbonara, or hollandaise sauce. The same is true about an organization's culture. You will treat your customers like you treat one another, so make sure your relational habits are honed. One of the keys to efficiency is the ability to help one another and be honest about how we can improve — that's culture. Need innovation in this ever-changing world? Employees and teams are innovative when they feel safe, connected, and trusted. Whether you have a culture that rewards and encourages these behaviors will be a difference maker in your long-term results. You have a lot of time, emotional energy, and resources invested in your organization; ensure that you're building your organization with the finest culture.

You can't create a culture you aren't clear about.

Most organizations operate with financial clarity. We have clear goals for gross margin, EBITDA, cost of goods sold, revenue, and many other financial markers. We also usually know how we stand concerning those goals, have charts and graphs to illustrate, and have new development plans each year. Too often, when it comes to culture, we have value statements that were created once, but only a few people that remember them or can explain how they shape day-to-day operations. If you want to create a great culture that gives you a competitive advantage, you must be crystal clear on what that culture is, then hire for it, develop towards it, measure it, and move on from people or customers that threaten it.

The culture you want must be continually cultivated.

Your culture is like your landscaping — it requires constant work. You can't set it and forget it. Just like your landscaping grows, gets invaded by weeds and pests, and is worn down by the environment, the same is true for your culture. You will have to forever strive to build, maintain, and reinforce your culture. There will be days in which the pressure of your organization threatens to undo your culture. We drift as humans from the behaviors we know give us life. We forget who we are at our best. This reality will require you to continually cultivate the culture you want through review and reflection, training and development, clear communication, and strong systems.

Great culture helps organizations thrive and contributes to the good of our communities. Let's lead great culture together!



Join Kyle for his next training on
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UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

THE GREEN ENERGY FRONTIER



A Journey You Need Not Travel Alone

While the manufacturing community works to gracefully reduce our carbon footprint, no one has yet to figure out all the answers.

There are many companies that care deeply about this issue and are making great progress.

PaperWorks, located in Baldwinsville, NY, is one such company. PaperWorks is a leading, integrated North American full-service provider of recycled paperboard and specialized folding cartons for packaging applications. I recently visited them and met with Don Gray, Director of Engineering, and Steve Rynkiewicz, Maintenance Manager, (pictured right). I learned that their journey started at a MACNY Energy Programs Breakfast Meeting in 2018. Don and Steve left the event with a 'spark' (no pun intended) and contacts at New York State Energy Research and Development Authority (NYSERDA). Since then, CHA Consulting, the industrial outreach contractor for NYSERDA, has also been working with PaperWorks.



Their first project was upgrading lighting to all LED in the office and the manufacturing space. By leveraging National Grid's Rebate Program, PaperWorks re-lit the plant at about 50% of what it would cost on their own. Plus, they reaped the benefit of lower energy usage for the long term (lighting used to be 25% of their energy spend and has dropped to 11%).

In a 2018 FlexTech study, funded through NYSERDA at 50% cost share, the Air Compressors were identified as the next opportunity to address. Don knew they would upgrade equipment and fully take advantage of the new equipment. Data loggers were installed and monitored to help develop the compressor specifications. Additionally, CHA was instrumental in helping to guide PaperWorks to access NYSERDA programs, reducing engineering costs and adding long-term energy efficiency gains. In 2019, another FlexTech study focused on a compressed air leak

program which resulted in more efficiency improvements, and with a quick payback.

Next, Don and Steve turned their attention to the remainder of the plant equipment and their energy consumption data. Loggers provided valuable data of process energy management for minimizing peak demand and utilizing consumption information to stagger on/off periods. Equipment controls upgrades, such as Variable Frequency Drives and PLC upgrades to the baler trim fans, enhanced the efficiency effort with enormous energy savings.

As a Continuous Improvement practitioner, I can relate to Don's position on improving sustainability. It is a journey and it is never done. Don and Steve are doing their due diligence by investigating alternative energy sources. Like many others are finding, it ultimately comes down to ROI.

How does one keep the initiative going? PaperWorks has started a fourth FlexTech study to evaluate carport solar and battery storage to further increase plant resiliency and efficiency. They have also established a monthly meeting with National Grid's Strategic Energy Management Partner Program. The team reports on project status and Don can report progress to Corporate on the metrics.

When asked about customers' response to going green, Don says "Customers are interested in our sustainability plans and initiatives to reduce energy consumption. Working with NYSERDA and other partners on these projects has helped us reduce costs and remain a high-performing facility."

As the most critical component to the PaperWorks journey, Don lists mentors, coaches, and partners such as CHA, National Grid, and NYSERDA. You do not have to go this journey alone! Reach out to me at coehmigen@macny.org and I'll connect you with the right people to get you started.

NEW MEMBER SPOTLIGHT

CAYUGA COMMUNITY COLLEGE

Cayuga Community College is a 2-year college offering transfer and career-oriented curricula on degree and certificate basis. cayuga-cc.edu

GROWTH MODE TECHNOLOGIES

Growth Mode Technologies offers IT support, technology training, custom software, and more. localitdept.com

NATURALLY LEWIS

Naturally Lewis (LCIDA) is the lead economic development agency for Lewis County, working to promote business and community engagement. naturallylewis.com

SPECIAL METALS

Special Metals is a world leader in the invention, production, and supply of high nickel alloys for critical engineering. specialmetals.com

WORKPLACE LEARNING SYSTEM

Workplace Learning System is a management consultancy with an emphasis on helping businesses create culture of safety excellence and ownership. workplacelearningsystem.com

MITTEN FLUIDPOWER CORPORATION

Mitten Fluidpower Corporation is a leading distributor of hydraulic, pneumatic, automation, filtration, and fluid connector components. mittenfluidpower.com

PACEMAKER STEEL AND PIPING COMPANY

Pacemaker Steel and Piping Company is a metals and pipe distributor who sells steel, aluminum, and other alloys, pipes, valves, and fittings with processing capabilities. pacemakersteel.com

WELLS COLLEGE

The Wells College Institute for Workforce Partnerships bridges the gap between higher education and the workforce by providing innovative and affordable learning opportunities for adult learners of all ages and backgrounds. wells.edu

CUSTOM TOOL & MODEL CORPORATION

CTM utilizes a full range of conventional and computer-operated machines to provide services such as CNC machining, sawing, welding, 3D printing, and more. ctm-corp.com

NIDEC CORPORATION

Nidec Corporation produces DC and AC electric motors, primarily supporting wind turbine blade positioning. nidec.com

THE WHITING-TURNER CONTRACTING COMPANY

The Whiting-Turner Contracting Company provides construction management, general contracting, design-build, and integrated project delivery services. whiting-turner.com

NEW REGISTERED APPRENTICESHIP SIGNATORY COMPANY SPOTLIGHT

EMCOM, INC.

EMCom, Inc. has operated their electronics and electro-mechanical manufacturing site in Auburn, NY since 1995. em-com.com

KNOWLES PRECISION DEVICES

Knowles Precision Devices makes multilayer, single layer, high reliability and precision variable capacitors, EMI filters and microwave devices including RF filters, splitters and couplers. www.knowles.com

BUSH INDUSTRIES

Based in Jamestown, NY, Bush has been a leading manufacturer of casegoods and ready-to-assemble furniture for over 60 years. bushfurniture.com

BUXTON MEDICAL EQUIPMENT CORP.

Buxton is an employee owned company specializing in washing, sterilizing and service solutions. buxtonusa.com

GSE DYNAMICS

GSE Dynamics, Inc. is a full-service engineering and manufacturing company engaged in the manufacture, assembly and testing of military mechanical and structural components and assemblies. gsedynamics.com

NEW DUPLIFULFILLMENT
Warehousing, Packaging & Distribution
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"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



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MEET THE MACNY 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



Chief Growth &
Development Officer
KYLE PIPES | Ext 47



Director of Energy &
Corporate Services
CINDY OEHMIGEN
Ext 14



Director of Government
Relations
MATT GEITNER
Ext 13



Member Engagement
Manager
JUSTYNA VALENCIA
Ext 54



Training Manager
KELLY HYLAND
Ext 51



Accounting & Benefits
Manager
PATTY CLARK
Ext 10



Marketing &
Communications Manager
MARISSA BECK
Ext 53



Marketing &
Communications Manager
DEB TILTON
Ext 19



Senior
Accountant
CARRIE ARENS
Ext 52



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Director of Apprenticeship
& Workforce Development
AMY STAGE
Ext 58



Manager of Apprenticeship
& Workforce Development
COLLEEN BLAGG
Ext 61



Senior Workforce
Development Specialist
EILEEN DONOVAN
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Specialist
SAMANTHA WESSING
Ext 18



Workforce Development
Specialist
YAWA ZEWOU
Ext 55



Apprenticeship Coordinator
ALTHEA STRIFE
Ext 28



Director, Partners for
Education & Business, Inc.
TAYLOR HODGE Ext 24



Manager, Partners for
Education & Business, Inc.
EMILY LANGAN
Ext 12



Workforce Development
Specialist, PEB
AMY STEWART
Ext 26



Workforce Development
Assistant
MURJAN ABDI
Ext 62

MACNY'S 2023 SIGNATURE EVENTS

FALL KICKOFF

September 21, 2023 | VIP Structures, Syracuse

MANUFACTURING MONTH

October 2023 | Central New York

LEGISLATIVE BREAKFAST

October 10, 2023 | The Double-Tree Hotel, East Syracuse

LIVE2LEAD

November 3, 2023 | The Lodge, Skaneateles



Sponsorship opportunities still available for select events! Contact Cindy Nave, cnave@macny.org.



More dates to come for 2024. Keep an eye out!



ATTN: OWNERS, CFOS, CONTROLLERS, TREASURERS, ACCOUNTS PAYABLE AND RECEIVABLE, MANUFACTURING INDUSTRY CPAS

NEW YORK STATE SALES & USE TAX SEMINAR FOR THE MANUFACTURING INDUSTRY

SYRACUSE: 10/23 ROCHESTER: 10/24 BUFFALO: 10/26 8AM-4PM \$295 PER PERSON



ABOUT THE INSTRUCTOR:

Scott Sliker brings an exclusive set of experiences to share with attendees. After two decades as a NYS Sales Tax Field Audit Specialist, he founded The Sales Tax Professionals and has been helping manufacturers comply with the ever changing and complicated world of New York State Sales Tax for over 15 years.

COURSE OUTLINE:

- An interactive discussion on the taxability of goods and services
- Exemption certificates, Direct Pay Permits, IDA exemptions
- Capital improvements, contractors and construction projects
- E-commerce and corporate purchasing cards
- Why am I being audited?
- Handling a sales tax audit
- NEW SECTION: What sales tax resources can I access?

COURSE QUALIFIES FOR 7 HOURS OF CPE CREDIT.

For information on our one-of-a-kind online **searchable database** featuring a comprehensive "Taxability Chart" of thousands of items (both taxable and non-taxable) including equipment, tools, supplies, PPE, R&D, and many other categories purchased by manufacturers, please visit our website at TheSalesTaxProfessionals.com.



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TheSalesTaxProfessionals.com/Seminars





The Manufacturers Association

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SEPTEMBER

TRAINING AND EVENTS

PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Classes start Sept 5 | 1 PM - 4 PM

FALL PROTECTION

Sept 12 | 8 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP

Sept 12 | 9 AM - 10 AM

SHRM CERTIFICATION TRAINING

Classes start Sept 12 | 5:30 PM - 8:30 PM

ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

Sept 13 | 8 AM - 12 PM

ADVANCE 2 APPRENTICESHIP: EMBRACING GREATER DIVERSITY IN THE WORKPLACE

Sept 13 | 9 AM - 10 AM

THE 6 TYPES OF WORKING GENIUS WORKSHOP

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

MAXIMIZE YOUR MEMBERSHIP

Sept 14 | 9 AM - 10 AM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

Sept 18 | 9 AM - 5 PM

SUPERVISORY LEADERSHIP

Classes start Sept 19 | 8:30 AM -
12:30 PM

MICROSOFT PROJECT 2019/2021: PART 1

Sept 19 | 9 AM - 5 PM

BLUEPRINT READING: LEVEL 1 (BASIC)

Sept 20 & 21 | 8 AM - 12 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

Sept 20 | 9 AM - 5 PM

FALL KICKOFF AT VIP STRUCTURES

Sept 21 | 4:30 PM - 7 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

Sept 22 | 9 AM - 5 PM

OSHA 10-HOUR OUTREACH TRAINING: GENERAL INDUSTRY

Sept 26 & 27 | 8 AM - 2:45 PM

BLUEPRINT READING: LEVEL 2 (WITH GD&T)

Sept 26 & 28 | 8 AM - 12 PM

REGISTERED APPRENTICESHIP MENTORSHIP MATTERS WEBINAR

Sept 27 | 9 AM - 10 AM

TRANSFORMATIONAL LEADERSHIP

Classes start Sept 28 | 8:30 AM -
12:30 PM

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

REGISTER
FOR AN EVENT
OR TRAINING

