

CI NEWSLETTER

The Council of Industry of Southeastern New York

March 2008

The Manufacturers Association of the Hudson Valley

Volume 12 Issue 3

The Engineers of the Future Converge on SUNY New Paltz

Inside this issue:

Training and Education	2
Council News	3
Personnel Matters	4
More Personnel Matters	5
Consumer Price Index	5
Legislative Matters	6
Member Profile - Summit Research Labs	7
EHS Matters	8
CI Calendar	9
Energy Matters	9
Advertisers	10
Manufacturing Matters	11



Wendy Arienzo, Vice President of Manufacturing Services at NXP Semiconductors, addresses the crowd at New Faces of Engineering Day.

For the past six years, The Engineering Advisory Board, in conjunction with the Engineering Department at SUNY New Paltz, has been organizing the New Faces of Engineering Day to increase the exposure of young people to the possibilities of careers in the fields of math and science. Engineering Day has grown from 500 students to over 1200 students from more than thirty six school districts. The corporate participation has increased as well, from fifteen companies when the program began to well over thirty in the last two years.

The usual fidgety adolescent energy at this gathering of teenagers from schools throughout the Hudson Valley was momentarily stilled, as the keynote speaker, NXP

Semiconductors' Vice President of Manufacturing Services, Wendy Arienzo, began her presentation. The key to the crowd's fascination with Ms. Arienzo was simple; she spoke their language. She came not just to preach the glories of engineering and the excitement of math and science, but to talk about video games. She put the concepts of engineering into the well known terms of the latest video and computer games and the audience soaked it all in. She dispelled the myth of the bespectacled engineering geek and implored the audience to stay crazy and be creative.

Ms. Arienzo is the latest in a long list of inspirational speakers to participate in the New Faces of Engineering Day program. Past presenters have included astronauts, NASA Engineers, engineers from IBM, and several robotic specialists. They have all done their part to capture the attention of these middle and high school students and encourage the pursuit of intellectual learning in the field of engineering.

As part of the opening address, Christina Aptatow, President of the local chapter of Society of Women Engineers (SWE) and a freshman engineering student at SUNY New Paltz, spoke about the opportunities available to those who choose engineering as their major course of study in college. There was a brief powerpoint presentation emphasizing the bright future students pursuing a career in engineering can look forward to, including opportunities to pursue advanced degrees in their field of study and eventually obtain well paid employment.

Each year there is a central theme and this year's theme was energy. After the welcome and keynote address, the teenagers were divided up and sent to either build an electrical circuit or listen to a lecture on renewable energy by Carl Meyer, President of CH Energy Group.

Throughout the day the students were able to visit kiosks sponsored by various companies, many of whom belong to the Council of Industry. Students were given a "passport" to be stamped by the various presenters in the kiosk area. Completed passports were entered into a drawing for a prize. The energy and curiosity of these teenagers was phenomenal as they buzzed from one booth to the next collecting "passport stamps" and information about the thirty five different companies participating in New Faces of Engineering Day.

The kiosks were full of the latest technology. The United States Military Academy at West Point brought some mini robots and remote controlled vehicles, SP Industries had freeze dried ice cream, Zierick Manufacturing had circuit boards, and Se'lux had an illuminating display of lighting. Panasonics plasma screen television was popular, but the Council of Industry booth got plenty of visitors itself, even without the high tech gadgetry.

Overall the students seemed to be truly interested in the information presented to them and excited about the field of engineering.

The Council of Industry is seeking nominations for its Manufacturing Champions Award Breakfast.

This award is presented annually to two individuals: one individual from the manufacturing sector and one from the public sector. The award will be presented in May at the Council of Industry's Annual Award Breakfast.

For more information or to nominate an individual for the award please complete the form inside this newsletter and return it by fax to (845)565-1427 or contact Ana Maria at (845)565-1355 or anamaria@councilofindustry.org.

Newsletter Sponsored By



Training and Education

The Council of Industry is pleased to offer Lean Manufacturing training for firms who would like to provide their employees with high quality training designed to help their business apply lean principals and become more profitable.

Basic Programmable Logic Controls

PLC Hardware • Power Supply • Central Processor • Memory • Input/Output Cards

How PLC's work • How logic is solved • Scan Time **Instructions** • Contact • Coils • Timers/ Counters

How to read ladder logics **Troubleshooting**

Date: March 25 **Time:** 9:00 am to 4:30 pm

Place: Orange Community College, Newburgh Extension Center, Newburgh, NY.

Cost: \$85 per person/ \$70 for two or more from the same company. Continental breakfast and lunch included.

Intermediate Electricity: Theory and Measurements

- Review of electricity basics.
- Electrical components, identification and uses. (inductors, capacitors, switches, relays, sensors, potentiometers / reostats, solenoids etc.)
- Schematics for advanced electrical circuits.
- Analyzing and troubleshooting advanced circuits. (theory and measurement)

Hands on exercises:

- Wiring and testing advanced circuits
- Analyzing and troubleshooting advanced circuits
- Troubleshooting techniques and methods.

Date: March 28 **Time:** 9:00 am to 4:30 pm

Place: Orange Community College, Newburgh Extension Center, Newburgh, NY.

Cost: \$85 per person/ \$70 for two or more from the same company. Continental breakfast and lunch included.

Basics of Hydraulics

- Provides an understanding of basic hydraulics.
- Teaches how hydraulics work - hydraulic training on how common hydraulic components operate and interact with each other.
- Instructs your personnel about reading and understanding hydraulic schematics.
- Reviews preventative maintenance procedures.
- Discusses troubleshooting of hydraulic systems.
- Provides all participants with a course manual for future reference.

Who Should Attend?

- Maintenance Personnel • Equipment Operators • Purchasing Personnel • Plant Supervisors
- Anyone involved with the adjustment, maintenance, specification, or operation of hydraulic systems.

Date: April 10 **Time:** 9:00 am to 4:30 pm

Place: Dutchess Community College, Poughkeepsie, NY.

Cost: \$85 per person/ \$70 for two or more from the same company. Continental breakfast and lunch included.

Current Good Manufacturing Practices Awareness Training cGMP

Applicable to the Food, Drug and Cosmetic and the Medical Device industries, FDA cGMP Awareness Training will give attendees an opportunity to learn how the FDA guidelines and regulations affect their organization and how they can help the organization maintain compliance while remaining competitive. This class is specifically applicable to Drug, Cosmetic and Medical Device industries. Program can be tailored for "on-site" delivery for a company specific review.

Date: March 11 **Time:** 9:00 am to 1:00 pm

Place: Orange Community College, Newburgh Extension Center, Newburgh, NY.

Cost: \$85 per person/ \$70 for two or more from the same company. Continental breakfast and lunch included.

Lean Manufacturing: Introduction to Lean Manufacturing

In this session, participants will be exposed to a broad list of Lean tools and definitions that will be covered in the subsequent sessions. The session compares traditional/batch manufacturing with Lean manufacturing. On a quick overview basis Lean tools will be briefly defined and discussed.

Date: March 13 **Time:** 9:00 am to 4:30 pm

Place: Bowne Hall, Dutchess County Community College, Poughkeepsie, NY.

Cost: \$125 per person/ \$110 for two or more from the same company. Continental breakfast and lunch included.

Council News

Succession Leadership Planning Seminar

The Council of Industry, in conjunction with the Mid Hudson Valley Society of Human Resource Management (MHVSHRM), would like to invite you to attend an informative seminar on Succession Leadership Planning. The seminar's focus is to help answer the question "Who will be there when you can't?"



There are many reasons to plan ahead for the possible restructuring of leadership within a company, an extended leave of absence, someone decides to retire or change careers, or any of several other scenarios, but the important thing is to have a plan in place beforehand to make the transition easier. Leaders are not just born, they are made and it is important to know where to look for leadership within an organization when the situation calls for it.

This seminar features Lynette Seawall, President and CEO of Performance Plus Consulting, speaking about succession planning as it relates to leadership roles within an organization.

When: Thursday, March 20 at 8:00 am

Where: The Quality Inn, Newburgh, NY.

Cost: \$15 for Council members

Anyone who would like more information or would like to register to attend should contact Alison Butler at albutler@councilofindustry.org or by phone at (845)565-1355

Theory and Practice of Open Innovation

The final course of the Innovation Series will review multiple theories of open innovation, including open outside, open inside, and the use of brokers and other third parties. The course will include a discussion of the pros and cons of open innovation, including the issue of protecting intellectual property, and a review of best practices in open innovation: IBM, P&G, Whirlpool, and others. Participants will learn about the value of open innovation approaches, criteria for selection of

the correct approach for each business, and development of open innovation strategies and plans. Finally, participants will understand which approach to open innovation, if any, applies to their business, and develop a preliminary open innovation strategy and action plan.

Date: March 27 at 9:00a.m. to 4:30 p.m.

Place: Dutchess Community College, Browne Hall, Poughkeepsie, NY

Cost: \$125 per person / \$110 for 2 or more

Instructor: Robert Boehner, JD

Continental breakfast and lunch included.

EHS Sub-council Meeting Will Focus on Contractor Safety

Any time an outside contractor or consultant comes in to work at your facility your company needs to be sure they have a safety plan and that they are in accordance with your company's health and safety plans. This is a subject that effects many companies at one point or another and now is your chance to find out more information about how to organize the many aspects of Contractor Safety.

At this meeting there will be a presentation of Balchem Corp's Contractor Safety and Security program by Gary O'Bannon, as well as a presentation on Contractor Safety from Jeffery Sotek, HRP Associates, Inc., an environmental / civil engineering firm that also provides health and safety



consulting. Both presentations should help illuminate the various aspects of Contractor Safety Programs along with the need to be in compliance with OSHA regulations to insure a safe and secure workplace.

When: Friday, March 21 from 8 to 9:30 am

Where: The Council of Industry Office, the Desmond Campus, Newburgh, NY.

Cost: Free to members

Anyone who would like more information or would like to register to attend should contact Alison Butler at albutler@councilofindustry.org or by phone at (845)565-1355.

Leaders are not just born, they are made and it is important to know where to look for leadership within an organization when the situation calls for it.

Personnel Matters

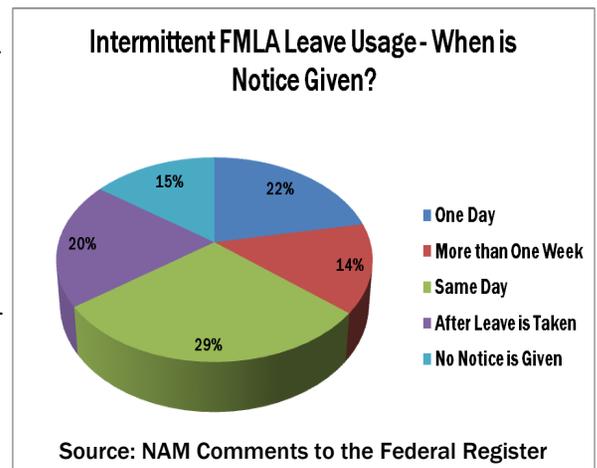
The impact of the intermittent leave policy on manufacturers is incalculable. The opportunity to miss work without threat of discipline or to follow an employer's normal attendance procedures has led to uncontrollable absences and immeasurable loss.

Family Medical Leave Act (FMLA) Support Proposal to Update, Protect and Improve Law

- The Family and Medical Leave Act of 1993 (FMLA) provides terrific benefits for employees by allowing extended, unpaid leave for childbirth, adoption and serious family illnesses.
- Unfortunately, in the past 15 years, this well-intentioned law has become one of the most misunderstood and costly federal statutes on the books.
- The wide misinterpretation of FMLA's intermittent leave, definitions of *serious health conditions* and *medical certification forms* is causing real headaches for managers and hurting businesses' abilities to serve customers.
- Furthermore, the law's ambiguities have created a *no-win* situation for employers wishing to curb the law's misuse, as well as for employees who witness their coworkers unfairly and wrongfully taking advantage.
- On February 11, 2008, the Department of Labor (DOL) released proposed regulations to help clarify and improve the FMLA.
- The purpose of the DOL's proposal was not to undermine or cut back on the amount of family or medical leave. Instead, it aims to clarify the rules employers and employees must follow to administer and access these important benefits.
- The DOL's proposed changes to the FMLA will enhance and strengthen a law that has helped many of America's workers and their families and stands to help millions more.

FMLA in the Workplace:

- In a 2006 survey, 65% of NAM member companies experienced disruptions in business and/or absorbed significant operating costs due to unscheduled intermittent leave.
- In the same survey, NAM members reported that uncontrolled, unscheduled intermittent leave is the biggest challenge facing the administration of the FMLA and management of the workforce. Nearly 65% of intermittent medical leave requests occur on the day of the leave or after the leave has been taken.
- The impact of the intermittent leave policy on manufacturers is incalculable. The opportunity to miss work without threat of discipline or to follow an employer's normal attendance procedures has led to uncontrollable absences and immeasurable loss. Some manufacturers are experiencing a use of intermittent leave at nearly 8 times the national average. Additionally, the problem is much more severe for manufacturers who rely on production deadlines and schedules far more than other employers.



How Congress Can Help:

The DOL's proposed changes should be supported to protect and improve FMLA.

Continued on next page.

More Personnel Matters

Proposed Changes to the FMLA:

The Department of Labor’s proposed changes to the FMLA are important steps to improve the FMLA. These changes would help to:

- Define a “reasonable effort” an employee must make in order to access intermittent leave benefits. Current FMLA regulations allow employees to claim FMLA absences up to two days after they return to work. In contrast, the DOL proposes that in non-emergency scenarios, employees should notify employers of impending absences in advance.
- Clarify accepted absences. Under the DOL proposal, employees would be required to provide employers with verifiable information pertaining to the employee’s inability to perform essential functions of their job, the anticipated duration of absence and whether a visit to a health care provider is needed.
- Promote employees’ regular attendance. The DOL proposes that employers who choose to offer *perfect attendance* bonuses may take FMLA leave into account when offering these bonuses to employees.
- Increase the "designation notice" time that requires employers to notify employees *whether or not their FMLA leave requests and medical certifications have been accepted or denied* from two to five days.
- Address ambiguities related to situations in which an employee wishes to utilize FMLA leave time for an absence lasting longer than three days. The DOL proposal indicates that the employee must see a health care provider twice within 30 days if they were not prescribed medication during their first visit.
- Assist employers in accessing employees’ health care provider; with permission, to clarify medical certifications. Under the proposal, an employer has the ability to provide health care providers with a description of an employee’s essential job functions and recent FMLA-related absences. The employee may request medical certification for each of the employee’s job functions. Finally, the proposal allows employers to request an annual renewal of these medical certifications.

Bottom Line:

- Congress should allow and encourage the DOL to address the current administrative loopholes of the FMLA.

Under the DOL proposal, employees would be required to provide employers with verifiable information pertaining to the employee’s inability to perform essential functions of their job, the anticipated duration of absence and whether a visit to a health care provider is needed.

Consumer Price Index - Jan. 2008

			<u>Point</u>	<u>%</u>	<u>% Increase</u>
Wage Earners & Clerical	<u>Jan.</u>	<u>Dec.</u>	<u>Increase</u>	<u>Month</u>	<u>Year</u>
1967=100	615.8	612.9	2.9	0.5	+4.6
1982-84= 100	208.7	207.1	1.6	0.5	+4.2
All Urban Consumers					
1967=100	632.3	629.2	3.1	0.5	+4.5
1982-84=100	212.9	211.2	1.7	0.4	+4.3
Hudson Valley Unemployment Rate for December 2007 = 3.9 %					

Legislative Matters

New York's businesses, which pay 30 percent of school property taxes, get no benefit from STAR. The effective tax burden on business property is about \$1 billion higher than it would be if taxed the same as residential property, the report said.

Report Finds Escalating Property Taxes and Local Spending Continue to Hurt Economy, Despite STAR

From the New York State Business Council:

ALBANY— The program originally intended to reduce property taxes has had little impact in that area, instead helping to escalate state spending over the past decade, the Business Council's research affiliate has concluded in a new report.

The report, *What's STAR Got To Do With It*, was released this week as lawmakers met to discuss the growing problem of property taxes in the state. The report was produced by the Council's not-for-profit research affiliate, the Public Policy Institute.

"New York's local property taxes hit \$37 billion in 2005 (the most recent year for which the state Comptroller's office has published complete data)," the report said. Outside New York City, which levies a local income tax, property taxes averaged \$2,303 per capita—the highest in the country and more than double the national average, the report added.

The problem of property taxes continues to escalate, "The Comptroller's office says property taxes increased an average of 3 percent a year from 1995 to 2000, then an average of 7.1 percent a year from 2000 to 2005—more than double the rate of inflation," the report said.

And STAR, originally intended to reduce property taxes when implemented in 1998, could be a contributing factor to that fast growth, the report argued. Under the cover of STAR, school district property-tax levies rose four times as fast between 2002 and 2007 as they did in the previous five years. In addition, New York's businesses, which pay 30 percent of school property taxes, get no benefit from STAR. The effective tax burden on business property is about \$1 billion higher than it would be if taxed the same as residential property, the report said.

"One alternative might be to cap both STAR, and local property taxes. STAR could be capped at its 2006-07 level, for example, and local property taxes capped at 2.5 percent—about the rate of inflation. The property-tax cap would offset the impact of the STAR cap." But, the report argued, the key to a permanent solution is to adopt mandate relief, and downsizing reforms, that will enable local governments to get by on less.

The Institute's report outlined a plan for property-tax reform that includes both a cap in the growth of STAR and some mandate relief for localities. "Freezing STAR at its 2006-07 level of \$4 billion [. . .] could save the state \$1 billion in FY '08-09 and eliminate all consideration of tax increases in the new budget," the report wrote.

Two steps would insulate property taxpayers from the STAR freeze. First, state lawmakers could roll back costly state mandates on local governments—and then help them consolidate, share services, downsize and realign their workforces to save taxpayer dollars. Those reforms could include elimination of the Wicks law—a state law requiring municipal governments to issue multiple contracts for construction projects costing more than \$50,000 which the state Budget Division has estimated drives up local construction costs by as much as 30 percent.

The Institute said additional mandate relief could include reforming the Triborough Amendment (which mandates that provisions of expired union contracts are binding until a new contract is ratified), updating public employee pension plans, and relieving municipalities from liability lawsuits. Those changes alone would "almost certainly" save over \$1 billion from the \$160 billion that localities will spend this year, the report said.

The second key reform that would shield taxpayers from a freeze in the STAR program would involve adopting a statewide cap on the growth of property taxes to ensure that any cost-cutting measures taken actually come back to taxpayers. "A cap that allowed property-tax growth of 2.5 percent this year, for example, would reduce the hit on taxpayers by about \$1.4 billion (assuming taxes will otherwise rise 7.1 percent, in keeping with recent trends)," the report said. "That cap—at, or close to, the projected rate of inflation—would more than offset the impact on the taxpayers of freezing the STAR program."

"If those commissions were given a concrete goal—for example, to find \$1 billion in savings this year, growing to \$2 billion in two years—New York State could freeze STAR, cap taxes, and deliver real relief to residential and business property taxpayers," the report concluded.

Member Profile

Summit Research Labs

Year Founded: 1962

Location: Huguenot, NY

**Number of Employees:
110**

Principle Product: Antiperspirant active chemicals

Council Member

Since:1972

Thomas Edison once said, "Genius is one percent inspiration and ninety-nine percent perspiration." Summit Research Labs puts their genius to good use in finding ways of reducing perspiration. At Summit, they manufacture the active ingredient in antiperspirants, Aluminum Chlorohydrate (ACH) and Aluminum Zirconium Chlorohydrate Glycine (AZG).

Helping people smell good has been one of the constants in the evolution of the company since it started back in Wisconsin as Wickhen back in the 1950's. Wickhen

began in Milwaukee as a division of Kolmar Labs to supply chemicals to Kolmar. As Kolmar moved to the east coast, so did Wickhen, where they opened the current plant in Huguenot, NY, in 1962.

The original product line consisted of esters and emollients for soap production, but in the late 1960's Wickhen delved into the antiperspirant actives industry.

Through the years the company has undergone numerous changes and incarnations. Wickhen was sold to an employee management group, which in turn sold the company to Dow Corning, who eventually sold it to Summit Research Labs in 1992. Throughout the 1970's and 1980's, the company focused on their line of polymers and esters in addition to



their antiperspirant actives. Then in 1988, the company divested itself of its polymer and ester lines. Summit has also recently changed ownership and divested its water treatment chemical and pulp/paper chemical divisions, concentrating its focus on the antiperspirant actives.

Antiperspirant actives are the ingredients in your deodorant and antiperspirant that stop sweat from forming. Aluminum Chlorohydrate is used in aerosol and non-aerosol

products and can provide 25-35% sweat inhibition; its enhanced efficacy formula provides a 35-45% reduction in perspiration. The other antiperspirant active, Aluminum Zirconium Chlorohydrate Glycine, is used only in non-aerosols and typically provides 45-55% sweat inhibition.

with the enhanced efficacy formula providing a 55-80% reduction in perspiration.

These actives are available as impalpable powders, superfines, microspherical beads, controlled particle size powders and solutions of various concentrations. The company's actives can be found in many of the leading brands of antiperspirant.

Recently Summit Research Labs has expanded by purchasing the former Westwood Chemical plant in Wallkill, NY. They are currently in the process of hiring, training people and scaling up this new facility.

Summit Research Labs has achieved their success by evolving with the times. Through their sweat and hard work they have reduced our sweat when we work hard.



The Summit Research Labs facilities in Huguenot, NY.

**Recently
Summit
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EHS Matters

OSHA Issues Enforcement Procedures Directive for New Hexavalent Chromium Standards

The standards lower the permissible exposure limit for hexavalent chromium to 5 micrograms of Cr(VI) per cubic meter of air as an 8-hour time-weighted average. Hexavalent chromium compounds are regularly used in the chemical industry in pigments, metal plating and chemical synthesis.

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued a new compliance directive for occupational exposure to hexavalent chromium (Cr(VI)). The directive, OSHA Instruction CPL 02-02-074, Inspection Procedures for the Chromium (VI) Standards, was effective January 24, 2008. The Cr(VI) standards were originally published in the Feb. 28, 2006, Federal Register.

Hexavalent Chromium is a metal particle that can occur naturally in rocks but is most commonly produced by industrial process. It has the ability to gain electrons from other elements (a strong oxidizer), which means it can react easily with them. Because of its ability to react with other elements, it can produce hard coatings, which is why it is used in paints for cars, boats and airplanes. This property is also what makes hexavalent chromium a health hazard.

"This new directive provides guidance for enforcement of the final rule on hexavalent chromium standards," stated Assistant Secretary of Labor for OSHA Edwin G. Foulke, Jr. "OSHA anticipates these efforts will reduce the risks of exposure to Cr(VI), thereby improving the safety and health of employees affected by this hazard."

The primary industries affected, according to OSHA, are Stainless Steel Fabrication, Heavy Duty Coatings and Paints (Automobile, Train Car, Airplane, Boats, Ships), electroplating and producers of chrome-based pigments. Welding (especially on stainless steel), spraying heavy-duty coatings and paints, and chrome plating are the primary applications affected.

The standards became effective on May 30, 2006. Employers with 20 or more employees were given six months from the effective date to comply with most of the provisions. Employers with less than 20 employees were allowed 12 months from the effective date to come into compliance with most of the provisions. All employers were given four years from the effective date to install feasible engineering controls.

The Cr(VI) standards are applicable to general industry, construction and shipyards (Sections 29 CFR 1910.1026, 29 CFR 1926.1126 and 29 CFR 1915.1026, respectively). Highlights of the new Cr(VI) directive include procedures for reviewing an employer's air sampling records to determine exposure levels; guidance on how employers can implement effective engineering and work practice controls to reduce and maintain exposure below approved permissible exposure limits; requirements for employers to provide hygiene areas to minimize employees' exposure to Cr(VI); guidelines requiring employers to maintain exposure and medical surveillance records; and a requirement that CSHOs evaluate portland cement wherever it is being used.

The standards lower the permissible exposure limit for hexavalent chromium to 5 micrograms of Cr(VI) per cubic meter of air as an 8-hour time-weighted average. Hexavalent chromium compounds are regularly used in the chemical industry in pigments, metal plating and chemical synthesis. Significant health effects associated with exposure to Cr(VI) are lung cancer, nasal septum ulcerations and perforations, skin ulcerations, and allergic and irritant contact dermatitis.

Specifically relating to this standard, employers must:

- Monitor employee exposure.
- Establish regulated areas where exposures may reasonably be expected to exceed the PEL.
- Implement engineering and work practice controls to reduce employee exposures to Cr(VI).
- Provide respiratory protection where engineering and work practice controls are not feasible or are insufficient to meet the PELs.
- Provide other protective clothing and equipment as necessary for dermal protection.
- Establish housekeeping procedures and provide industrial hygiene facilities (hand washing stations).
- Provide medical surveillance when employees are exposed above the PEL.
- Train workers about Cr(VI) hazards (including elements already required by OSHA's Hazard Communication Standard).
- Keep records related to the standard.

CI Calendar—What’s Ahead

March 11	<u>Current Good Manufacturing Practices Awareness Training cGMP</u> – 9:00 am –1:00 pm at Orange Community College Newburgh Extension Center. Cost: \$85 for one person, \$70 for two or more from the same company.
March 13	<u>Lean Manufacturing—Introduction to Lean Manufacturing</u> - 9:00am–4:30pm at Dutchess County Community College, Poughkeepsie, NY. Cost:\$125 for one person, \$110 for two or more from the same company.
March 18	<u>Free Money? Securing and Administering Government Grants for Manufacturers</u> – 8:30-10:30 am at the Council of Industry Office, Desmond Campus, Newburgh, NY. Cost \$25 per person.
March 19	<u>Certificate in Manufacturing Leadership: Environmental Safety & Health Management Issues for Supervisors</u> - 9:00am – 4:30pm at Dutchess County Community College, Bowne Hall, Poughkeepsie, N.Y. Cost \$185 per person/\$160 for 2 or more.
March 20	<u>Succession Leadership Planning Seminar</u> – 8:00am at the Quality Inn in Newburgh, NY. Cost \$15 for Council Members.
March 21	<u>EHS Sub-council Meeting: Contractor Safety</u> - 8 – 9:30 am at The Council of Industry Office, The Desmond Campus, Newburgh, NY.
March 25	<u>Manufacturing Maintenance: Basic PLC’s</u> – 8:30 am –4:30 pm at Orange Community College, Middletown Campus, Middletown, NY. Cost \$85 per person, \$70 for two or more from the same company.
March 27	<u>Innovation Series: The Theory and Practice of Open Innovation</u> - 9:00am–4:30 pm at Dutchess County Community College, Bowne Hall, Poughkeepsie, NY. Cost \$125 per person, \$110 for two or more from the same company.

When the price of natural gas increases, so does the price of electricity. Smart purchasers of electricity (such as those in the Council of Industry electricity aggregation) will watch for a dip in the natural gas futures and then consider fixing their electricity price.

Energy Matters

Natural Gas Prices Continue to Move Higher – Drag Electricity Costs Along For the Ride

Natural gas futures across international markets moved higher in February. Cold weather in the major gas consuming regions of U.S and higher crude oil prices meant greater demand for gas. The Energy Department's Energy Information Administration said last week that natural gas inventories held in underground storage in the U.S fell by 172 billion cubic feet to 1.77 trillion cubic feet.

The average price paid for natural gas by electricity generators in October 2007 was \$6.82 per MMBtu, an 11.1-percent increase from the September 2007 level of \$6.14 per MMBtu (Table ES2.B.). The October 2007 price was 23.8 percent higher than the October 2006 price of \$5.51 per MMBtu. Receipts of natural gas were 663,734 billion Btu, down 9.5 percent from September 2007, but 14.2 percent higher than the October 2006 value. Natural gas for October delivery on the NYMEX was trading at \$9.540 per mmbtu in the electronic trading February 25th. While this is not the same as the average price generators pay for gas in any given month, it does demonstrate an upward trend.

This is significant not only to Natural Gas consumers but also to electricity consumers. While nationally natural gas is used to generate 21% of all electricity (coal is the leading fuel at 55%) in New York State it is used to generate nearly 40% of all electricity. Therefore when the price of natural gas increases, so does the price of electricity. Smart purchasers of electricity (such as those in the Council of Industry electricity aggregation) will watch for a dip in the natural gas futures and then consider fixing their electricity price.

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Manufacturing Matters

Grants Made Easier

By Nikki Koenig Nielson

Grant funding can be an intimidating request to make, but there are a few steps to make it easier. No matter what the funding source, the basic structure of a grant application will remain consistent – the “Need” statement, the project description/ summary, a scope of work with a schedule of implementation, and the associated costs. Each funding source is going to look for these elements.

The “Need” is essentially the “Why-This-Is-Needed” statement. Is there a critical piece of equipment that your company is lacking? Are employees in need of a specific type of training that goes beyond your budget? The needs of any business are defined through planning practices. Some planning is formal, and part of the company “Strategic Plan” and some is more informal, anecdotal in nature. Both are important means of identifying company and business needs. Regardless of how the need has been identified, there must be information to support it.

Once the need statement is established, the project description follows – the “How-To-Solve-This-Problem.” This piece explains the solution to the need – how the company will address the deficiency or strategy. Is a new business practice being developed? The project description must consider why one method or mechanism has been chosen over alternatives.

With an identified project, a scope of work, including tasks and deliverables is important. The tasks included in the scope should correlate to a time frame for implementation – a schedule. This “What-When-Where” description can be outlined with specific dates, or use an estimation of how much time a particular task will take.

After having explained the why, how, what, when and where, the next step is “How Much?” If equipment is being purchased, a “cut” sheet should be included. If training is being proposed, the trainer’s resume, references and information package should be included. The costs should be explained in a budget format, as more than the lump-sum figure. How much will each phase of the project cost? What contribution is the company making toward the project? Are there administrative costs that may be contributed in-kind?

The “Extras” that will be included vary. Some examples of what may be included are company information, a commitment from the Board of Directors or related press articles. If necessary, the documentation will be explicitly requested.

When in doubt about any part of your project or application, always ask. Most funding sources have printed FAQs, and dedicated personnel to guide you through the process. Trainings are often available for specific application development. And the assistance of a professional can also ease the process. Make sure to request references and review past work products before committing to an individual or a firm.

FREE MONEY? Securing and Administrating Government Grants for Manufacturers

Nikki Koenig Nielson will be holding a seminar for members of the Council of Industry on securing and administering government grants that are available to manufacturers in New York State.

This workshop is designed to take the mystery and intimidation factors out of the grant application process. Discussion will focus on how to identify needs that are eligible for funding, what funding sources exist, and how to go through the grants development process. Participants will have the opportunity to ask questions and discuss potential implementation considerations for funded grants. Questions may be emailed prior to the workshop - nikki@arcadysolutions.com.

DATE: Tuesday March 18, 2008 am

TIME: :8:30 TO 10:30 am

COST: \$25 Per Person

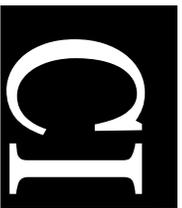
To register or for more information - contact Ana Maria Murabito at anamaria@councilofindustry.org or call (845) 565-1355.



Nikki Koenig Nielson

No matter what the funding source, the basic structure of a grant application will remain consistent – the “Need” statement, the project description/ summary, a scope of work with a schedule of implementation and the associated costs.

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