



The Council of Industry Newsletter

November 2017 Volume 22 Issue 9

Annual Luncheon & Member Associate Member Expo on November 10th

On November 10th the Council of Industry will hold its annual Luncheon & Member Associate Member Expo at the Grandview in Poughkeepsie, NY. Over the past few years this event has grown and we expect another record breaking crowd again this year. With our new venue we have room to expand and a beautiful view of the Hudson River, in fact the Grandview is built on the old DeLaval Separator site, one of the historic manufacturing spots in the Hudson Valley. This year is a milestone in that we will be presenting certificates to the 20th graduating class of the Manufacturing Leadership Program at SUNY Dutchess.



The event kicks off at 11:30 am with the Member/ Associate Member Expo. With over two dozen companies displaying their products and services to attendees this is always a fun and interesting way to meet with other members and network. We have a variety of companies represented at the expo, from insurance and banking to health and safety, cleaning products to energy, to shipping and logistics and much more.

This year we are proud to present our 20th graduating class with their Certificate in Manufacturing Leadership. With 26 graduates from 11 different companies this was our largest class ever. The program has evolved over the past two decades. In 1997 there were six graduates who were required to complete one core class, Fundamentals of Leadership, and four out of six of the electives classes. The 26 graduates of 2017 completed three core classes and

Continued on page 11

Members Make Mfg Day a Success

Several Council of Industry member companies took part in Manufacturing Day on Oct 6th. This is a day set aside to address common misperceptions about manufacturing by giving firms an opportunity to open their doors and show, in a coordinated effort, what manufacturing is — and what it isn't. By working together during and after MFG DAY, manufacturers are able to address the skilled labor shortage they face, connect with future generations, take charge of the public image of manufacturing, and ensure the ongoing prosperity of the



Continued on page 5

IN THIS ISSUE

- 2 Network Meetings
- 3 Addressing Recruitment Issues
- 3 Consumer Price Index
- 4 Certificate in Manufacturing Leadership at SUNY Dutchess
- 4 2017 Wage & Benefit Survey
- 6 Choosing a Contract Manufacturer
- 7 Balance to Prolonging Motor Life
- 8 Controlling Workers Comp Costs
- 10 Calendar of Events

FOLLOW US ON

Human Resources Network Meeting: *New Date* How Recent NLRB Cases Have Created Significant New Challenges For Both Union and Non Union

Employers

Topic: Maintaining A Positive Work Environment In An Era Of Broadly Defined Protected Activity, Ever Increasing Unlawful Handbook Policies, and Quickie Elections

When: Friday, January 19, 2018 from 8:30 am – 10:00 am

Where: Council of Industry Office, Media Room, The Desmond Campus MSMC, Newburgh, NY

Presenter: Thomas McDonough, Esq. of Jackson Lewis P.C.

Cost: Free for members

Registration: email abutler@councilofindustry.org

This meeting was rescheduled from October

Maintaining A Positive Work Environment In An Era Of Broadly Defined Protected Activity, Ever Increasing Unlawful Handbook Policies, and Quickie Elections – How Recent NLRB Cases Have Created Significant New Challenges For Both Union and Non Union Employers. During this session, Thomas McDonough, Esq. of Jackson Lewis P.C. will address how today's employers can adapt to the ever-changing legal landscape, and effectively communicate and achieve their employee relations objectives.



To register or for more information contact Alison Butler at abutler@councilofindustry.org or call (845) 565- 1355 ☼

EHS Network Meeting: The Role of Ergonomics in Preventing Work-Related Injuries

Topic: Ergonomics

When: Friday, November 17, 2017 from 8:30 am – 10:00 am

Where: Access: Supports for Living, Middletown, NY

Presenter: Lori Schneider, PT, MS, DPT, Access Physical Therapy & Wellness

Cost: Free for members

Registration: email abutler@councilofindustry.org

Few things affect profits and the overall health of a business more than lost time, lost productivity, and worker's compensation costs associated with a work-related injury. Occupational injuries, particularly musculoskeletal disorders (MSDs), continue to create challenges for employers, workers, healthcare professionals and insurance companies. Safety Officers, Human Resource Officers, Supervisors, and Medical Personnel play key roles in worker safety by: (1) developing and executing hiring and return to work policies and procedures, (2) helping to ensure worker safety, (3) addressing the needs of the injured worker, (4) facilitating early return to work, (5) and addressing the needs of the aging workforce. This workshop will include detailed information on Office Ergonomics, Post-Offer Physical Testing, Early Return to Work, development of company-specific 2 minute stretch breaks, and the needs of the Aging Workforce.

The speaker Dr. Lori Schneider, PT, is a 1985 graduate of Boston University, 1999 graduate of Long Island University, and a 2007 graduate of Dominican College. She holds both a Bachelor's and Doctorate in Physical Therapy, and a Master's Degree in Exercise Physiology. She also holds a graduate certificate in Online Teaching from Capella University. She has worked for Access Physical Therapy and Wellness since 2010. She is a Regional Director, and Director of Occupational Medicine. With over 32 years of experience in the field of Physical Therapy; she has gained expertise in orthopedics and sports medicine, neurology, industrial rehabilitation, and most other practice sectors. During this time, she has assisted many workers in their return to work by carefully tailoring their physical therapy program to meet their job function needs. She is a member of the American Physical Therapy Association.

To register or for more information contact Alison Butler at abutler@councilofindustry.org or call (845) 565- 1355. ☼

THE **Chazen** COMPANIES®
Proud to be Employee Owned

celebrating 70 years of service

ENGINEERS • LAND SURVEYORS • PLANNERS
ENVIRONMENTAL & SAFETY PROFESSIONALS
LANDSCAPE ARCHITECTS

chazencompanies.com 888.539.9073

Council Forms HR Taskforce to Address Recruiting Issues

By Johnnieanne Hansen, Council of Industry, Director of Workforce Development & Apprenticeship Coordinator

Over the past several months we've been on the road meeting with members about our new apprenticeship program. We are off to a successful start; several companies in the Ulster County area have agreed to participate and registered their apprentices for Quality Assurance, CNC Machinist and Toolmaker trades.

While visiting our members we recognized a common obstacle, staffing. Although many companies are interested in the apprentice program, all indicated they are struggling to find employees to fill currently vacant positions and fear it will be even more difficult to fill future vacancies expected due to upcoming retirements. Often our members are looking for help to attract talent, tackle the staffing issue and remain competitive in this extremely tight employment market.

The obstacle is both immediate and long term.

Given this common concern the Council of Industry has formed an HR Recruiting Task Force. On October 27th we invited a handful of Human Resource representatives from various member manufacturers to discuss their recruiting obstacles and what, if anything, the Council can do to address them. The overwhelming response was the need for coordination, promotion and

outreach. Each company indicated they struggle to find applicants and spend a tremendous amount of time managing the administrative duties of job postings with little return on investment. They spoke about the continued need for outreach to local schools and teachers, but indicated it is difficult to coordinate and implement with limited resources and small HR staff.

The attendees believed the Council might provide a means to:

- Correct misperceptions about manufacturing
- Coordinate outreach to colleges, K-12 schools, service clubs, and other relevant organizations
- Coordinate collaborative marketing ventures, and possibly discounted job postings and applicant screening services.

We are always looking for ways to support our members and look forward to reporting on the progress we make in assisting with this critical topic.

For more information about the apprentice program or to talk about your recruiting needs, please contact jhansen@councilofindustry.org or call 845-565-1355 x121. ☼

Often our members are looking for help to attract talent, tackle the staffing issue and remain competitive in this extremely tight employment market.

Consumer Price Index for September 2017

Wage Earners & Clerical	Sep-16	Sep-17	Aug-16	Point Increase	% Month	Increase Year
1967=100	701.47	717.68	713.68	4.00	0.6%	2.3%
82 - 84 =100	235.50	240.94	239.45	1.49	0.6%	2.3%
All Urban Consumers						
1967=100	723.21	739.36	735.47	3.89	0.5%	2.2%
82 - 84 =100	241.43	246.82	245.52	1.30	0.5%	2.2%

Hudson Valley Unemployment for September 2017 was 4.5%

Registration is Open For the Certificate in Manufacturing Leadership Program at SUNY Dutchess

The Council of Industry has been running the Certificate in Manufacturing Leadership Program at Dutchess Community College for over 20 years now. This program has grown and over the last two decades has graduated hundreds of people that hold a variety of positions throughout the Hudson Valley's manufacturing firms. Once again for 2018 we will offer the program which has been refined and tailored over the years to include topics requested by our members and to train supervisors in skills and techniques essential to their positions.

Registration is open and there is an Early Bird Discount for companies that register and pay by December 23rd, 2017. You can take one or two classes or register for the entire program. Anyone completing the program will receive a certificate at our Annual Luncheon in November 2018.

The schedule of classes for 2018 is as follows:

- | | |
|---|-----------------|
| • Fundamentals of Leadership | January 17 & 24 |
| • Best Practices & Continuous Improvement | February 7 |
| • Human Resources Management Issues | February 21 |
| • Problem Solving & Decision Making | March 7 |
| • Environment Health & Safety Essentials | March 21 |
| • High Performance Teamwork | April 4 |
| • Business Communication | April 18 |
| • Positive Motivation & Discipline | May 2 |
| • Making a Profit in Manufacturing | May 16 |



Council of Industry members can find online registration on our website www.councilofindustry.org or can email training@councilofindustry.org ✿.

Take Part in the Council's Wage & Benefits Survey

With the help of Marist College's Dr. Ken Sloan, Ethan Allen Personnel Group, The Council of Industry has developed a Wage and Benefits survey which provides meaningful results while at the same time is easy to complete. Participation in the survey is critical to its usefulness.

The more companies that participate the more valuable and reliable the data will be. As the market for manufacturing workers at all levels becomes tighter the data generated from this survey becomes increasingly important. I therefore encourage you to put aside some time to complete the survey to the best of your abilities.

- Position Descriptions can be downloaded and contain the benchmark descriptions to use in matching your positions to the proper survey entry.
- Wage data should be reported as of **September 30, 2017** (or as close to that date as is possible) to insure comparability of reported statistics. Wage data can be entered as hourly, weekly, monthly or annually.
- The survey is set up so that you can save and complete later so that you do not need to finish the entire survey at one time.
- **Completed surveys should be submitted by November 15th.**
- Results should be available **December 4th.**

Full Results will be shared only with Council member companies that submit surveys.

If you have any questions on the survey or the process, please contact Ken Sloan at 845-575-3000, ext. 2893, or via email at Ken.Sloan@Marist.edu. ✿

**Continued from front page
Mfg Day 2017**

whole industry.

Since Manufacturing Day began in 2012, it has enjoyed support from many organizations aligned with its mission of positively changing the public perception of modern manufacturing. Organizations that have played a vital role in working with FMA to successfully grow this national celebration of all



Dean of Science & Engineering Dan Freedman on WKIP's Hudson Valley Focus Live with Tom Sipos.

things manufacturing include the National Association of Manufacturers (NAM), the Manufacturing Institute (MI), and the National Institute of Standards and Technology's (NIST) Holdings Manufacturing Extension Partnership (MEP) and of course the Council of Industry.



Students on tour at JBT Corporation in Kingston, NY.

This year Mfg Day was on October 6th and the kickoff event was WKIP's morning show Hudson Valley Focus Live with Tom Sipos broadcasting from Sono-tek in Milton, NY. The radio broadcast included

several guest speakers such as SUNY New Paltz's Dean of Science & Engineering Dan Freedman, Sono-tek's Rob Engle, MTEC's Tom Philips and Chuck Benfer from iHeart Media.

In addition to the radio show, Sono-tek hosted students from both New Paltz High School and SUNY Dutchess.



Blaser Swisslube hosted local school kids for tours and presentations throughout the day.



Students from Hyde Park watch the robotic arm at MPI in Poughkeepsie.

Several other Council of Industry members opened their facilities to school children as well as the public and elected officials. Blaser Swisslube in Goshen had several

groups from the Goshen and Florida schools visit and tour their plant. JBT Corporation in Kingston hosted Rondout High School BO-CES students with a presentation and facility tour. MPI Inc. in Poughkeepsie held open house for students from Hyde Park and Schatz Bearing Corp. was toured by Congressman Sean Patrick Maloney.



Students from Rondout High School heard about the food processing industry. They were also treated to a tour of the facility and saw a laser cut this JBT logo in sheet metal.

Manufacturing Day is always the first Friday in October and it is never too early to start preparing. Mark your calendars for October 5th, 2018 because we want companies like yours, companies making exciting products here in the Hudson Valley, to be a part of this movement to encourage future manufacturers.



Congressman Sean Patrick Mahoney on his tour of Schatz Bearing Corp.

Five Factors to Consider When Choosing a Contract Manufacturer

By Steve Melito, FuzeHub (fuzehub.com), a Council of Industry Associate Member

Contract manufacturers who are ISO certified have a defined quality management system (QMS) in-place.

Contract manufacturers across New York State want your business. Whether you're an inventor, a maker, or an original equipment manufacturer (OEM), you've got options. So how can you determine which contract manufacturing company is the right choice for you?

Recently, a Minnesota company published a white paper with five factors to consider: capability, quality, design for manufacturability (DFM), customer communication, and on-time delivery. The precision machined parts manufacturer doesn't claim that its list is comprehensive, but it's a strong start.

Capability

A contract manufacturer's capabilities are about more than just its equipment list. Sometimes, inventors and makers need help with material selection. OEMs may have different requirements, such as quick-turn prototypes for modifications to manufactured products. Contract manufacturing capabilities vary, so remember to compare your needs to a potential partner's specific capabilities.

Quality

Quality is about more than just certifications and standards. When you select a contract manufacturer, you need to know that the company can perform at the level your work requires. For example, if you need machined parts with tight tolerances, ask about work-in-process checks and final inspections. Contract manufacturers who are ISO certified have a defined quality management system (QMS) in-place.

Design for Manufacturability

Design for Manufacturability (DFM) is about designing your product in a way so that it's easy to manufacture. When you submit your initial drawings,

a contract manufacturer who's skilled in DFM can find ways to optimize part dimensions, materials, manufacturing techniques, and even delivery schedules.

If you need DFM services, find out what they entail. Some companies are stronger than others in this important area.

Communication

Contract manufacturers also vary in the way that they communicate with clients. If you require frequent updates, you'll probably want to choose a company that contacts you regularly instead of only when issues arise. If you're working with a dedicated project manager, will you be able to get answers if that person is unavailable?

On-Time Delivery

Finally, you'll need to determine whether a potential manufacturing partner can meet or beat your scheduled delivery dates. Ask for examples, review the reports, and decide whether the data builds confidence or raises any concerns. If you plan to ship your products to global markets, find out if the potential partner can process all of the required international documentation.

Find NYS Contract Manufacturers

Are you looking for a contract manufacturer in New York State? The Manufacturing Extension Partnership (MEP) system can help. Ask for assistance from FuzeHub, and find the solutions you need. ❁



GENERAL CONTRACTING • CONSTRUCTION MANAGEMENT
PRE-CONSTRUCTION CONSULTING • PROJECT PLANNING
ESTIMATING • BUDGETING • PURCHASING • BONDING

VERTICON
LTD
Construction Services

Your Complete Resource in the Construction Industry

24 Gilbert St. East. Monroe, NY 10950 845-774-8300

E-mail: lrackerman@verticon.net website: www.verticon.net

Seek Balance for Longer Motor Life: Voltage Imbalance May Cause Motors to Run Inefficiently.

By Mark Lamendola, EC&M

Today's 3-phase motors are more energy-efficient than their counterparts of only a couple of decades ago. Much of this is because of more precision in design, which allows for tighter tolerances and overall better construction. The newer motors use less energy and last longer.

Yet in many facilities, the improvement is wasted. The motors still are energy hogs and don't last nearly as long as they should. Why is this?

The most common problem is voltage imbalance (at the stator terminals). This imbalance causes a disproportionately large phase current imbalance, which means the motor is using less of the input energy to generate torque and more of it to generate waste heat. The excess heat reduces motor life.

But that's only part of the story. If the phases aren't "pulling" equally, the motor isn't rotating smoothly. It's being jarred harder by one phase or two phases than another. This herky-jerky motion produces excess vibration. You actually get torque pulses, and those are felt by the load. If you want to tear up a gearbox, high-voltage imbalance is a great way to do it!

Other mechanical stresses also are generated. For example, some of that torque-pulsing may cause hysteresis in the motor base (usually made of metal) or cause crumbling in the motor pedestal (often made of concrete).

As you can see, phase imbalance wastes more than just energy lost to less efficient operation. It leads to premature failure of various components of the motor system and even the load. All of which means higher total cost of ownership and less uninterrupted production time.

A general guideline for 3-phase motors is that the highest voltage should not exceed 2% of the lowest voltage. NEMA MG-1 defines voltage imbalance as the deviation from the aver-



age of the three voltages.

So add up the voltage measured on each phase and divide by three. Let's say your average voltage is 478. If you take 2 percent of that, you have 9.56. This gives you a range of about 487V on the high end and about 469V on the low end, allowing for some minor variance in actual voltage throughout the day.

Keep in mind that any imbalance is bad, it's just a matter of magnitude. If you're within that 2%, you probably won't see the worst effects, but you still will have energy losses.

For a very large motor, these losses may be significant enough to merit correcting the imbalance. For a critical motor, maximizing its reliability may dictate eliminating the imbalance to the extent feasible.

Lighting loads are single-phase loads, but often are connected to a 3-phase system (e.g., 277V). If you have imbalance, look to the lighting loads as the likely source. You may need to move a few luminaires around on the existing circuits to balance things back out or move entire circuits.

One way to address voltage imbalance is to put 3-phase motors on their own supply (transformer and panel). This may seem expensive because it means you've got to set more transformers and panels in a given area. But this practice is nearly always more cost-effective than paying for voltage imbalance. ❁

Phase imbalance wastes more than just energy lost to less efficient operation. It leads to premature failure of various components of the motor system and even the load.

A Fresh Approach to Controlling Workers Comp Costs

Provided by The Reis Group, A Council of Industry Associate Member

If your business is dealing with rising workers' compensation costs as a result of workplace accidents, it's time to take a new approach to safety. The key to spending fewer dollars is more than just stopping a few accidents on the manufacturing floor; it requires a comprehensive safety program designed to continuously improve. A safety program that is compliant with Occupational Safety and Health Administration (OSHA) standards can yield significant savings for Council of Industry by reducing injuries and illnesses, saving workers' compensation dollars over the long run.

Building a Solid OSHA Program

There are five entry-level steps Council of Industry can take to have a well-rounded safety program that produces a safe work environment, achieves OSHA compliance, reduces accidents and ultimately reduces workers' compensation costs.

1. Develop the various programs required by the OSHA standards.
2. Integrate those programs into daily operations.
3. Investigate all injuries and illnesses.
4. Provide training to develop safety competence in all employees.
5. Audit your programs and your work areas on a regular basis to stimulate continuous improvement.

Develop Programs Required by OSHA Standards

Aside from being a requirement for manufacturers, OSHA standards provide a good pathway to incident reductions. Many accidents stem from poorly developed or implemented OSHA programs: slips or trips may come from not keeping walking and working surfaces clear, tampering with machine guarding may result in excessive lacerations and not following proper lockout/tagout procedures can result in serious injury or death.

Many of the OSHA standards require that a written program be developed and communicated to employees. Experience shows that companies with thoroughly devel-

oped, OSHA-compliant programs have fewer accidents, more productive employees and lower workers' compensation costs.

Integrate Programs into Daily Operations

Policies alone won't get results; your safety program must move from paper to practice to succeed. Putting a policy into practice requires a strategic plan clearly communicated to key participants, good execution of that plan based on developed competencies, and a culture that inspires and rewards people to do their best.

As with any business initiative, the success of your safety program depends on putting supervisors in the best position to succeed. If your frontline supervisors understand the program and are motivated to make it work, the program succeeds; if not, the program is an endless drain on resources and energies. Providing supervisors with knowledge and skills through training is critical to the success of any program.

A solid OSHA program, integrated into the daily operation and led by competent supervisors, is just the beginning. Successful safety programs focus on being proactive instead of reactive. Accident investigations provide an excellent source of information on real or potential issues present in the workplace.

Investigate All Injuries and Illnesses

Workers' compensation is designed to recompense employees for injuries or illnesses that arise from or out of the course of employment. This should not come as a surprise, but increasing claims drive up workers' compensation costs. To reduce those costs, you must reduce your accidents. And the ability to reduce accidents is significantly enhanced when accidents are fully investigated instead of simply being reported.

Accident reports cite facts; accident investigations go deeper to uncover the root cause of an accident and make improvements to prevent its reoccurrence. To stop your workers' compensation costs from rising unnecessarily, you must have an effective accident investigation process. Unless you can determine the root cause of an accident, recommendations for improvement will remain fruitless. Again, training proves beneficial because a supervisor skilled in incident analysis is a better problem solver for all types of production-related issues, not just safety.

All accidents should be investigated to find out what went wrong and why. Some may suggest investigating every accident is a bit over the top and that only those





Barton & Loguidice
Engineers • Environmental Scientists • Planners • Landscape Architects

Syracuse • Rochester • Albany • Watertown • Ellenville
Newburgh • New Paltz • Camp Hill (PA) • Lanham (MD)

Contact: Susan McKeever- Duys, Project Manager
smckeever-duys@bartonandloguidice.com • (845) 391-8360
www.bartonandloguidice.com

that incur significant costs are worthy of scrutiny. But ask yourself this question: If you only investigated serious quality concerns instead of every little deviation, would your quality program still be effective? Companies with solid quality programs investigate and resolve every deviation from quality standards.

If your emphasis is only on those incidents that have to be recorded on the OSHA 300 log, you ignore the single largest accident category: first aid-only incidents. Many companies get upset about recordables or lost-time accidents because of the significant costs involved, but they don't realize that the small costs and high numbers of first aid-only incidents really add up.

Statistics show that for every 100 accidents, 10 will be recordable and one a lost-time incident. If you investigate only recordables or lost-time accidents, 89 incidents go unnoticed. Would you consider a quality program that allows an 89 percent failure rate successful? Reducing serious accidents means you must reduce your overall rate of all accidents – including first aid-only incidents. That only happens when every incident is fully investigated, and remedial actions are identified and integrated into daily operations.

Training and Auditing for Continuous Improvement

The final steps focus on training and auditing your program for continuous improvement. Training plays a significant role in safety and in reducing workers' compensation costs. The goal of training is to develop competent people who have the knowledge, skill and understanding to perform assigned job responsibilities. Competence, more than anything else, will improve all aspects of your business and drive down costs. Supervisors must have the knowledge and ability to integrate the safety program into their specific areas of responsibility. All employees must know what is expected of them when it comes to implementing safe work procedures.

Once the program is developed and implemented, it must be reviewed on a regular basis to make sure they are still relevant and effective.

This might require a significant change in how you manage your safety program, but if your workers' compensation rates are high, it may be time to make this leap.

Tangible Benefits

1. Studies indicate there is a return on investment and that companies see direct bottom-line benefits with a properly designed, implemented and integrated safety program.
2. A competency-based safety program is compliant with OSHA requirements and therefore reduces the threat of OSHA fines.
3. A competency-based safety program lowers accidents, which reduces workers' compensation costs. When incidents do occur, a competency-based safety program fully evaluates the issue and finds the root cause to prevent reoccurrence and provides a workplace that is free from recognized hazards.
4. A safer workplace creates better morale and improves employee retention. Auditing keeps your programs fresh and effective and drives continuous improvement.
5. A competency-based program produces people who are fully engaged in every aspect of their job, which results in high-quality goods and services. ❁

Editor's Note

The Council of Industry is partnering with the Reis Group to help our members better understand and manage the wide range of risks they encounter operating a manufacturing business and to offer qualifying members alternative and innovative insurance solutions. We will include these article as a regular feature of our newsletter and as twice monthly e-blast to our members. If you are interested in learning more about the alternative insurance products please contact Harold King (hking@councilofindustry.org) directly.

Visit us online at:
www.reisinsurance.com

**THE INTELLIGENT CHOICE FOR
MANUFACTURERS INSURANCE PROGRAMS**

Offices located throughout the Hudson Valley:

478 Washington Avenue Kingston, NY 12401 (845) 258-4056	27 Market Street Saugerties, NY 12477 (845) 246-9563	102 Windsor Highway New Windsor, NY 12553 (845) 861-2991	448 Third Avenue Watervliet, NY 12189 (518) 266-9999
---	--	--	--

Date	Class/Event
Nov 10	Annual Luncheon * Member / Associate Member Expo - 11:30 am - 2:30 pm at the Grandview, Poughkeepsie, NY. Seats \$55 each or \$495 fro a table of 10. Email abutler@councilofindustry.org or call (845) 565-1355 to register,
Nov 17	EHS Network Meeting: Ergonomics- 8:30 am - 10 am at Access: Support for Living in Middletown, NY. Presenter: Lori Schneider PT, MS, DPT. Free for Members. Register by email abutler@councilofindustry.org or (845) 565-1355.
Dec 23	Deadline for Early Bird registration discount on Certificate in Manufacturing Leadership
Jan 17, 24	Fundamentals Of Leadership - Two day course, 9:00 am—4:30 p.m. at Bowne Hall, SUNY Dutchess, Poughkeepsie, NY. Instructor: Rebecca Mazin, Recruit Right. Cost: \$400 single Council members, \$350 each for two or more from the same company, \$700 non-members.
Jan 19	HR Sub-council meeting: New Challenges For Both Union and Non Union Employers - 8:30 - 10:00 am at Council of Industry Office, Newburgh, NY Free for members. Register online here or by email abutler@councilofindustry.org to register or call (845) 565 -1355
Feb 7	Best Practices & Continuous Improvement - 9:00 am—4:30 p.m. at Bowne Hall, SUNY Dutchess, Poughkeepsie, NY. Instructor: Paul Campanella, Action Plus Project Management. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members.
Feb 21	Human Resources Management Issues- 9:00 am—4:30 p.m. at Bowne Hall, SUNY Dutchess, Poughkeepsie, NY. Instructor: Thomas P. McDonough, Jackson Lewis , P.C. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-member

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.

YOU'VE GOT THE POWER.

Direct Energy is North America's largest retail energy supplier. We are dedicated to providing our business customers with customized solutions for managing energy costs through competitive pricing, flexible product options, expert advice and superior service.

Visit directenergy.com/business or call 203.230.5600 for more information.




© 2013 Direct Energy Marketing Limited, a subsidiary of Centrica plc. Direct Energy® and the Lighting Bolt Design are other registered trademarks or trademarks of Direct Energy Marketing Limited in the United States and/or Canada. Use of such trademarks has been licensed by Direct Energy Marketing Limited to its various subsidiaries and affiliates.

Continued from front page
Annual Luncheon & Expo

five out of six electives. We now offer this program at Rockland Community College in the fall as well for our members that are located further south. It is with great pride that we celebrate the 20th anniversary and this year's graduating class.

Our keynote speaker will be Thomas McLoughlin, Managing Director and CIO Fundamental Research and Wealth Management UBS Financial Services Inc., who will discuss Industry 4.0, how technology and innovation are already dramatically shaping manufacturing and how they will continue to do so. McLoughlin currently serves as a member of the Research Management Committee. In his current role, Tom works closely with the US capital markets desk to ensure the delivery of timely research on corporate credit, preferred securities and tax exempt bonds.

We are fortunate to have generous sponsors that make this event possible. Our major sponsor is Bleakley Platt & Schmidt, LLP and our supporting sponsors are The Chazen Companies, Direct Energy Business, Elna Magnetics, Lakeland Bank, Mass Mutual, and UBS Financial Services. We appreciate their support of the Council of Industry and Hudson Valley Manufacturing.

Major Sponsor



Supporting Sponsors



**JOE PIETRYKA
 INCORPORATED**
 85 Charles Colman Boulevard,
 Pawling, New York 12564

**Designers, Manufacturers
 and Assemblers of
 Plastic Injection Molded Parts
 and Components**

Serving the Electrical, Industrial,
 Medical, Automotive, Photographic,
 Pharmaceutical, Cosmetic and Food
 Markets of America

ISO 9001:2008 Certified
 Adhering to TS16949
 UL Listed
 CSA Listed
 Drug Master File Registered
 FDA Registered
 CE Conformity
 Class 10,000 Certified Cleanroom

In House Color Matching

www.joepietrykainc.com
 Phone: (845) 855-1201
 Fax: (845) 855-5219



Council of Industry

The Manufacturers Association of the Hudson Valley

**6 Albany Post Road
Newburgh, NY 12550**



*Visit us online for
more information
about the Council of
Industry and Hudson
Valley Manufacturing.*



**Manufacturing is Vital.
The Council of Industry is
Vital to Manufacturing.**