



The Council of Industry Newsletter

May 2018 Volume 23 Issue 4

2018 Manufacturing Champion Awards Breakfast on May 18th

If you haven't registered to attend the 2018 Manufacturing Champion Awards Breakfast, time and seats are running out. This year the Council of Industry has selected the Champions listed below to receive the prestigious award which recognizes individuals and organizations who have worked to strengthen and build the manufacturing sector in the Hudson Valley community. The awards will be presented at the breakfast on May 18th at the Powelton Club in Newburgh, NY. Seats are still available, see our website www.councilofindustry.org for details.



The private sector award recipient is **Deirdre Ryder**, President and owner of VITS International.

The public sector champion is **Tom Sipos**, host of the popular talk radio show *Hudson Valley Focus Live*.

The Educator award goes to Pine Bush High School teacher **Kenneth Marshall** has been a proponent of STEM education in the Pine Bush Central School District for the last 10+ years.

The School of Science and Engineering at SUNY New Paltz is the Organization Champion because of their role as an important strategic educational partner for Council of Industry members.

The above named individuals and organization have through vision, dedication, and hard work have helped to overcome some of the many obstacles faced by manufacturers in the Hudson Valley community and in so doing they have made it possible for manufacturers and their employees to prosper. You are invited to celebrate the winners at the annual Manufacturing Champion Awards Breakfast on Friday, May 18th, from 7:30 – 9:30 am at the Powelton Club in Newburgh. Seats are \$35 a person or \$300 for a table of ten.

Sponsors make this event possible and we would like to thank The Chazen Companies for being our major sponsor and the following companies for becoming supporting sponsors: Allendale Machinery Systems, AJ Ross Creative Media, Lakeland Bank, eMagin, Central Hudson, Global Foundries, and M & T Bank. ❁



Thank you to our sponsors. Major Sponsor:



Supporting Sponsors:



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FOLLOW US ON

Training Options at Rockland Community College

LEAN SIX SIGMA YELLOW BELT TRAINING @ RCC

Date(s): June 5, 6, 7, 2018

Time: 8:30 am - 4:30 pm

Location: Rockland Community College, Suffern, NY

Instructor: Vinnie Buonomo and Dr. Don Baker from RIT

Cost: \$400 per person, *Groups with a minimum of 3 people from a company are encouraged but not required

To register: email training@councilofindustry.org or call (845) 565-1355

This is an approach to process improvement that merges the complementary concepts and tools from both Six Sigma and Lean approaches. The resulting approach will have greater impact than one that centers on only Six Sigma or Lean. Participants will learn a short history of each approach and how they can complement each other. They will be introduced to the Define, Measure, Analyze, Improve, Control improvement process and some of the tools associated with each stage. The following topics will be focused during the training: Resistance to Change, 5-S Visual Controls, Team Building, Problem Solving Process and Statistical Thinking.

During this interactive Yellow Belt training, each group of participants will identify opportunities within their respective work areas and ways to improve those areas utilizing taught problem solving tools. The teams will present their identified work area opportunity and suggested solutions.

*Groups with a minimum of 3 people from a company are required for this training (single participants should contact the Council to see if arrangements can be made to add them to a group.)



EHS ESSENTIALS @ RCC

Date(s): Thursday, May 17, 2018

Time: 9:00am - 4:30pm

Location: SUNY Rockland

Instructor: HRP Associates

Cost: \$200 for a single member, \$175 each for two or more from the same company, \$375 for non members

To register

The Council of Industry offers this course to provide frontline supervisors with Environmental, Health and Safety (EHS) essentials applicable at most manufacturing operations. This core course reviews safety and environmental regulations which all managers should understand to better monitor and manage facility risk, hazards, and environmental and safety obligations. The one-day session reviews the following critical path EHS topics:

- Accident reporting and associated record-keeping
- Global harmonization and SDS availability
- Basic Personal Protective Equipment: feet, ears, eyes, breathing, and associated medical monitoring
- Industrial hygiene including chemical sampling, exposure thresholds, dosimeter studies (noise), and ergonomics
- Forklift awareness and training
- Fire prevention plans, facility safety plans, Job Safety Analysis (JSA), emergency planning
- Machine and electrical safety/Lock-out-Tag-out (LOTO)
- Confined space and Elevated work (fall protection/scaffold)
- Chemical management & waste storage, chemical and petroleum tanks, and the role of environmental permits

This class can fulfill Apprenticeship Classroom training hours. Email Johnnieanne Hansen to find out more at jhansen@councilofindustry.org or call (845) 565-1355.

Also in May & June at RCC

May 10 Best Practices & Continuous Improvement

May 24 Making a Profit in Manufacturing

May 31 Problem Solving & Decision Making

June 7 Positive Motivation & Discipline

[Register online CI Certificate in Manufacturing at RCC](#)

or email Training@councilofindustry.org or call (845) 565-1355.

Welcome New Member

Bimser International Software Corporation
- New York, NY, Enterprise software development company. Contact: Kursad Devecioglu.

Tax Document Retention Guidelines For Small Businesses

From RBT CPAs, a Council of Industry Associate Member



You may have breathed a sigh of relief after filing your 2017 income tax return (or requesting an extension). But if your office is strewn with reams of paper consisting of years' worth of tax returns, receipts, canceled checks and other financial records (or your

computer desktop is filled with a multitude of digital tax-related files), you probably want to get rid of what you can. Follow these retention guidelines as you clean up.

General rules

Retain records that support items shown on your tax return at least until the statute of limitations runs out — generally three years from the due date of the return or the date you filed, whichever is later. That means you can now potentially throw out records for the 2014 tax year if you filed the return for that year by the regular filing deadline. But some records should be kept longer.

For example, there's no statute of limitations if you fail to file a tax return or file a fraudulent one. So you'll generally want to keep copies of your returns themselves permanently, so you can show that you did file a legitimate return.

Also bear in mind that, if you understate your adjusted gross income by more than 25%, the statute of limitations period is six years.

Some specifics for businesses

Records substantiating costs and deductions associated with business property are necessary to determine the basis and any gain or loss when the property is sold. According to IRS guidelines, you should keep these for as long as you own the property, plus seven years.

The IRS recommends keeping employee records for three years after an employee has been terminated. In addition, you should maintain records that support employee earnings for at least four years. (This time-frame generally will cover varying state and federal requirements.) Also keep employment tax records for four years from the date the tax was due or the date it was paid, whichever is longer.

For travel and transportation expenses supported by mileage logs and other receipts, keep supporting documents for the three-year statute of limitations period.

Regulations for sales tax returns vary by state. Check the rules for the states where you file sales tax returns. Retention periods typically range from three to six years.

When in doubt, don't throw it out

It's easy to accumulate a mountain of paperwork (physical or digital) from years of filing tax returns. If you're unsure whether you should retain a document, a good rule of thumb is to hold on to it for at least six years or, for property-related records, at least seven years after you dispose of the property. But, again, you should keep tax returns themselves permanently, and other rules or guidelines might apply in certain situations. Please contact us with any questions. ❁

The IRS recommends keeping employee records for three years after an employee has been terminated. In addition, you should maintain records that support employee earnings for at least four years.

Consumer Price Index for March 2018

Wage Earners & Clerical	Mar-17	Mar-18	Feb-18	Point Increase	% Month	Increase Year
1967=100	707.91	725.20	723.79	1.69	0.2%	2.4%
82 - 84 =100	237.66	243.46	242.99	0.56	0.2%	2.4%
All Urban Consumers						
1967=100	730.32	747.55	745.87	1.41	0.2%	2.4%
82 - 84 =100	243.80	249.55	248.99	0.47	0.2%	2.4%

Hudson Valley Unemployment for March 2018 was 4.7%

What's Going On With OSHA?

From Bond, Schoeneck & King PLLC, a Council of Industry Associate Member

We hear that question pretty often from employers these days, and for good reason. It is March 2018, 14 months into a new administration, and the Occupational Safety and Health Administration still does not have an agency head.

Loren Sweatt, the Deputy Assistant Secretary of Labor for Occupational Safety and Health, has been the acting head of the agency since July, while the nominee for the position, Scott Mugno, awaits a confirmation vote in the Senate. Mugno, a former FedEx executive, had cleared Senate committee in December of 2017, but since the full Senate never voted on his nomination last year, he must again return to the Senate Health, Education, Labor, and Pensions Committee for an approval vote before going back to the full Senate. The committee vote has not yet been scheduled, three months into the new year.

In the meantime, OSHA's representatives at the American Bar Association mid-winter meeting reported that OSHA actually conducted more inspections last year than in 2016 – 32,396 to 31,946. At the same time, the number of total violations decreased – from 58,702 to 51,273. It is always difficult to read tea leaves, but it would seem that the agency is still quite active, although perhaps a little more selective in its citation issuance. However, we still await what the agency might do with a variety of rules, especially what it will do with the electronic information submitted to the agency as part of the new recordkeeping rule. That may not be resolved until the new nominee is in place ❁



COUNCIL EVENTS

Save the Date! The Annual Council Golf Outing will be August 27th

Join us at the annual Golf Outing, on Monday, August 27, 2018 at the historic Powelton Club in Newburgh, NY.

The Powelton is a beautiful course conveniently located just off of Route 9W in Newburgh, NY. Last year's event drew over 80 golfers from manufacturing firms throughout the Hudson Valley.

Registration and lunch will begin at 11:30 followed by a shotgun start at 12:30. Cocktails and a light dinner will follow at approximately 5:00 p.m. Proper golf attire is required and shoes with soft spikes only.

The \$195 fee (\$695 per foursome) includes: lunch, golf, cart, cocktails, hors d'oeuvres, dinner, prizes and giveaways. Sponsorships are available.

Sponsors help make this event possible and one of the most enjoyable of the golfing season. Please support the Council of Industry and Hudson Valley manufacturing by becoming a sponsor.

We offer several levels of Sponsorship listed below. Sponsorship includes:

- Prominent mention in two CI newsletter stories

- Be publicly thanked at event
- Hang your banner at the event (cocktail and luncheon sponsors only)
- Tee signs (for all major sponsors)

Lunch – \$2,500 (includes a foursome)

Cocktails – \$2,500 (includes a foursome)

Hole In One – \$1,250

Prize Sponsors – \$400

Tee Sign – \$250

To purchase a sponsorship and/or register for the golf outing follow this link: [Sponsorship and Golf](#)



New Legislation Focused on Preventing Sexual Harassment Included in the 2019 New York State Budget

By Megan M. Collelo, Bond, Schoeneck & King PLLC, a Council of Industry Associate Member

The unveiling of New York State's 2019 budget made it clear that the state has maintained its focus on curbing sexual harassment in the workplace. Included in the legislation, which was delivered to the Governor on April 2, 2018, are numerous new requirements impacting both private and public employers.

Here are some of the highlights:

State Contractors:

Bids for state contracts, including public departments or agencies thereof, where competitive bidding is required by law, will require the bidder and each signatory to certify under penalty of perjury that they have a written policy (that meets the requirements of the model sexual harassment policy promulgated by the Division of Human Rights) addressing sexual harassment and that they provide annual sexual harassment prevention training. This new law will be effective January 1, 2019.

All Employers:

Effective 90 days from signature by the Governor, except where inconsistent with federal law, no written contract shall contain a clause or provision requiring the parties to submit any allegation or claim of sexual harassment to mandatory arbitration. Any such provision in a written contract will be deemed null and void.

Settlements, agreements, or resolutions of sexual harassment claims cannot include a non-disclosure provision unless the confidentiality provision is the complainant's preference. Complainants shall have 21 days to consider such terms or conditions. Even if a complainant chooses to include such confidentiality provisions, he or she shall be afforded at least 7 days to revoke the agreement. This provision will be effective 90 days from signature by the Governor.

Employers must adopt and provide to all employees, within 180 days of the Governor's signature, a written sexual harassment prevention policy that meets or exceeds the minimum standards of a model policy to be drafted and published by the New York State Division of Human Rights.

Also within 180 days of the Governor's signature, employers are also required to utilize, on an annual basis, a model sexual harassment training program to be developed by the Division of Human Rights or a

program that equals or exceeds the minimum standards provided by the Division of Human Rights' model training.

Effective immediately upon signature by the Governor, the Human Rights Law will be amended to cover sexual harassment of non-employees (contractors, subcontractors, vendors, consultants, or others providing services under a contract) at its workplace. Employers will be held liable for sexual harassment of non-employees when it, its agents, or supervisors knew or should have known that the non-employee was subject to such harassment and did not take immediate and appropriate corrective action. The extent of the employer's control over the non-employee and other legal responsibility which the employer has with respect to the harasser will be considered.

State Employees:

Effective immediately upon the Governor's signature, any individual elected, appointed, or employed by the State of New York and who has been subject to a final judgment of personal liability for intentional wrongdoing related to an adjudicated award that resulted in a judgment in a sexual harassment claim shall reimburse any state agency or entity that made a payment to a plaintiff on the individual's behalf for his/her share of the judgment within 90 days of such payment. The law contains a similar provision for commissioners, members of public boards or commissions, trustees, directors, officers, employees, or any other person holding a position by election, appointment, or employment in a public entity.

In light of this pending legislation, employers are encouraged to review their anti-harassment policies and determine what revisions might need to be made in order to comply with the new requirements. Employers should also consider what changes might need to be made in the frequency and content of their sexual harassment training programs. Employers should continue to investigate every report of sexual harassment thoroughly, and take prompt, effective action to address incidents of sexual harassment. ❁

Employers must adopt and provide to all employees, within 180 days of the Governor's signature, a written sexual harassment prevention policy that meets or exceeds the minimum standards of a model policy to be drafted and published by the New York State Division of Human Rights.

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Results From The National Association of Manufacturers (NAM) Latest Manufacturers Outlook Survey

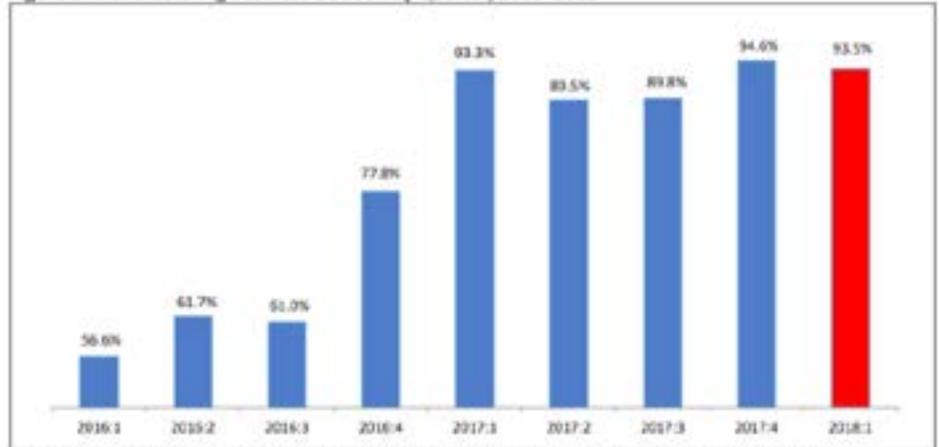
From The National Association of Manufacturers (NAM)

The percentage of manufacturers who believe the country is on the right track (67.6 percent) has risen since the last survey, while the numbers of those who believe we are on the wrong track (11.4 percent) or are unsure (21 percent) have both fallen.

In the latest Manufacturers' Outlook Survey from the National Association of Manufacturers (NAM), U.S. manufacturers express levels of optimism about the future of their companies and their industry that have never been seen in the survey's 20-year history. Manufacturers project record-setting growth rates for capital investments, full-time employment and inventories over the next 12 months. The percentage of manufacturers who believe the country is on the right track (67.6 percent) has risen since the last survey, while the numbers of those who believe we are on the wrong track (11.4 percent) or are unsure (21 percent) have both fallen.

Regarding their own companies, 93.5 percent express a positive outlook (Figure 1), the second-highest reading in the survey's 20-year history following the all-time high of 94.6 percent in December. Optimism has been at historically high levels over the past five quarters, averaging 92.1 percent. Sentiment is sharply higher than two years ago, with an average of 64.3 percent in 2016.

Figure 1: Manufacturing Business Outlook by Quarter, 2016-2018



Note: Percentage of respondents who characterized the current business outlook as somewhat or very positive

Manufacturers continue to be upbeat following Washington's passage of the comprehensive tax cuts package and its less-burdensome approach toward regulatory policy—pro-growth stances that will help manufacturers compete in the global marketplace.

The NAM Manufacturing Outlook Index pulled back slightly from 63.7 in December (an all-time high) to 63.0 in this survey. Numbers greater than 60 indicate strong levels of optimism, with the percentage positive in their outlook more than one standard deviation from the historical average (74.2 percent positive). This was the sixth straight quarter where the outlook exceeded that average.

Beyond the headline numbers, the underlying data also reflect record-breaking strength in many areas, such as:

- **Production:** Respondents expect production growth of 5.5 percent over the next 12 months, up from 5.0 percent three months ago. This question was added to the survey three years ago, and it is the fastest pace for output activity in that time span. Similar to the sales results, 85.8 percent predict production to expand over the next year, with 59.4 percent forecasting output growth of 5 percent or more. Just 3.8 percent of manufacturers anticipate reduced production.
- **Capital Spending:** Respondents expect capital investments to rise by 3.9 percent over the next 12 months, up from 3.4 percent in the past survey. This was a new all-time high. 62 percent anticipate higher capital spending in the next year, with one in four manufacturers (25.5 percent) expecting robust investment growth of 10 percent or more.

Continued on page 11

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HVMfgJobs.com: Collaborative Marketing Campaign Highlights Good Jobs in Hudson Valley Manufacturing

From AJ Ross Creative Media, a Council of Industry Associate Member

There is a growing need in the manufacturing industry that the Council of Industry is working to help solve in 2018. The industry needs more trained professionals in all aspects of manufacturing. Filling this need benefits local manufacturing business and our community workforce.

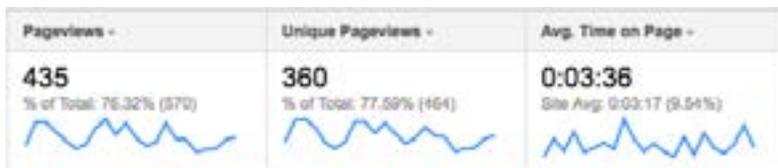
The Council of Industry (COI) partnered with AJRoss Creative Media, a full-service advertising and marketing agency, to establish a campaign that promotes available manufacturing jobs, creates awareness of the apprentice program and educates manufacturing companies as to the benefits of membership.

The key aspect to the success of this campaign is **information** and **education**. To achieve this AJRoss developed two landing pages, each designed to speak to the specific audience and work on both desktop and mobile devices. The design of these pages while it differs from the style of the existing COI website works within the brand to divide information in a visually appealing and easy to read approach, with everything users need all in one location.

Landing Pages

Jobs Page - www.hvmfgjobs.com

Targeting Individuals looking to find a job in manufacturing, unaware that they're a good fit for manufacturing jobs or become a paid apprentice. Throughout every section of this landing page are buttons to view all available jobs, video of one of many success stories, list of manufacturing companies currently part of COI and more information about the apprentice program.



Manufactures Page - www.councilofindustryjobs.org

Targeting Manufacturing companies to educate them on the benefits of membership and the growing efforts to fill positions they're trying to fill. The information provided spans from benefits of membership to current companies that are members.



The Campaign

The current campaign is supported in a multitude of ways. From PR to Social Media, From Individual Job Postings to Speaking Engagements and more. Creating awareness within the community and the manufacturing industry daily. And with every digital method for driving traffic to the landing pages, AJRoss is using unique URL's to allow for monitoring the source of traffic. This provides AJRoss with the data needed as the campaign moves forward to make adjustments to capitalize on the successes. Our digital efforts are driving traffic and creating awareness from social media to mobile apps.

(Examples of some of the digital campaign)



Through our collaborative efforts, the early stages of the campaign are already seeing success with **Over 400 applications submitted in less than one month** and we're just beginning. While filling jobs in the manufacturing industry may continue to be a national problem we're working hard to solve it in the Hudson Valley.

For information on how to participate or support the effort contact Johnnieanne Hansen at jhansen@councilofindustry.org or call (845) 565-1355 ext. 121.☼

Global Trade Round Up

NY Times Reports Export-Import Bank Could Help Trump Close Trade Gap - Highlights NAM's Efforts to Fill Board

The New York Times, in its April 19th edition reports, "As trade tensions mount, an 84-year-old Washington institution could have been a powerful tool for President Trump." The institution, the Export-Import Bank, "was created to help American companies compete overseas and bolster exports by providing cheap government-backed loans." The effective shuttering of the bank "has put American manufacturers like Boeing and General Electric at a global disadvantage, prompting a frenzied lobbying campaign by business groups worried that the White House is undermining its own trade goals." After the Bank's board "became empty last month, Jay Timmons, the chief executive of the National Association of Manufacturers, sent letters to every senator urging them to hold a vote on Mr. Trump's nominees. Mr. Timmons warned that the lack of action was costing American jobs." Timmons said, "Countries in Europe and beyond have been luring U.S. manufacturers to set up shop overseas to take advantage of foreign export financing because the U.S. system is effectively broken." Timmons added, "Manufacturers in the United States have lost billions of dollars in deals, and tens of thousands of American workers have lost opportunities for well-paying jobs supported by the exports that the Ex-Im Bank could have helped secure."

White House Continues Suspension of 232 Tariffs on Steel and Aluminum Imports until June 1 for European Union, Canada and Mexico

Late on April 30, the President issued new steel and aluminum proclamations to:

- Suspend until June 1, tariffs on steel and aluminum tariffs on imports from the European Union, Canada and Mexico. The extension has been described as a "final" extension as the administration seeks to negotiate outcomes that will impose "quotas that will restrain imports, prevent transshipment, and protect the national security."
- Suspend indefinitely steel and aluminum tariffs on imports from Argentina, Australia and Brazil, with which the administration indicated it had reached preliminary agreements that will be finalized in 30 days.
- Suspend indefinitely steel tariffs on imports from South Korea in recognition of the final quota agreement with South Korea.

Trump Administration Reconsiders TPP

President Trump is considering a re-entry into the Trans-Pacific Partnership, according to lawmakers at a White House meeting on trade April 13th. The reversal comes after the President made the United States' exit from the trade pact one of the first items on his to-do list after taking office.



"The one thing that he did say that I was very impressed with, he has assigned Larry Kudlow and Bob Lighthizer the task to see if we couldn't take another look at TPP and that's certainly would be good news all throughout farm country," said Sen. Pat Roberts, of Kansas, Chairman of the Senate Committee on Agriculture, Nutrition and Forestry following the trade discussions at the White House.

The move would be a reversal for Mr. Trump, who signed an executive order in January 2017 shortly after taking office to signify the U.S. exit from the 12-country Asia Pacific free trade deal. He said at the time that he would pursue individual deals with the other countries.

"We have officially terminated TPP," declared Mr. Trump at the order signing. "We are going to put a lot of people back to work."

But Mr. Trump has also hinted at re-entering the deal if he can secure a "substantially better deal" for the U.S.

In January, Mr. Trump told CNBC in an interview in Davos, Switzerland that he "would do TPP, if we made a much better deal than we had."

"We had a horrible deal," he said. "I always say this I would do TPP if we were able to make a substantially better deal — the deal was terrible. The way the deal was structured was terrible. If we did a substantially better deal, I would be open to TPP."

Progress made as another round of NAFTA talks wraps up

Canadian Press reports that after a week-long NAFTA negotiating round in Washington, the lead political ministers are heading home. They will reconvene around May 7.

Canada's Chrystia Freeland and Mexico's Ildefonso Guajardo will leave the U.S. capital, while their American counterpart shifts his focus next week to a highly anticipated trip to China.

Freeland says there was good progress this week on autos, which she calls the key issue of the talks, while Guajardo says a number of other chapters are on the verge of conclusion. In the meantime, civil servants will continue to work on the technical details. But numerous irritants remain, leaving uncertainty about what happens next, with U.S. steel and aluminum tariffs set to kick in next week and the deadline fast approaching to get a deal that can be voted on by the current U.S. Congress. ❁



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Results of Roundtable Between College of Science & Engineering and Manufacturers

The SUNY New Paltz School of Science & Engineering is one of the 2018 Manufacturing Champions in part because they have provided the Hudson Valley with well educated, highly capable electrical and computer engineering graduates, many of whom have gone to work for local manufacturing companies, but also for their ongoing efforts to work with local manufacturers to solve problems both technical and workforce related. Recently, with the support of the Council of Industry and, based on feedback from Hudson Valley manufacturers the school added a Mechanical Engineering program. This is already having a positive impact on the region. In an effort to continue the conversation on workforce and the needs of industry in Hudson Valley Region, the Council of Industry held a round table discussion on April 27th with manufacturers and SUNY New Paltz Engineering faculty.

Dan Freedman, Dean of the School of Science & Engineering, emphasized that the program is looking for projects from local manufacturing companies to be part of the year long capstone course for senior engineers. These would be projects that companies may have on their back burner currently, that don't need to be completed by a set deadline but can be worked out over the course of two semesters. The college encourages companies to have a liaison/mentor that would consult with the professors and advisors for this course as well as present information and feedback to ensure the project meets the academic requirements of the students working on the project.

Any companies thinking about taking part in this in the future (or even if you are just curious) should attend the Engineering Expo where the Design I and Design II projects from this year will be displayed. The event is Friday, May 4, 2018, 2:00 PM - 4:30 PM at Wooster Hall, 2nd Floor at SUNY New Paltz. There is no charge to attend. Follow this link for more details: <https://www.newpaltz.edu/engineering/senior-design-expo/> or contact enr@newpaltz.edu or call 845-257-3720.

Ideas for future design projects can be sent to Ken Bird, birdk@newpaltz.edu. This can be just a short paragraph description to get the conversation started. All projects begin with a charter signed by the students, the advisors and the stake holders and both the college and students sign away their IP rights to the company.

The College would also like to encourage Hudson Valley manufacturing firms to take on SUNY New Paltz students as interns, either for summer projects or for the part time work during the school year. Many students are finding internships, but not always local ones, and we would love to keep these bright young engineers here in our local workforce. All that is needed is to begin this process is for companies to write up a job description. Companies looking for engineering interns are encouraged to post a job ad through the Career Center, call 845-257-3265 or email careers@newpaltz.edu.

In addition to the discussion of projects and internships, a plan was made to include facility tours as part of the student IEEE and SME chapter meetings going forward. Many of the engineering students have not been inside a manufacturing facility and have little knowledge of the variety of manufacturing that takes place here in the Valley. If your company would be interested in hosting a tour for a student group contact Ken Bird, birdk@newpaltz.edu.

The theme that permeated the roundtable was that SUNY New Paltz is a resource for Hudson Valley manufacturing, but the companies can not just sit back and expect engineers to come to them, they need to be an active participant in the process. Sharing projects with the college, posting internships and hosting tours allows for a variety of ways local manufacturers can meet and create relationships with both the College of Science & Engineering and the students themselves. ☀

Companies are encouraged to attend the Engineering Expo where the Design I and Design II projects from this year will be displayed. The event is Friday, May 4, 2018, 2:00 PM - 4:30 PM at Wooster Hall, 2nd Floor at SUNY New Paltz.

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The CI Calendar of Training & Events

Date	Class/Event
May 2	Positive Motivation & Discipline - 9:00 am—4:30 p.m. at Bowne Hall, SUNY Dutchess, Poughkeepsie, NY. Instructor: Rebecca Mazin, Recruit Right. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members.
May 16	Making a Profit in Manufacturing - 9:00 am—4:30 p.m. at Bowne Hall, SUNY Dutchess, Poughkeepsie, NY. Instructor: RBT CPAs. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members.
May 17	EHS Essentials @ RCC - 9:00 am—4:30 p.m. at Rockland Community College, Haverstraw, NY. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members
May 18	Manufacturing Champion Awards Breakfast - 7:30 -9:30 am at the Powelton Club, Newburgh, NY. Seats: \$35 per person, \$300 for a table of ten.
May 24	Making a Profit @ RCC - 9:00 am—4:30 p.m. at Rockland Community College, Haverstraw, NY. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members
May 31	Problem Solving & Decision Making @ RCC - 9:00 am—4:30 p.m. at Rockland Community College, Haverstraw, NY. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members
June 5-7	LEAN 6 Sigma Yellowbelt at RCC - 8:30 am - 4:30 pm at Rockland Community College, Suffern, NY. Instructor: Vinnie Buonomo and Dr. Don Baker from RIT. Cost: \$400 per person, *Groups with a minimum of 3 people from a company are encouraged but not required.
June 7	Positive Motivation & Discipline @ RCC - 9:00 am—4:30 p.m. at Rockland Community College, Haverstraw, NY. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members

To register for these and other Council of Industry classes and events go to our website www.councilofindustry.org and select the calendar page. All entries are links to more information and registration forms. You may also e-mail us at training@councilofindustry.org or call (845) 565-1355 for questions or more information.

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Continued from page 6

Manufacturers Outlook Survey

- **Employment:** Respondents expect full-time employment to increase by 2.9 percent over the next 12 months, up from 2.6 percent in the previous release. This was a new all-time high. More than 63 percent anticipate more hiring over the next year, including 27.4 percent planning employment growth of 5 percent or more. Just 4.5 percent see employment falling for their firms.
- **Wages:** Respondents anticipate employee wages (excluding nonwage compensation such as benefits) to rise by 2.6 percent over the next 12 months, up from 2.2 percent in December's survey. This was the fastest pace in 17 years, that is, since the first quarter of 2001. In the latest results, 93.3 percent see wages increasing over the next year, with nearly half, 47.7 percent, expecting to hike wages by 3 percent or more. This is consistent with other indicators that have shown wage pressures accelerating somewhat with an ever-tighter labor market.
- **Prices:** Respondents expect product prices to increase by 3.0 percent over the next 12 months, jumping from a 1.9 percent gain seen in December. This was the fastest growth rate for prices since the second quarter of 2011, or in nearly seven years. More than half of those surveyed forecast price growth for their products of up to 5 percent, with 22.1 percent predicting price growth of 5 percent or more.
- **Exports:** International demand was one of the few laggards in this release, even as exports have improved in general over the past year or more. Respondents expect export sales to rise by 1.2 percent over the next 12 months, pulling back from 1.4 percent in December, which was the fastest rate since the second quarter of 2014. Nearly 40 percent of manufacturers predict increased exports over the next year, with 54.6 percent seeing them remaining unchanged.

For the second straight survey, the inability to attract and retain a quality workforce was the top business challenge for manufacturers, cited by 74.8 percent of respondents (Figure 4). With robust job growth and an encouraging economic outlook, it has become increasingly more difficult to find talent— something echoed in the sample comments. ❁

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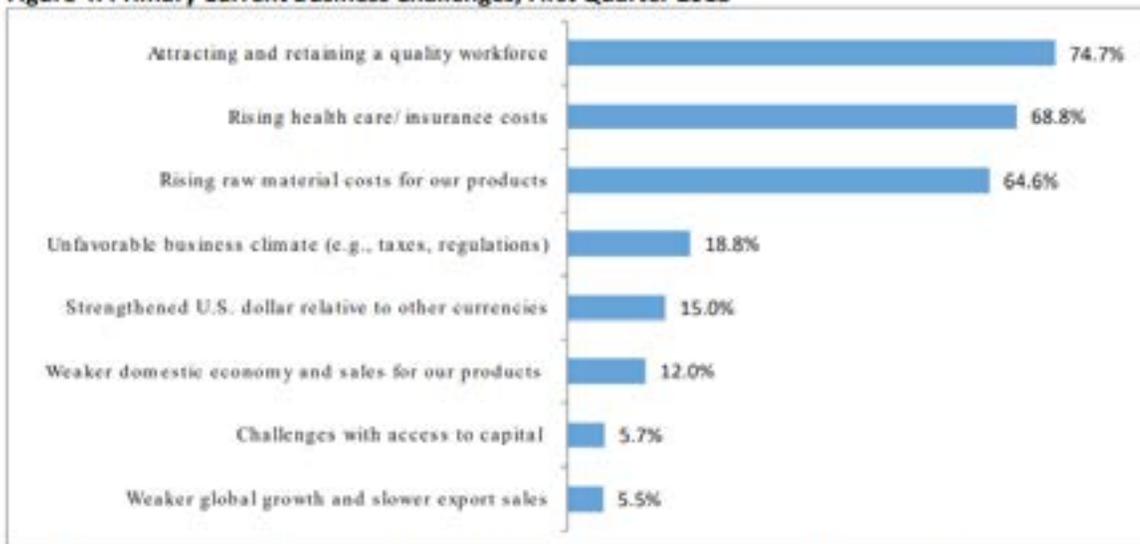
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Figure 4: Primary Current Business Challenges, First Quarter 2018



Note: Respondents were able to check more than one response; therefore, responses exceed 100 percent.



Council of Industry

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