



# Council of Industry Newsletter

May 2014  
Volume 18  
Issue 4

## 2014 Manufacturing Champions to be Honored at May 14th Award Breakfast

The Council of Industry’s Manufacturing Champions Award recognizes those individuals and organizations, who through vision, dedication, hard work and tireless involvement 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. The Council of Industry is proud to announce the 2014 Manufacturing Champions for the Hudson Valley are Congressman Chris Gibson for the public sector, Bruce Phipps, President of MPI, Inc. for the private sector and the SUNY Ulster Department of Continuing and Professional Education will receive the organization award.



The 2013 Manufacturing Champions at last year’s breakfast.

The awards will be presented at a breakfast in honor of the recipients on Wednesday May 14th at Novella’s in New Paltz. Seats are \$30 per person or \$215 for a table of eight. To reserve a seat contact Alison Butler by email [abutler@councilofindustry.org](mailto:abutler@councilofindustry.org) or call (845) 565-1355. The Council of Industry would like to thank major sponsor Central Hudson, and supporting sponsors: The Chazen Companies, O’Connor Davies, LLP and Cuddy & Feder LLP, and Rondout Savings Bank. We would also like to thank the companies that have placed ads in the commemorative program as well. Sponsorships are a great way to show your support of Hudson Valley manufacturing.

“Manufacturing remains an important part of the Hudson Valley economy providing good jobs to tens of thousands of its residents and generating billions of dollars of wealth in our economy,” Harold King, Executive Vice President of the Council of Industry, explains. “The Manufacturing Champions Award recognizes these individuals and organizations for their contributions in growing this vital aspect of our economy.”

In considering the public sector champion the Council of Industry noted that Congressman Gibson has supported legislation aimed at fueling U.S. manufacturing such as reducing over-regulation, comprehensive pro-growth tax reform, and investment in transportation and infrastructure. Locally, Congressman Gibson has been a champion of advanced manufacturing, nanotechnology, renewable energy and agriculture. In addition, Congressman Gibson has received an 86% rating on key votes from National Association of Manufacturers and is widely respected for his willingness to reach across the aisle help his Hudson Valley constituents.

“I want to thank the Council of Industry and its hard-working members for all of their efforts to grow the economy of Upstate New York,” said Congressman Gibson. “It is a great honor to receive the Manufacturing Champions Award for the public sector. I will continue to advocate for federal policies that make it easier to run a small business, from reducing regulatory burdens to cutting energy costs. I sincerely appreciate your support. Thank you!”

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## Training and Education

### Strategic Leadership Issues in Manufacturing: Five Full Day Sessions to Prepare Hudson Valley Execs to Lead in the Global Marketplace

**When:** Fridays, 6/13, 6/20, 6/27, 7/11, 7/18

**Where:** The Beacon Institute, Beacon, NY

**Instructor:** Professors from Clarkson University

**Cost:** Entire series \$3,250 for members, \$3,950 for non-members, or for individual classes \$950 per class members, \$1150 per class non-members

**To Register:** Online <http://www.councilofindustry.org/training/course-list/> or call (845) 565-1355

Or email [Training@councilofindustry.org](mailto:Training@councilofindustry.org)

The Council of Industry and Clarkson University have teamed up to offer Strategic Leadership Issues in Manufacturing: Five full day sessions to prepare Hudson Valley executives to lead in the global marketplace. This series of courses is intended for senior level people in small and medium sized manufacturers. Participants should have several years' leadership experience in manufacturing and/or have some business education. This series is also a great opportunity to help "build your bench" by preparing people to step into key leadership roles.

For those who received an MBA degree seven or more years ago, this is also a perfect opportunity to update knowledge and gain exposure to late-breaking benchmarks and best practices for the years ahead.

Some titles of potential attendees include: CEO, CFO, Controller, and Vice President or Director of activities such as Operations, Human Resources, Manufacturing, Engineering, Procurement, Quality, and others.

**Classes in the series are:**

June 13 Leading Organizational Change

June 20 Financial Management/Engineering Economics

June 27 Industrial Organization in the Supply Chain

July 11 Commercializing Innovation

July 18 Organizational Strategy and International Competitiveness

For more information or to register go to <http://www.councilofindustry.org/training/course-list/> and select Strategic Management courses or contact Alison Butler at [training@councilofindustry.org](mailto:training@councilofindustry.org) or call (845) 565-1355.



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## Upcoming Training

The Council of Industry is working with the consortium of community colleges in the Hudson Valley to coordinate training programs requested by our members. Watch our Weekly Update emails for the latest training programs. Upcoming possibilities include PLCs and Project Management. If there is a training program you are looking for contact the Council to see if we can help make it happen. Look at the training section of our website for a wide variety of trainings that we have coordinated for our members in the past.

- There are still a couple of seats available in the remainder of the Certificate in Manufacturing Leadership courses.
  - May 7 - **Making a Profit in Manufacturing &**
  - May 21 - **Environment, Health & Safety Risk Management**
- **Materials Science Training** is being held on May 28, June 4, June 11 at Westchester Community College, Technology Building, Room T-148. For more info or to register go to: <http://www.councilofindustry.org/?p=1003> Call (845) 565-1355 or email [Training@councilofindustry.org](mailto:Training@councilofindustry.org)

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## Network & Council News

### New Certified Production Technician Program

You are invited to a kick-off announcement breakfast for the New Certified Production Technician Program at



SUNY Dutchess on Thursday, May 8th from 8:00am-9:30am in Room 105 Bowne Hall at SUNY Dutchess, Poughkeepsie, NY. Find out more about this new 12 week program offered by Dutchess Community College as part of the TAACCCT grant the Council of Industry is coordinating to give current and potential front-line manufacturing workers the skills they need to be successful in jobs such as an assembler, machine operator, setup mechanic and more.

Network with your peers and learn about the new Certified Production Technician Program being offered by Dutchess Community College's Office of Community Services. This program was created to give current and potential front-line manufacturing workers the skills they need to be successful in jobs such as an assembler, machine operator, setup mechanic and more.

Over 80% of manufacturers have reported a need for workers with increased skill, and in addition to the four primary subjects for safety, quality, manufacturing and maintenance awareness, DCC is offering four additional modules: Technical Math, Lean Six Sigma, Root Cause Analysis and OSHA- based on the needs of local industrial employers.

We hope you can join us on May 8, 2014 to learn how this new program can bolster the skills of your current employees and also give you access to qualified potential new employees.

To RSVP or for more information contact Barbara Mosher at 845-431-8900 or [mosher@sunydutchess.edu](mailto:mosher@sunydutchess.edu).

### Affordable Care Act Update Seminar on May 15th

**When:** Thursday, May 15th, 8am registration, 8:30—10:30 am program

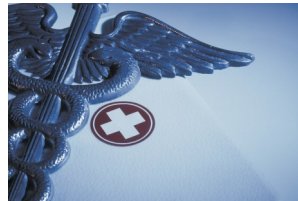
**Where:** Rose & Kiernan, 60 Merritt Blvd. Fishkill, NY

**Cost:** None for members

**Registration:** online at: <http://www.councilofindustry.org/?p=1618>

Or email [abutler@councilofindustry.org](mailto:abutler@councilofindustry.org) or call (845) 565-1355

There has been a lot in the news recently about the Affordable Care Act's deadlines and provisions. For New York employers some things have stayed the same and some things have changed. Find out what's what at this ACA Update Seminar featuring presentations from:



- ◇ Legal aspects covered by Keith Dropkin, Jackson Lewis LLP
- ◇ Insurance programs covered by Dan Colacino, VP of Regulatory Affairs, Rose & Kiernan
- ◇ The financial and accounting perspective covered by Jason T. Giordano, CPA, MST, from Judelson, Giordano & Siegel, CPA, PC.

*For New York employers some things have stayed the same and some things have changed. Find out what's what at this ACA Update Seminar*

#### Welcome New Members:

**Madava Farms/Crown Maple**— Pure maple syrup products. Dutchess County Contact: Annette Cantilli

#### And Associate Members:

**Stage Six Media**- Video production for websites, training and product promotion. Contact: Jenko Kent.

**Demand Response Partners, Inc.** — Energy services. Contact: Michael Georger

## Personnel Matters

### What is the TAACCCT and How it can Help Hudson Valley Manufacturers

By Jim Kimple, Council of Industry TAACCCT Grant Coordinator

One Mid-Hudson employer is clear about his workforce requirements: “I need a pool of work-ready employees I can draw from. They have to be reliable and drug-free; they have to know how a manufacturing process works, and they have to be trainable in our processes. I don’t have that yet.” That statement seems simple, but Mid-Hudson Valley industries and manufacturers vary widely in specific employment requirements (ranging from production technicians to skilled tradespeople and engineers). They have dispersed locations, and draw from different local populations. An employer in Marlboro may hire a technician from Fishkill who needs specific training that might be provided at SUNY Ulster. Hiring qualified employees in the Mid-Hudson Valley is no easy task. A regional workforce development and training system would simplify the matter and employers and job seekers alike.



Westchester) have partnered with the Council of Industry to implement the grant. The Council has created a workforce development committee and members have defining their skill needs for the colleges. The committee has provided input for curriculum development, and the Council has committed to marketing and publicity in partnership with the SUNY schools. The colleges have committed to provide skill screening, education, and workplace experience as well as marketing. Ulster and Dutchess Community Colleges have begun to implement focused certification and degree programs, and the other Hudson Valley Community Colleges are providing specific complimentary courses as well as screening.

At the same time that TAACCCT has been rolled out in the Mid-Hudson, several other workforce initiatives are under-

Enter TAACCCT (the Trade Adjustment and Assistance Community College and Career Training grant program) — a federal-funded, state-wide initiative to provide:

- Pathways for potential entrants into industrial jobs and careers
- A way for employers to identify potential employees with certified skills and familiarity with industrial processes
- A means for broadening and deepening employee skills (what TAACCCT calls ‘latticed’ and ‘stacked’ skills)

TAACCCT provides community colleges and other higher education institutions with funds to expand and deliver education and career training programs that can be completed in two years or less. They prepare participants for employment in high-wage, high-skill occupations. Initially, the system will emphasize placing veterans and workers displaced by the economy and structural changes in industry.

In our region, the six SUNY Community Colleges serving the Mid-Hudson (Dutchess, Orange, Rockland, Sullivan, Ulster, and

way (P-Tech, SUNY 2020, and Tech Valley, for example). And each has a specific focus (e.g., P-Tech creates a 6-year path for high-school students to get a STEM-focused diploma, certification and an AAS, and an AAS degree in a manufacturing technology discipline). Again, the Council and Council members continue to be key players in curriculum development, student mentoring, internships, marketing, and publicity.

However, each opportunity creates potential complications such as:

- Increased demands on Council members’ time and other resources required to implement programs
- Confusion regarding the role of each initiative and how all fit together to benefit employers
- Potential inefficiency created by multiple initiatives targeting the same potential employees and employers

The TAACCCT program provides a regional model and infrastructure for manufacturers, educators, and Workforce Investment Boards work as partners. It is already enrolling students and coordinating with employers. A complete system will bring in K-12 education, agencies, economic development, One-Stop centers, state agencies, and community-based agencies to create the required employee pool and a pathway to jobs for people seeking employment. At this writing, the Council is working to extend the model and to integrate other initiatives into a more comprehensive and user-friendly system. We will keep you posted.



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## More Personnel Matters

### Engineering Internships Propel Manufacturers' Success

By Jonathan Geissler, Marketing Specialist, Hudson Valley Technology Development Center, Inc. A Council of Industry Associate Member

Engineering internships were at the forefront of discussion at the Hudson Valley Technology Development Center (HVTDC) on Wednesday, March 19th as the Newburgh manufacturing business development family welcomed faculty leaders of State University of New York at New Paltz. Seven current and former interns presented their experiences as employees of HVTDC to the SUNY faculty that included President Donald Christian, Dan Freedman, Dean of the School of Science and Engineering, and Chih-Yang Tasi, Interim Dean of the School of Business.

The event, coordinated by SUNY New Paltz alumnus and HVTDC Regional Innovation Specialist, Everton H. Henriques, demonstrated the benefits of internship programs and the collaboration with the college. The faculty observed as the seven purposefully exhibited their work, revealing the knowledge and skills attained throughout their internships. This was Everton's ultimate goal, and he stressed the advantages for all parties involved – advantages that all technology and manufacturing companies should take notice of.

"From a student perspective, we're able to broaden the college curriculum in the sense that students get hands-on experience as to what things will look like in the industry," he explained. "It rounds out their education because they get to see what happens out in the field and pick up real-world experience."

For its part, HVTDC is able to finalize projects at a relatively modest cost and get inside the minds of the creative younger generation less familiar with current manufacturing technologies. "Not only do we get the benefit of having young people working on projects here bringing new, fresh ideas, but we also feel we're doing a service to society by providing this type of opportunity to the students," said Everton. "These are original, fresh ideas coming from their perspective, so we all learn together, and we're able to pass that on to customers."

The partnership is breeding success, now with six SUNY New Paltz computer and electrical engineering interns employed by HVTDC. It continues to show promise thanks to the focus on engineering and vocational studies practiced by SUNY New Paltz. The intern team has become integral

players in the broadening and diversification of HVTDC's skill set to meet the needs of clients



who must keep pace with rapidly changing technology.

Right now, HVTDC's Shirley Huang is in the process of developing a web interface for building systems monitoring. Meanwhile, Travis Hayden is automating a fluid bed granulator by using software and a programmable logic controller (PLC) to increase efficiency. The men and women in this field apply mathematical and scientific principles to solve a wide variety of practical problems in industry, social organizations, public works, and commerce.

The importance of such vocational training through the likes of engineering internships is evident. Whether they even have a degree or not, students recruited from a college with internship programs are generally more flexible. They are not only theoretically trained, but also vocationally prepared to undertake real-world projects.

That is precisely what Everton is aiming for. Many manufacturers are looking to hire, but encounter difficulties in obtaining graduates with specialized hands-on training and the ability to accomplish certain tasks. Internship programs like those at HVTDC afford students direct experience to broaden their education and prepare them for the workforce. The classroom's abstract theories become concrete when students are placed in real life work situations performing actual, professional tasks.

**Continued  
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## Legislative Matters

### Help Us Make 2014 the “Year of the Manufacturing Voter”

By Ned Monroe, senior vice president, external relations, National Association of Manufacturers

*“President Lyndon B. Johnson once said, “We preach the virtues of democracy abroad. We must practice its duties here at home. Voting is the first duty of democracy.”*

Most Americans look at Washington right now with jaded eyes. Washington is dysfunctional, with a split Congress that on its best days cannot seem to work with the White House on what should be common objectives. The beauty of American democracy, however, is that every two years, the leadership of our government is put into the hands of the people, and in 2014, we will again go to the polls.

On Tuesday, November 4, voters will decide on 435 House seats and 36 Senate seats. While the partisan makeup of the House will likely remain similar to what it is now, the Senate is very much in play. Republicans need to win only six seats to become the majority party, and they will very likely make gains. The GOP has had a stronger recruiting year for Senate candidates, and key retirements in marginal states have given them an edge.

With Senate elections critically important to deciding the direction of the nation, it’s necessary for manufacturers to become involved in politics. Change and progress are possible, but only if we as voters and manufacturers make our voices heard. With 12 million manufacturing workers, imagine the impact if we all went to the polls.

At the National Association of Manufacturers (NAM), we are determined to make 2014 the “Year of the Manufacturing Voter.” To that end, we have redesigned the NAM Election Center website and created new tools that will help motivate and inspire your fellow manufacturing employees to vote in this year’s elections.

Before they can vote, however, they must be registered. In 2012, out of 112.6 million private-sector employees in the United States, only 72.5 million were regis-

tered to vote. To help shrink the number of eligible unregistered men and women in the manufacturing workforce, the NAM has partnered with an innovative

voter registration platform called TurboVote. Users can click on the NAM’s TurboVote site, answer a few simple questions and print and send their completed state voter registration form. Users who are already registered to vote can also sign up for Election Day reminders so they never miss another chance to cast a vote.



There is no one-size-fits-all way to build a Get Out the Vote (GOTV) program at manufacturing facilities. Employees will be more responsive if the message is delivered in a way that fits the culture of their organization. With that in mind, we have designed materials to fit easily into your existing methods of communication. On the Employer Resources page, you will find sample language that you can easily copy and paste into e-mails and newsletters as well as talking points you can use during staff meetings.

In addition, to take as much of the hassle out of creating resources for your employees as possible, we will feature printable and electronic items, including posters, table tents for break rooms, a GOTV video (coming in June) and side-by-side issue Voter Guides (coming in September) throughout the election cycle that you can customize with your logo.

Finally, you can direct your employees to all the materials the NAM Election Center has to offer via a button on the Employer Resources page that can be embedded into your internal website or intranet.

Please check the Election Center frequently, as we are adding new resources constantly. If you have questions or would like assistance with your GOTV activities, please contact NAM External Relations Manager Leann Paradise at (202) 637-3049 or lparadise@nam.org.

President Lyndon B. Johnson once said, “We preach the virtues of democracy abroad. We must practice its duties here at home. Voting is the first duty of democracy.” Please help us make 2014 the “Year of the Manufacturing Voter.”



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## Member Profile

**Member Profile:** WineRacks.com

**Year Founded:** 1992

**Location:** Poughkeepsie, NY

**Products:** Manufacturer of wine storage products

**Website:** [www.wineracks.com](http://www.wineracks.com)

The Wine Rack Company was founded in the Hudson Valley region of New York in 1992 by company president Michael Babcock. Originally a manufacturer of wine storage products, The Wine Rack Company started its first website, WineRacks.com, in 1995 in order to sell their wine racks and other wine related accessories to a new and growing internet audience.

In 2001, WineRacks.com founded the Hudson Valley Wine & Food Fest which has grown to be one of New York's largest wine and food events which takes place annually in September. In 2013 the Lt. Governor and compliment of 200 plus dignitaries attended the Wine Festival. This festival strongly supports Governor Cuomo's highly regarded and supported "Taste NY" initiative.

Today, WineRacks.com is the premier online retailers of wine storage and wine accessories. The company specializes not only in manufacturing custom wine cellars and commercial wine storage but smaller racks for simple home storage as well.

Setting itself apart from many of its competitors, WineRacks.com manufactures all of its wood wine racks right here in the United States from environmentally responsible raw materials. It is a proud Made in America company.

Wineracks.com utilizes both state of the art CNC equipment, Edge Banders and gang rip saws as well as old school, personal touch, hand tools. This blend keeps us in tune to our ever growing customer base.

The company has clientele that ranges from the local community to international customers. Such notable clients include local retailers such as the Hudson Valley Wine Market as well as national customers including Fairway Market, Hy-Vee, the Meat House, and Carmel Café.

WineRacks.com also fully utilizes growing social networks such as Facebook and Twitter to connect with clients across the globe. Software such as Sketchup, with its 3-D rendering abilities, allows WineRacks.com to customize wine racks and wine storage for clients based on their individual needs.



In 2014, WineRacks.com was awarded "Best Of Houzz" by Houzz, a leading platform for home remodeling and design. In 2013, Wineracks.com was also awarded "Small Business of the Year" by the Ulster County Regional Chamber of Commerce as well as being recognized by Kevin A. Cahill, Member of Assembly, for its Commitment to Excellence. In addition, the Honorable Michael P. Hein presented Wineracks.com with a Certificate of Excellence. Wineracks.com was recognized by Assemblyman Peter D. Lopez with its Small Business of the Year award. The Sunday Freeman presented Wineracks.com with a "Best in the Business" award in November 2013.

Wineracks.com has overcome setbacks as well. In January of 2014, WineRacks.com's manufacturing facility experienced a small fire that cost the company pallets full of kiln-dried mahogany, oak, and pine lumber. However, quick action of local emergency services saved the main building and production facility, which suffered only minimal damage. After several days of cleanup, WineRacks.com was able to get back up and running at full production. In addition, Wineracks.com has had to overcome a shortage of qualified manufacturing professionals. It has bridged this gap with being very aggressive in its grant writing to pull down monies for in house skill upgrade trainings.



The Council of Industry has its hand firmly on the pulse of manufacturing. They have heard some of the challenges we face on a daily basis and created such powerful programs like the Manufacturing Leadership Certificate, Hudson Valley Consortium Training as well as allowing us to enjoy many discounts through the 135 member firms. In addition, The Council's government relations service gives us a louder voice on legislative issues affecting our business. The organization's staff is active on critical public policy issues, ranging from state energy programs to workers' compensation to Medicaid. The HV Mfg. which features articles that both inform manufacturers of current trends in the industry and educate the general population of the vital role manufacturing plays in our region's economy, is growing in circulation and serves us as a powerful guide to what's going on in the Hudson Valley manufacturing sector. We are proud to members and proud to be associated with The Council of Industry.

## EHS Matters

### Health & Safety Tips

*From Emergency One, a Council of Industry associate member*

#### Training Improves Ability to Identify Potential for Injury

A recent study by the University of Iowa's College of Public Health showed that training improved workers' ability to identify potential for musculo-skeletal injuries. To date, there had been only one such study to examine this and it was completed with college students.

It's hard to believe that such little data existed in ergonomic training and its relationship with helping employees identify risk factors for injuries. In summary, this study, published in the Journal of Occupational and Environmental Medicine, showed that workers identified risks for injuries to the low back on par with the researchers. However, the workers gained the largest improvement in identifying risk factors for the neck and shoulders.

The study may show us that we've been successful in teaching and training employees proper lifting techniques and ways in which to prevent low back injuries. It may also show that because of the emphasis placed on low back injuries, other musculo-skeletal injuries are less of a focus. With this information, you can focus your ergonomic training in areas that you could see vast improvements.

In general, while ergonomic training has thought to be beneficial, you now have scientific proof that your company can benefit from regular and ongoing safety training. days.

#### Employers Role with Personal Protective Equipment

Personal Protective Equipment (PPE) refers to equipment worn to minimize exposure to serious workplace injuries or illnesses. According to Occupational Safety & Health Administration (OSHA), when engineering, work practice and administrative controls are not feasible or provide sufficient protection, employers must provide personal protective equipment to their workers.

Employers must train each worker required to use PPE to know:

- When it is necessary
- What kind is necessary
- How to properly put it on, adjust, wear and take it off
- The limitations of the equipment
- Proper care, maintenance, useful life and disposal of the equipment



All employers utilizing PPE must implement a PPE program that addresses the hazards present, the maintenance and the use of PPE. Ongoing training and monitoring is needed to ensure its effectiveness.

#### Avoiding Hand Injuries in the Workplace

Preventable hand injuries continue to baffle employers. The Occupational Safety and Health Administration (OSHA) estimated that more than 320,000 hand injuries occur each year. Two major factors contribute to these injuries—personal protective equipment was not being worn and when it was worn, did not fully protect the worker.

One study showed that 70% of the workers who experienced hand injuries were not wearing gloves. The other 30% studied were wearing inadequate, damaged or the wrong type of glove. With these types of preventable accidents, it's important to review these six actions to reduce hand injuries in the workplace.

- Always use machinery guards
- Wear the right gloves when handling rough materials
- When moving heavy objects through a small space, always make sure you have sufficient room to get through with enough clearance for our hands.
- Wear gloves when handling broken glass, metal shards or nails.
- Don't wear jewelry (rings) around machinery
- Keep hands free of oil and grease

It's important to take the necessary steps to keep your hands safe. Simple steps can help save a lot of pain and agony over time.

*All employers utilizing PPE must implement a PPE program that addresses the hazards present, the maintenance and the use of PPE. Ongoing training and monitoring is needed to ensure its effectiveness.*



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# CI Calendar of Training and Events

<b>May 7</b>	<b><u>Certificate in Manufacturing Leadership: Making a Profit in Manufacturing</u></b> —9:00 am—4:30 pm at Dutchess Community College, Bowne Hall, Poughkeepsie, NY
<b>May 14</b>	<b><u>Manufacturing Champions Award Breakfast</u></b> —7:30— 9:30 am at Novella’s, 2 Terwilliger Lane, New Paltz, NY. Seats are \$30 per person or \$215 for a table of 8. Sponsorship opportunities are available. Contact Alison Butler at <a href="mailto:abutler@councilofindustry.org">abutler@councilofindustry.org</a> or (845) 565-1355 for more information.
<b>May 15</b>	<b><u>Affordable Care Act Update Seminar</u></b> –8 am registration, 8:30 –10:30 am program at Rose & Kiernan, 60 Merritt Blvd., Fishkill, NY. No cost for members.
<b>May 21</b>	<b><u>Certificate in Manufacturing Leadership: Environment, Health and Safety Risk Management</u></b> —9:00 am—4:30 pm at Dutchess Community College, Bowne Hall, Poughkeepsie, NY
<b>May 28, June 4, 11</b>	<b><u>Materials Science Training</u></b> -10:00 am - 3:30 pm at Westchester Community College, Technology Building, Room T-148. Cost: \$105 for single attendee, \$95 each for two or more from the same company.
<b>June 13</b>	<b><u>Strategic Leadership Issues Series: Leading Organizational Change</u></b> – 8:00 am— 4:00 pm at the Beacon Institute, Beacon, NY. Cost \$950 for members, \$1150 for non members, entire series \$3,250 members, \$3,950 non-members.
<b>June 20</b>	<b><u>Strategic Leadership Issues Series: Financial Management/ Engineering Economics</u></b> – 8:00 am— 4:00 pm at the Beacon Institute, Beacon, NY. Cost \$950 for members, \$1150 for non members, entire series \$3,250 members, \$3,950 non-
<b>June 27</b>	<b><u>Strategic Leadership Issues Series: Industrial Organization in the Supply Chain</u></b> – 8:00 am— 4:00 pm at the Beacon Institute, Beacon, NY. Cost \$950 for members, \$1150 for non members, entire series \$3,250 members, \$3,950 non-members.
<b>July 11</b>	<b><u>Strategic Leadership Issues Series: Commercializing Innovation</u></b> – 8:00 am— 4:00 pm at the Beacon Institute, Beacon, NY. Cost \$950 for members, \$1150 for non members, entire series \$3,250 members, \$3,950 non-members.
<b>July 18</b>	<b><u>Strategic Leadership Issues Series: Organizational Strategy and International Competitiveness</u></b> – 8:00 am— 4:00 pm at the Beacon Institute, Beacon, NY. Cost \$950 for members, \$1150 for non members, entire series \$3,250 members,

*You can find more information on the courses and events listed in our calendar by going to our website— [www.councilofindustry.org](http://www.councilofindustry.org) or if you are reading our electronic version just press Ctrl and click the course title.*

**Manufacturing Job Opportunities**

*If you have job openings and positions to fill:*

- Post it on the Council of Industry Website [www.councilofindustry.org](http://www.councilofindustry.org)
- Look at resumes from our member recommended **For Hire page**

Contact Alison at [abutler@councilofindustry.org](mailto:abutler@councilofindustry.org) for more info.

## Energy Matters

### Defining Important, Frequently Misunderstood Energy Terms: Part 2

*Chris Dubai, Energy Advisor, Solutions, Direct Energy, Council of Industry Associate Member*

*HDDs are typical indicators of energy consumption for space heating, they can be used to monitor the heating costs for climate-controlled buildings, to forecast heating demand, or for estimating future heating demand costs.*

On an MBR, do HDDs signal the chance for DR, and will my REC purchase affect my UCAP requirement? You're probably asking yourself, "What are you talking about?" In today's article, we continue a previous discussion and present our second lesson in learning EIL (Electric Industry Language) by defining a few more terms that are commonly used, but sometimes misunderstood.



#### **HDD/CDD = Heating Degree Day/Cooling Degree Day**

HDD is a measurement designed to reflect the demand for energy needed to heat a building or facility. The heating requirements for a given structure at a specific location are considered to be directly proportional to the number of HDDs at that location. A similar measurement, CDD, reflects the amount of energy used to cool a building.

HDDs are defined relative to a base temperature, which is the outside temperature above which a building needs no heating. HDDs can be calculated in several different ways, depending on the accuracy desired, but one of the simplest and most common uses 65° F as a base temperature, and is calculated as follows:

Take the average temperature on any given day, and subtract it from the base temperature. If the value is less than or equal to zero, that day has zero HDDs. But if the value is positive, that number represents the number of HDDs on that day. Other calculation methods improve accuracy by taking into account such things as the type of

building and how well it's insulated, any heat-generating occupants or equipment, the time of day when heating is required, or the cumulative effect of residual heat.

Why does this matter? Because HDDs are typical indicators of energy consumption for space heating, they can be used to monitor the heating costs for climate-controlled buildings, to forecast heating demand, or for estimating future heating demand costs.

#### **MBR = Market Based Rate**

MBR has different meanings, depending on context. In one instance, MBRs are rates for power or electric service that are established in an unregulated, competitive market. These rates can be established through competitive bidding or through negotiations between the buyer and seller, rather than set by a regulator. The Federal Energy Regulatory Commission grants market-based rate authorization for wholesale sales of electric energy, capacity, and ancillary services by sellers that can demonstrate that they and their affiliates lack or have adequately mitigated market power.

MBR may also refer to a customer default rate used in lieu of a fixed contract rate. In this instance, the cost of energy fluctuates with current market prices. A customer would pay their energy provider a varying rate based on market conditions at any given point in time. This is usually considered risk-prone because future prices are unknown.

Why does this matter? As portions of the electric industry become less regulated, market prices are increasingly important for making business decisions. With the first definition, MBRs may afford a customer to buy power below the local regulated utility's price with the possibility of realizing substantial savings in their

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energy costs. With the second definition, MBRs create uncertainty and present considerable risk, as projecting future energy costs becomes near impossible, given the unpredictability of energy market prices.

**ICAP/UCAP = Installed Capacity/Unforced Capacity**

Installed Capacity (ICAP) refers to the maximum amount of electricity a generator is designed to produce, or what is sometimes referred to as the boilerplate (or nameplate) rating, and is usually expressed in megawatts (MW). However, despite this rating, power plants are usually not able to produce this maximum output 100% of the time. Unforced Capacity (UCAP) refers to the average amount of electricity that is actually available at any given time after discounting the time that the facility is unavailable due to outages or deratings. For example, if a generating facility has an ICAP rating of 100 MWs, but ambient conditions only allow the generator to produce 90 MW, the UCAP rating would be 90 MW. Likewise, if the same generator with an ICAP rating of 100 MW can actually produce 100 MW of electrical output, but is shut down 10% of the time due to repairs, its UCAP rating would also be 90 MWs. Power plants that generate an amount of electricity close to their ICAP rating are said to have a high capacity factor.

Regional regulatory authorities determine how much total capacity is needed for system reliability purposes. The total amount of capacity required is allotted among customers based on their individual peak demands, which gives each individual customer a specific capacity requirement.

Why does this matter?

The cost of capacity is ultimately born by the customer, and becomes a component of their electric rate. A customer's capacity requirement is based on their PLC (see previous blog), so by managing their energy use during periods of peak demand, a

customer can, to some degree, control their capacity cost, and, in turn, their overall rate.

**REC/SREC = Renewable Energy Credit/Solar Renewable Energy Credit**

A Renewable Energy Credit (REC) is a non-tangible energy commodity that represents proof that one megawatt-hour (MWh) of electricity was generated from an eligible renewable energy source. A REC is sometimes referred to as a Green Tag or a Renewable Energy Certificate. Solar Renewable Energy Credits (SRECs) are



RECs that are specifically generated by solar energy. A renewable, or "green", energy source, such as a wind farm, is credited with one REC for every one MWh of electricity it produces. RECs represent the environmental attributes of the power produced from a green energy source and are sold separately from the electricity com-

modity. The actual electricity is fed into the electrical grid, and the accompanying REC can then be sold or traded on the open market. The owner of the REC can claim to have purchased green power.

Why does this matter?

More and more states are passing legislation requiring that a certain amount of the electricity produced be from renewable sources, such as solar, wind, hydro (water), or biomass. RECs are used to keep track of the amount of renewable energy being produced, and to track who is using or buying it.

*Regional regulatory authorities determine how much total capacity is needed for system reliability purposes. The total amount of capacity required is allotted among customers based on their individual peak demands, which gives each individual customer a specific capacity requirement.*

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## Financial Matters

*"Among the American people, tax reform bridges the partisan divide—and voters want Congress and the Administration to move beyond the gridlock to fix our broken, uncompetitive tax code," said NAM Vice President of Tax and Domestic Economic Policy Dorothy Coleman.*

### NAM Poll Shows Americans Want a Simpler and Fairer Tax Code

*From National Association of Manufacturers, Capital Briefing*



The NAM is a leader in the tax reform effort to create a national tax climate that promotes manufacturing in America and enhances the global competitiveness of manufacturers in the United States. Manufacturers are calling on lawmakers on both sides of the aisle to work together on tax reform.

The NAM recently drew attention to the significance of tax reform to Americans with new poll findings that show likely voters want policymakers to work together to enact a simpler, fairer tax code. The poll shows Amer-

ican taxpayers are taking a big-picture look at tax reform, offering strong support for pro-growth policies, even if their personal tax burden is unaffected.

Key findings of the NAM poll include the following:

- Nearly 73 percent of those polled support comprehensive reform to make the tax code simpler and fairer, even if their personal tax burden remains the same.
- An overwhelming majority—85 percent—believe it is important that Congress and the President put aside partisanship to enact comprehensive tax reform.

"Among the American people, tax reform bridges the partisan divide—and voters want Congress and the Administration to move beyond the gridlock to fix our broken, uncompetitive tax code," said NAM Vice President of Tax and Domestic Economic Policy Dorothy Coleman.

Coleman discussed how tax reform is a key decision point for voters in the NAM's A Manufacturing Minute video. The Business Journals and Politico Morning Energy (subscription required) featured news coverage of the survey.

While House Ways and Means Committee Chairman Dave Camp's (R-MI) impending retirement casts some doubt on the future of his signature tax reform proposal unveiled in February, tax reform is far from dead. Indeed, since Chairman Camp's discussion draft is the most detailed tax overhaul plan coming out of Washington in a long time, there is a good chance that many of the provisions in the Tax Reform Act of 2014 will form the basis of a tax reform plan in the future.

At the same time, tax reform continues to be a major issue for businesses. In a recent NAM/ IndustryWeek survey, two-thirds of respondents said that tax reform should be a top priority for policymakers. Clearly, there are a number of reasons why tax reform will not go away, including the current complexity of the U.S. tax system, the fact that the United States has the highest tax rate among other Organization for Economic Co-operation and Development (OECD) nations, the uncompetitive U.S. international tax system and the increasing number of temporary "extenders" in the code.

The NAM has formed an ad hoc tax reform working group to take a closer look at Chairman Camp's proposal, with the goal of submitting comments on the draft later this year. For further information or to join the ad hoc working group, please contact Coleman below.



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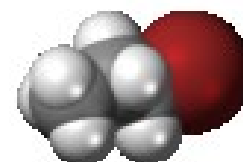


## More EHS Matters

### Emerging Hazard Alert: N-propyl Bromide

*From HRP Associates, a Council of Industry Associate Member*

In the past 20 years, many manufacturers and others that use solvents have moved away from chlorinated solvents (i.e., trichloroethylene) due to toxicity issues, burdens of managing the wastes under RCRA, additional Clean Air Act requirements, and environmental impacts, if released. Many organizations looked to N-propyl bromide (nPB), also known as 1-Bromopropane, as its savior due to its functionality in a range of industrial applications including degreasing operations, adhesive spray applications, dry cleaning, and aerosol solvents.



So, what is the issue with nPB?

Concerns about the health risks of employee exposure to nPB are on the rise. Of particular concern are its effects on the liver and its neurotoxin properties. Most recently, the 2014 American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values (TLVs) have been updated. In that update, there has been a one hundred fold reduction to the TLV of nPB. The Time Weighted Average for 1-Bromopropane has been reduced from 10 ppm to 0.1 ppm.

While Federal OSHA does not have a specific exposure standard for nPB, employers can use the ACGIH TLV as a guide to ensuring worker health and safety. OSHA recommends that the evaluation of exposures in the workplace involves identification of potential hazards followed by characterization or estimates of the level of those hazards. OSHA has stated in their Hazard Alert that worker exposures to nPB in the air as well as through skin contact should be measured to determine whether the hazard needs to be controlled.

If you are using nPB, HRP recommends the following actions:

- Evaluate exposures
- Determine if feasible substitutions exists or nPB can be eliminated
- Ensure engineering controls (e.g. local exhaust ventilation) are operating properly
- Conduct PPE hazard assessment and ensure adequate PPE supplements engineering controls
- Complete employee training

## Consumer Price Index for March 2014

				<u>Point</u>	<u>%</u>	<u>% Increase</u>
<b>Wage Earners</b>	<b>Mar. '13</b>	<b>Mar. '14</b>	<b>Feb. '14</b>	<b>Increase</b>	<b>Month</b>	<b>Year</b>
1967=100	683.08	692.73	687.70	5.03	0.7	1.4
1982-84= 100	229.32	232.56	230.87	1.69	0.7	1.4
<b>All Urban</b>						
1967=100	697.28	707.83	703.30	4.53	0.6	1.5
1982-84=100	232.77	234.78	234.78	1.51	0.6	1.5
Hudson Valley unemployment rate for March 2014 = 6.0%						

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## Continued from front page

The private sector champion, Bruce Phipps has built Poughkeepsie based MPI, Inc. from a small manufacturing company building wax injection presses to a leader in the investment casting industry worldwide. MPI produces the most advanced wax injection machines available. The company employs over 65 people in the US and has sales agents worldwide. In the past 42 years of operation, under the direction of Bruce Phipps, MPI has made dozens of industry leading innovations, seven of which MPI has patented.

Their equipment has been sold to 44 countries. MPI exports MADE IN AMERICA equipment to China! The company has partnered with the National Science Foundation (NSF) and NY State Energy Research and Development Authority (NYSERDA) in conjunction with Rensselaer Polytechnic Institute (RPI) on several research and development activities.

The Council of Industry will also honor the SUNY Ulster Department of Continuing and Professional Education as the champion organization for providing training to help manufacturers improve their bottom line by improving employee competency and productivity. SUNY Ulster offers a continuous schedule of industry-standard skills training and continuing education for both technical and non-technical employees and customized programs to align with the organization's specific needs.

A partial list of the programs available through SUNY Ulster include Leadership, Effective Supervision and Teambuilding, Lean Manufacturing, Solidworks, Electrical Skills, PLC's and Machine Operator Skills.

"The staff at SUNY Ulster Department of Continuing and Professional Education has worked to develop and offer training opportunities that not only meet our current needs, but also help us prepare a workforce for the future," Carole Parker, President at Fair-Rite Products said.

"Each class was professionally delivered and tailored toward a manufacturing environment. We look forward to continuing our relationship with SUNY Ulster and the training opportunities they provide."

Selecting the Manufacturing Champions each spring is not an easy task and this year there were more nominees than ever before. The Council has been publically recognizing the contributions of individuals from both the public and private sectors since 2006. This year's Champions join a distinguished group that includes: Jim King, IBM; Richard and Carole Parker, FairRite Products; Jack Effron, EFCO Products; Taylor Thompson, Millbrook Technologies; Richard Croce, Viking Industries, Roger Smith, Pawling Corporation; New York State Senators William Larkin and Stephen Saland; Orange County Executive Ed Diana; Dutchess County Executive Marc Molinaro; Ulster County Executive Mike Hein; SUNY New Paltz School of Business; Central Hudson and the Hudson Valley Economic Development Center. More information about the award and past recipients can be found on the Council of Industry website at: <http://www.councilofindustry.org/manufacturing-champions/>

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**Continued from page 5  
Personnel Matters**

“When we bring students into HVTDC, and we say, ‘OK, we are going to broaden your educational experience,’ they learn everything from sourcing parts like a manufacturing operator at the lowest level, to assembling those parts into a really highly designed engineering structure,” says Everton. “It is all part of the education experience. We feel at HVTDC that this is very useful for an undergraduate. The academic situation will certainly provide the academics and theoretical knowledge, but practical knowledge can only be instilled by doing, not just hearing.”

Ultimately, the faculty visit helped demonstrate that HVTDC is doing just that. As SUNY President Donald Christian said, the partnership “fuels both economic development and education.” The emerging relationship between HVTDC and SUNY New Paltz is crucial as HVTDC becomes the vocational arm for engineering students.

“We want to share that,” said Everton. “We will gain value by having well-trained students learning from their experiences at HVTDC, and they will gain a more valuable educational experience and enhance the program within these two institutions, whether SUNY New Paltz or Mount Saint Mary College. It is a win-win situation for all, and I think that it is something we should all embrace, from HVTDC, to the

colleges, and of course the student body. Because, in the end, these students are getting paid to learn.”

“And what’s better than that?”

*For more information on internship enrollment for engineering students, please contact the following:*

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