

CI NEWSLETTER

The Council of Industry of Southeastern New York

February 2008

The Manufacturers Association of the Hudson Valley

Volume 12 Issue 2

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Welcome New Member:

Barrie House Coffee - Custom coffee roasters. Contact: Ron Goldstein, Yonkers.

Welcome New Associate Members:

Bond, Schoeneck & King, PLLC - a law firm. Contact: Mr. A.J. Torelli, Albany.

William A. Smith & Son, Inc. - an insurance firm. Contact: Jack Smith, Newburgh.

First Manufacturers Day in Albany a Success

The Manufacturers Alliance of New York, a partnership between the Manufacturers Association of Central New York, The Council of Industry and the Chief Executive Network, held what we hope will be the first of many Manufacturing Days, January 28th in Albany. The day was an opportunity to rally together and convey to Albany elected officials our legislative agenda for the upcoming session.

Alliance President Randy Wolken opened the program, along with Harold King, by presenting the legislative priorities for the Manufacturers Alliance. These priorities are the result of a survey of manufacturers across the state. The top five issues are:

- Reduce Health Care Costs
- Ensure worker's comp Reductions
- Cut Taxes
- Create a Comprehensive Energy Reform Program
- Restrict Budget Growth and State Spending

Assembly Minority Leader James Tedisco addressed the gathering of more than 50 manufacturing execs. He welcomed our input and expressed his appreciation for our help in pushing for a pro- growth, pro business agenda in Albany.

Senate majority Leader Joseph Bruno delivered a lunchtime keynote address where he presented a 10 point plan to revitalize New York State. It too focuses on cutting taxes, reducing the costs of energy and health care, and workforce development. Senator Bruno hopes we can help him implement this plan that includes:

- Reducing Taxes for Small Businesses, Manufacturers and Key Industries
- Building and Investing in a 21st Century Infrastructure for the Upstate Economy
- Making Upstate an International Powerhouse in New and Emerging Technologies
- Reducing Energy Costs for Employers and Promote Energy Independence
- Reducing Health Care Costs for Small Businesses to Insure More Families
- Creating Thriving Main Streets
- Winning the Global Competition for Manufacturing Plants
- Preparing the Finest Workforce in the Nation
- Providing Around the Clock Access to the State's Economic Development Programs
- Marketing Upstate's Outstanding Recreational, Cultural and Tourism Opportunities

In the afternoon manufactures met with legislators and /or their key staff to introduce themselves and to discuss issues of importance. In all, Manufacturers Alliance members met with more than 30 legislators.

The day concluded with a reception at the beautiful observation deck on the 40th floor of Corning Tower, where legislators and manufacturers mingled, discussed the issues and enjoyed the sunset on our beautiful state capital.



James Tedisco (R,C,I-Schenectady, Saratoga).
Assemble Minority Leader Addresses crowd at
Manufacturing Day.

Training and Education

Try Something New: Innovation Training

The Council of Industry is pleased to present Innovation training (3 days over a 3 week period) – delivered by one of the most respected professionals from one of the most respected institutions in the field, Robert Boehner, JD from the Rochester Institute of Technology.

There are techniques and strategies that organizations can put in place to foster creativity and to encourage new ideas. What's more such processes and strategies can be used to focus innovation on improving an organizations bottom line and long term viability. Innovations don't need to be a new gadget or device; it can be a new use for an old product, a creative marketing strategy, a process improvement or even a new personnel policy that attracts talented people. Information on the first two courses is below the third course will be in March. For more info or to register contact Ana Maria Murabito at (845) 565-1355 or anamaria@councilofindustry.org.

Innovation Series : Introduction to Innovation

The first course of the Innovation Series will include an introduction to modern theories of innovation, types of innovation, an examination of an innovative company, simple innovation: adjacencies; barriers to innovation: orthodoxies; and developing the innovation strategy and plan for the company. By the end of the course participants will understand contemporary best practices in innovation, be able to identify barriers to innovation within their own company and develop strategies to overcome them, and develop an innovation strategy and plan to implement in their business.

Date: February 14

Time: 9:00a.m. to 4:30 p.m.

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

Cost: \$125 perperson / \$110 for 2 or more **Instructor:** Robert Boehner, JD
Continental breakfast and lunch included.

The Innovator's Dilemma

The second course of the Innovation Series will provide a review of Clayton Christensen's concept of the innovator's dilemma and help participants to understand the implications of the innovator's dilemma on successful firms. Participants will examine the concepts of the innovator's dilemma and identify trends in their firm and in their industry that are early warnings of the innovator's dilemma and disruption, and develop strategies and plans that will allow them to anticipate and overcome this threat.

Date: February 28

Time: 9:00a.m. to 4:30 p.m.

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

Cost: \$125 perperson / \$110 for 2 or more **Instructor:** Robert Boehner, JD
Continental breakfast and lunch included.



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

Time: 9:00a.m. to 4:30 p.m.

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

Cost: \$125 perperson / \$110 for 2 or more **Instructor:** Robert Boehner, JD
Continental breakfast and lunch included.

Photovoltaics

This course will cover silicon photovoltaic devices including the physics, ideal models, device parameters and design, and device fabrication. Crystalline, multicrystalline and thin film devices will be reviewed. Class will include a discussion of PV applications and economics.

Date: February 12

Time: 9:00a.m. to 4:30 p.m.

Place: Ulster County Community College, BRC, Kingston, NY

Cost: \$160 per person / \$140 for 2 or more

Instructor: John Calhoun

Continental breakfast and lunch included.

The first course of the Innovation Series will include an introduction to modern theories of innovation, types of innovation, an examination of an innovative company, simple innovation: adjacencies; barriers to innovation: orthodoxies; and developing the innovation strategy and plan for the company.

Council News

Harry Potter and HAZCOM Training

What does Harry Potter have to do with Hazardous Communication Training? It caught your attention didn't it? That is the point. As members of the Environment, Health and Safety Sub-council discussed possible topics for meetings, someone mentioned that it can be difficult to keep training sessions interesting when it is the same material presented year after year.

Susan Thompson of Pawling Corp. showed those that attended the EHS Sub-council meeting on January 18th that there are ways of making Hazardous Communication Training entertaining as well as informative. She put her HazCom training into a power point presentation using the Harry Potter films. Ms. Thompson also keeps the presentation interactive by asking questions and rewarding correct answers with candy and small tokens. While this may be more trouble than many people are willing to go through, it certainly works. She had some tips she shared with the sub-council on how to improve their HazCom training.



Ms. Thompson explained that when doing an initial HazCom training it is important to be thorough, cover everything! For the annual trainings the process is slightly different, keep it simple and make it interesting. These are basically the same trainings each year so you don't want to bore anyone with too much information but you do want them to remember the important message you are there to present.

Ms. Thompson recommends using handouts and examples to help people focus on the information you are giving them. Her last tip is to ask employees questions, it is the best way to get feedback on if your message is getting across.

After Ms. Thompson's presentation there was a roundtable discussion of HazCom training best practices. Participants were able to share their training ideas and get feedback from the other members of the

sub-council. Many attendees said they came away with great ideas and information.

The next EHS Sub-Council meeting will be on Friday, March 21, at 8 a.m. and cover Contractor Safety Programs. There will be discussion of how to handle safety issues when you have a contractor working at your company.

The EHS Sub-council's goal is to eventually have information available through the Council of Industry to members on each of these topics. This may be a power point presentation or a set of handouts that can be shared between the various EHS coordinators among the Council's members. More information on the next meeting and a registration flier will be in the March Newsletter.

Who Will Be There When You Can't: Succession Leadership Planning

Who will take over if you need to be away for an extended period of time? Do you have leaders that you can call on at a moment's notice?

It's time to plan ahead; you need to prepare your succession planning before it is needed. It is important to think about what might happen if or when you lose key talent within your organization with no one to replace them.

The Council of Industry will present a seminar on Succession Planning in conjunction with Mid Hudson Valley Society of Human Resource Management (MHVSHRM) on March 20 beginning at 8:00 a.m. at the Quality Inn in Newburgh, NY. Lynette Seawall, President and CEO of Performance Plus Consulting will discuss succession planning as it relates to leadership roles within an organization.

The cost to attend this seminar is \$15 for Council of Industry members. For more information, please contact Alison Butler at the Council of Industry Office (845) 565-1355.

Ms. Thompson also keeps the presentation interactive by asking questions and rewarding correct answers with candy and small tokens. While this may be more trouble than many people are willing to go through, it certainly works.

Personnel Matters

Technological Advances - A Double-Edged Sword

From Jackson Lewis

To say that technology is changing daily is an understatement. In the business world, we take for granted many of the technological advancements that have allowed us do our jobs more quickly and efficiently than workers twenty - or even ten - years ago. However, the same technology that has increased productivity also has created new threats and challenges for employers.

Employees no longer need to be in the office to access their employers' computer systems. They now can connect to work from home, hotels, coffee shops and just about anywhere there is an Internet signal. As a result, more and more employees perform a greater percentage of their work from outside the office. Not only is the location of the workplace changing, so are the ways in which employees perform their work. For example, many employees frequently use instant messaging to communicate with co-workers and business partners, even regarding sensitive projects. Additionally, employees increasingly use personal web-based e-mail accounts to send projects to work on outside of the office.

Many employers, however, are unaware of the dangers associated with their employees' use of these technologies. For example, use of web-based e-mail accounts such as those provided by Google, Microsoft and Yahoo!, present significant challenges to employers. First, these web-based mail services often have less robust security and anti-virus systems than those deployed by companies to protect their corporate networks. Consequently, web-based e-mail accounts potentially create "holes" in a company's electronic security systems which, in turn, increase the likelihood that the company's network will be infected by a virus or spyware.



Web-based e-mail accounts potentially create "holes" in a company's electronic security systems which, in turn, increase the likelihood that the company's network will be infected by a virus or spyware.

Second, since messages sent or received by a web-based e-mail account typically are stored on the mail provider's server, whether the messages, and, more importantly, the information contained in the messages, become the property of the mail provider, is an issue. At minimum, an employee's use of a web-based e-mail account to send or receive confidential corporate documents may weaken a company's argument that it took appropriate measures to ensure the confidentiality of its information. Thus, for example, it may be more difficult for a company to enforce a non-compete agreement because successful enforcement generally depends on whether a company can show it took reasonable and appropriate measures to protect its information.

Third, some web-based e-mail providers scan all messages for key words for purposes of targeted advertising to the user. Similarly, providers of electronic communication systems generally reserve the right to monitor messages to ensure the system is not being used for an improper purpose. Thus, corporate e-mail messages may be reviewed by a third-party. Not only does this diminish the confidentiality of the message, but, if it was intended to be a privileged attorney-client communication, the fact that the message became accessible by a third-party may destroy the privilege.

Fourth, messages sent from web-based e-mail accounts typically do not pass through the company's corporate e-mail system. Consequently, key communications and different drafts of documents may not be archived on and accessible from the company's system. Employees may keep copies of their work in personal e-mail accounts or on their home computers, thereby circumventing the company's document retention and destruction policies. As a result, critical documents may not be recoverable in the event of litigation, or documents which should have been destroyed pursuant to company policy are not.

What Employers Should Do

- Review your technology and electronic communication policies and update them where appropriate. (While most companies have policies regarding e-mail and Internet access, many do not have policies regarding instant messaging, the use of corporate networks to access web-based e-mail, blogging or the use of home computers to conduct corporate business.)
- Implement procedures and technology solutions to monitor the effectiveness of and compliance with your policies, especially as they relate to key areas such as human resources and finance.
- Provide training regarding technology and electronic communications and electronic document retention and destruction policies.

More Personnel Matters

FMLA Amendments Extend Leave to Families of Servicemembers

From Jackson Lewis

President George Bush has signed into law a defense authorization bill that includes provisions amending the Family and Medical Leave Act to provide (a) up to six months of leave for family members caring for military veterans injured while on active duty in the U.S. Armed Forces and (b) 12 weeks of leave to family members of armed services personnel called up to active duty under certain circumstances. The bill, which was signed Jan 28, 2008 and takes effect immediately, had wide bipartisan support and was passed by the House of Representatives on January 16 by a vote 369-46 and by the Senate on January 22 by a vote of 91-3.

The new legislation modifies in several significant ways the federal Family and Medical Leave Act of 1993 ("FMLA"), which provides qualifying employees up to 12 weeks of unpaid leave per year to care for their own or a family member's serious medical condition.

For example, the legislation more than doubles the available time off from work to care for injured servicemembers, from 12 to 26 weeks per year, and makes eligible for leave a new category of employees who have immediate family members called to active duty, apparently without regard to any medical issues. It covers leaves to care for members of the Armed Forces, including the National Guard or Reserves, who have suffered a serious injury or illness in the line of duty while on active duty, that may render the members medically unfit to perform the duties of their office, grade, rank, or rating. It applies broadly to servicemembers who are undergoing medical treatment, recuperation, or therapy, are in outpatient status, or otherwise are on the temporary disability retired list, for a serious injury or illness. For this type of leave, the legislation expands the definition of covered employee to include the "next of kin," or nearest blood relative, of a covered servicemember.

The final legislation also contains a provision providing up to 12 weeks of leave because of any "qualifying exigency" arising out of the fact that a covered employee's spouse, child or parent is on or has been called to active duty in the Armed Forces. Contingent upon the Department of Labor's definition of a "qualifying exigency," this provision provides 12 weeks of leave to the immediate family of servicemembers called to active duty and complements state family military leave laws that provide for shorter duration of leave or only cover spouses of servicemembers. An employer may require that a request for such leave be supported by certification showing that the servicemember has been called to active duty. Seven states (California, Illinois, Indiana, Maine, Minnesota, Nebraska and New York) have passed state family leave laws which are somewhat different than the new federal law. (See related articles [Growing Number of States Passing Family Military Leave Acts](#) and [California Adopts Time Off Requirement for Military Spouses](#).)

Because new legislation amends the 1993 statute, other FMLA requirements, such as the requirement that returning employees be restored to the same position as when their leave commenced and the requirement to continue group health plan coverage during the leave, apply to newly granted types of leave. Employers should amend their FMLA policies to provide employees with notice of these new leave entitlements.

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Consumer Price Index - Nov. 2007

			<u>Point</u>	<u>%</u>	<u>% Increase</u>
Wage Earners & Clerical	<u>Nov.</u>	<u>Oct.</u>	<u>Increase</u>	<u>Month</u>	<u>Year</u>
1967=100	613.3	608.7	4.6	0.8	+4.8
1982-84= 100	205.9	204.3	1.6	0.8	+4.6
All Urban Consumers					
1967=100	629.6	625.9	3.7	0.6	+4.3
1982-84=100	210.2	208.9	1.3	0.6	+4.3
Hudson Valley Unemployment Rate for January 2008 = 3.8 %					

Workforce Development

The Sixth Annual New Faces of Engineering Day

A highlight of the day for many students was their visit the trade show, where about forty high-tech companies, many from the Council of Industry, were present to demonstrate their state-of-the-art products designed by professional engineers.

The curiosity of a child is a wonderful thing. Kids naturally want to find out how something works, or the cause and effect of actions. They are inventors and innovators because they aren't afraid to ask why or why not. It is up to the adults in the world to keep this quest for knowledge alive. The engineers of the future are the children who are turned on to math and science today, and the best way to do that is through a hands on introduction.

On Wednesday, February 20th, the School of Engineering at SUNY New Paltz will hold its sixth annual New Faces of Engineering Day. From approximately 9 a.m. to 2 p.m., students from grades seven through twelve will have the chance to become acquainted with the science of engineering and possibly consider a career one day in the fields of manufacturing and technology.



Participants are able to visit kiosks sponsored by Hudson Valley companies with high-tech products.



Students get a hands on introduction to engineering creating a sound circuit.

Last year over 1,200 students from forty different schools throughout Ulster, Orange, Dutchess, and Rockland counties experienced Engineering Day for themselves by participating in hands-on projects. Some students were involved in creating their own electronic sound circuit, others were able to hear from a variety of speakers about current hot scientific topics. This year's speakers will focus on the future of energy, renewable sources of energy as well as what we can do to conserve traditional energy resources.

A highlight of the day for many students was their visit the trade show, where about forty high-tech companies, many from the Council of Industry, were present to demonstrate their state-of-the-art products designed by professional engineers. This is one way kids can see up close the exciting things that are possible through the practical application of the math and science they are learning in the classrooms already.

This year the keynote speaker will be Wendy Arienzo, Vice President of Manufacturing Services at NXP Semiconductors in Hopewell Junction, NY. Throughout her career, Dr. Arienzo has played an important role in developing new semiconductor technology and software applications for the paperless production environment. Dr. Arienzo is an active member of the Mid-Hudson Valley Technology Development Council, New York State Business Council, Center for Economic Growth, and the SUNY New Paltz Engineering Advisory Board.

The Council of Industry looks forward to participating in this event as it stimulates the minds that will shape the future of manufacturing. If your company would like to find out more about taking part in this event and sponsorship opportunities contact Harold King at hking@councilofindustry.org, (845)565-1355 or Donna Goodman at goodmand@newpaltz.edu, (845)257-3958.



Kids can see how math and science contribute to the technology they enjoy so much.

Member Profile

Arthur Lauer, Inc.

(Formerly Wood Classics)

Year Founded: 1983

Location: Gardiner, NY

Number of Employees: 28

Principle Product: Luxury outdoor teak furniture.

Council Member Since: 1993



it is not. In fact, teak is one of the most responsibly harvested woods worldwide. Oak, Pine or Maple have a tendency to rot, split and crack, and eventually weather unevenly. Teak has a high oil content that enables it to naturally repel moisture and insects as well as prevents it from drying out, rotting or warping. The teak wood weathers evenly to a soft silvery grey that doesn't require preservative treatments.

Walking into the lobby at Arthur Lauer, Inc. can transport you from the grey cold February day outside to a warm June afternoon poolside. The beautiful teak wood glistens from a variety of patio furniture sets and the employees are just as warm and inviting. This is a company that has worked hard to create its own niche market, luxurious outdoor teak furniture hand-made here in the Hudson Valley.



An employee at Arthur Lauer, Inc. assembles a teak resort umbrella.

Arthur Lauer, Inc. was known as Wood Classics originally, and was started by Eric and Barbara Goodman twenty five years ago. They began by selling teak furniture they produced in their New Jersey home through inserts in Horticulture Magazine. As the demand grew they purchased the current property in Gardiner, New York in the early '90s. The company has grown from there. Two years ago, Jeremy Smith and Bruce and Leslie Lauer became the three majority owners of the company and changed the name to Arthur Lauer, Inc. There are several factors that contribute to the company's continued success: the expert craftsmanship, the high quality teak wood, the excellent customer service and the eye pleasing, comfortable designs.

One reason this furniture is so special is the wood it is made from, genuine *Tecona Grandis* of First European Quality, the highest grade of teak in existence. Teak wood is special because it is one of the hardest and most durable. Often people assume teak is a rainforest wood, but

It is from this wonderful wood that each piece of furniture is expertly crafted here in Gardiner, New York. The employees who create each piece have a lot invested in their work. Since 1997 Arthur Lauer has been employee owned. The Goodmans decided that as they were exiting the company they would like to reward their employees by making them part owners in the company. In fact, 75% of Arthur Lauer, Inc. is employee owned (over one-quarter by the company's Employee Stock Ownership Plan). According to President Jeremy Smith, this helps to keep everyone on the same page and makes for a very happy company. As part owners, the employees have a vested interest in the final product and the customer's satisfaction.

The customer service at Arthur Lauer is outstanding. If a customer doesn't want to assemble the furniture themselves they can request white glove service where a fully assembled piece is delivered and placed exactly where the customer wants. Arthur Lauer also is committed to answering every phone call during their business hours with a person, not an automated help line. This is only one way they strive to please customers; the beauty of their products is another.

Up until this year, the designs have been very classic and simple: a straight backed bench or a curved backed garden chair, a round dining table or an oval coffee table. For 2008, Arthur Lauer has brought in three top of the line designers and will be debuting several new collections by Sheila Bridges, Phil Behrens and Staci Mandrell throughout the year. The idea is to make the customer's outdoor living space an extension of their indoor home with the same sense of style and quality. Maybe it's the bright look of future success that gives the lobby that summertime feel.



The Dunwoody Garden Seat.

There are several factors that contribute to the company's continued success: the expert craftsmanship, the high quality teak wood, the excellent customer service and the eye pleasing, comfortable designs.

EHS Matters

Ground Level Ozone Standards: Significant Changes to EPA Standard Are Unjustified, Job-Threatening

On July 11, 2007, the Environmental Protection Agency (EPA) published proposed standards to revise its National Ambient Air Quality Standard (NAAQS) for ozone. These standards are part of the Clean Air Act that was last amended in 1990.

EPA invited public comments by October 9, 2007, on three potential standards:

- the current standard, which sets a limit of 0.084 parts per million (ppm,) which is an established level of ozone particles in the atmosphere;
- a new standard with a proposed range of .075 - .070 ppm; and
- a new and much more stringent .060 ppm standard.

Approximately 8,000 parties filed comments urging the EPA to retain the current ozone standard.

A final ozone rule must be issued by March 12, 2008. EPA estimates that 391 counties are in "non-attainment", which means that these counties have not yet met the current target. If the .060 ppm standard takes effect, the number of counties who will be non-compliant will triple to 1,243. States that do not meet current targets risk losing substantial federal funding.

The current rules established by the Clean Air Act are working. Between 1980 and 2006, the national average for ozone levels decreased by 21 percent.

States have spent large amounts of time and money developing plans to meet the current standard and are now in the process of finalizing these plans. Manufacturers have adjusted their processes to comply with these plans. Changing the rules now is equivalent to moving the goalposts.

Moving to a more stringent standard – especially one that is not based on sound science – could have a devastating effect:

- Plant closures and massive manufacturing job losses would be inevitable.
- Some metropolitan areas believe they will not be able to meet the current standard even if they close down every factory and refinery in their city.
- Higher energy and transportation costs would be unavoidable.
- Stricter environmental controls for companies in non-attainment areas will require billions of dollars in capital expenditures.
- A stringent standard would make it much more difficult to build new and expand existing refineries in the U.S. This will lead to higher gasoline prices and more dependence on foreign sources of fuel.

Fact: There is no disputing that the current standard is working. Under rules currently being implemented, emissions from power plants will be cut in half by 2015, and emissions from cars and trucks will be reduced by more than 70 percent by 2030.

The Costs of a New, More Stringent, Standard Will be Enormous

In 1997, EPA estimated the current ground-level ozone standard would cost the country \$9.6 billion each year and more than \$100 billion overall. Because the demands of a new standard would be even higher, it would cost American consumers billions more, up to \$20 billion per year by 2020, according to one estimate from the EPA.

States have spent large amounts of time and money developing plans to meet the current standard and are now in the process of finalizing these plans. Manufacturers have adjusted their processes to comply with these plans. Changing the rules now is equivalent to moving the goalposts.

CI Calendar—What's Ahead

February 6	<u>Certificate in Manufacturing Leadership: Making a Profit—Financial Issues in Manufacturing</u> - 9:00 a.m. — 4:30 p.m. at Dutchess Community College, Browne Hall, Poughkeepsie. Cost: \$185 for a single participant, \$160 two or more from one company.
February 12	<u>Photovoltaics</u> - 9:00am - 4:30pm at Ulster County Community College BRC, Kingston NY. Cost: \$160.00 per person/\$140.00 for 2 or more
February 14	<u>Innovation Series—Introduction to Innovation</u> - 9:00 a.m. — 4:30 p.m. at Dutchess Community College, Browne Hall, Poughkeepsie. Cost: \$125 for a single participant, \$110 two or more from one company.
February 20	<u>Certificate in Manufacturing Leadership: Problem Solving & Decision Making</u> - 9:00 a.m. — 4:30 p.m. at Dutchess Community College, Browne Hall, Poughkeepsie. Cost: \$185 for a single participant, \$160 two or more from one company.
February 28	<u>Innovation Series—The Innovators Dilemma</u> - 9:00 a.m. — 4:30 p.m. at Dutchess Community College, Browne Hall, Poughkeepsie. Cost: \$125 for a single participant, \$110 two or more from one company.
March 5	<u>Certificate in Manufacturing Leadership: Positive Motivation and Discipline</u> - 9:00 a.m. — 4:30 p.m. at Dutchess Community College, Browne Hall, Poughkeepsie. Cost: \$185 for a single participant, \$160 two or more from one company.
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.

The EIA forecasts slight increases in the cost of electricity into 2008. A slowing U.S. economy may mean less domestic demand, however that will be offset by increasing demand for oil, coal and natural gas in China.

Energy Matters

Slowing Economy, Mild Weather Cause Electricity Prices to Ease - Slightly

The national average retail price of electricity for October 2007 was 9.18 cents per kilowatthour (kWh), 2.8 percent lower than September 2007 when the average retail price of electricity was 9.44 cents per kWh; however, it was 0.29 cents per kWh or 3.3 percent higher than October 2006. Retail sales for October 2007 were 5.4 percent higher than October 2006 due to the record warmth observed throughout the country. The average price of residential electricity for October 2007 decreased slightly to 10.81 cents per kWh from 10.94 cents per kWh in September 2007 and increased by 2.2 percent from October 2006. According to the Energy Information Administration (EIA).

The EIA forecasts slight increases in the cost of electricity into 2008. A slowing U.S. economy may mean less domestic demand, however that will be offset by increasing demand for oil, coal and natural gas in China.

Manufacturers Electricity Aggregation An Opportunity to Manage Your Electricity Costs

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Manufacturing Matters

Leveraging Public Funding For Private Projects: Grants from The Department of Housing and Urban Renewal

By Nikki Koenig Nielson

There are many different ways to leverage public funding towards a private project. A particularly manufacturer-friendly program is the New York State Office for Small Cities Economic Development Program. These are funds from the US Department of Housing and Urban Renewal that are awarded and administered by the state.

Funds are available for the purchase of equipment, installation of infrastructure for a facility (i.e. sewer and water) or other necessary and approved capital expenses. Project inquiries are accepted on a rolling basis, for funds of up to \$750,000 per project. Awards are requested by and made to the municipality in which the project is located.

One of most important factors in project eligibility is that projects must result in the retention or creation of jobs that are available to persons of low and moderate income. This is an intimidating term, but in practice, it is quite straightforward. The jobs created and/or retained must be made available to persons without prior experience or training, with the training provided by the employer. Persons of low and moderate income are defined as those making 80% or less than the area median income, as identified in census data.

Fortunately, the application process is "tiered," which minimizes much of the risk involved. Initially, a phone call and/or visit to the Office for Small Cities can identify the feasibility of the project and the availability of funds. The first formal step is for the municipality and the company to submit a letter of intent to the Office for Small Cities. Based on the concept, the Office for Small Cities follows up with a questionnaire. Responses to the questionnaire are evaluated. If the project aligns with what the Office is looking for, a formal application is requested, and then developed and submitted.

There are no matching requirements per se, but a complete review of the project costs is conducted, and the investment of private monies is used in the funding analysis.

Reviewing past funding awards, in December 2007, eight projects were awarded \$3.3 million in funds. All but one of the businesses to be served through these program awards are manufacturers.

For more information, contact the NYS Office for Small Cities at 518.474.2057, or check out the webpage, www.nysmallcities.com.

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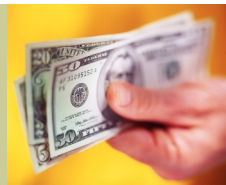
FREE MONEY? Securing and Adminstrating Government Grants for Manufacturers

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.



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