



The Council of Industry Newsletter

October 2017 Volume 22 Issue 8

Annual Luncheon & Member / Associate Member Expo to be Held November 10 at the Grandview

The Council of Industry is excited to announce our Annual Luncheon & Member/ Associate Member Expo will be held on November 10th at the Grandview in Poughkeepsie, NY. This event has grown significantly over the last few years and we hope this year will be bigger and better still.

This year our keynote speaker is 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. We are also proud to announce the graduating class in the Manufacturing Leadership program at SUNY Dutchess. As always, we will also have our expo to open the event with members and associate members displaying their products and services.



Members and Associate Members promote their products and services at the Expo.

The event will kick off with the expo from 11:30 to 12:30. The expo is always interesting because of the great diversity in Council of Industry members and associate members. Last year we had 26 tables ranging from syrup to insurance to energy to packaging and even machine parts. The expo tables are limited and go quickly. Members and associate members are invited to take part in the Expo free of charge but we do require each expo participant to purchase two tickets to the Luncheon.

Following the expo, we will present the Certificate in Manufacturing Leadership to 28 individuals from nine different companies. These hardworking individuals completed ten full days of training in supervisor leadership skills this past spring at Dutchess Community College. We look forward to recognizing their achievements at this event.

During the Luncheon portion of the event we are happy to

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Mfg Day is October 6th

Manufacturers across the country will open their doors to the public on Friday, October 6th as part of National Manufacturing Day. This day is a celebration of modern manufacturing meant to inspire the next generation of manufacturers.

Several Council of Industry members are taking part once again this year and welcoming students to tour their facilities. We will be broadcasting live on WKIP and iHeart Radio, Hudson Valley Focus Live with Tom Sipos, that morning from Sono-Tek in Milton. Tune in from

While Manufacturing Day is officially Oct. 6, companies and community organizations should plan their events on the date in October that works best for them. No matter the date, events should be registered on the site and can be marked as public or invitation-only events.

Find out more about Mfg Day at: <http://www.councilofindustry.org/national-manufacturing-day/> ❁

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10 Factors That Affect the Cost of Energy

Fundamental economic factors – like supply and demand – are relatively predictable, but when you add political and regulatory factors to the mix, as well as financial speculation, forecasting energy prices becomes more challenging.

Like many commodities, the markets for electricity, natural gas, oil, and renewable energy are complex – and constantly changing. In fact, most energy prices change hourly.

Fundamental economic factors – like supply and demand – are relatively predictable, but when you add political and regulatory factors to the mix, as well as financial speculation, forecasting energy prices becomes more challenging.

Here are the top ten factors that can influence the price of energy:

1. **Supply.** Energy from nuclear, coal, gas, oil, and renewable sources reacts quickly in response to the available supply (or lack thereof). This is a key contributing factor to price fluctuations, which can occur on an hourly basis.
2. **Demand.** Demand for heating, cooling, light, and processes varies in response to demand in terms of economic, technological, and efficiency measures.
3. **Gas Storage.** This is a term for energy “inventory” (since you can’t store electricity), i.e. the difference between supply and demand. Gas injections and withdrawals are announced weekly, and prices adjust accordingly.
4. **Weather Forecasts.** The predicted weather forecast, as well as actual weather events, are important considerations, affecting spot market prices and short-term contracts. Whether the forecast becomes reality is less critical to longer-term prices.
5. **Generation Changes.** While seemingly more localized, these changes can have a broad effect on the markets.
 - **Nuclear.** Retirement of older plants as they require re-licensing can cause fluctuations.
 - **Coal.** Coal plant conversions to natural gas to avoid scrubbing-technology costs can also cause fluctuations
 - **Transport.** Across the U.S. there are severe constraints in gas pipeline and electrical transmission capacity, which take time and investment to reverse. With the difficulty of transportation, prices rise.
6. **Global Markets.** Despite the massive growth in shale gas production, major changes in global oil supplies can affect U.S. domestic energy costs.
7. **Imports and Exports.** Global oil and gas prices determine relative profits suppliers can make selling fuels domestically or overseas. All energy prices are connected to some degree.
8. **Government Regulation.** Federal (FERC) and state (PUCs) regulations can change both supply and demand costs quickly and significantly, which, as noted above, affects the cost of energy.
9. **Financial Speculation.** Like most other traded commodities, energy prices can be affected significantly by financial speculation, which is the least transparent factor of all. If a market doesn’t seem to be following the direction indicated by supply or demand-related factors, the cause is almost always financial speculation, which is largely invisible and causes unexpected movements.

Unless you’re a professional commodities trader, trying to hit the exact bottom of a market is a fool’s game. Nevertheless, making an informed decision about the most likely direction of the energy markets over the next several years is both possible and necessary to keep your energy costs as low as possible. ❁

Solidworks, Supervisor Skills and Regulatory Trainings Available this Month

We have a variety of training still available for October, November and December. The final regulatory refresher class, HAZWOPER will be held on Thursday, October 12 from 8:30 - 4:30 at Materion in Brewster, NY. We have classes in the Rockland Leadership Program that can still take single day registrations, Human Resources Management on October 18th, Making a Profit on November 1, Best Practices & Continuous Improvement on November 15, EHS Essentials on November 29th and Positive Motivation & Discipline on December 13. We are also excited to add Solidworks Essentials, a four day training at SUNY Dutchess, that is a real bargain for our members but seats are very limited. Details are below for Solidworks and online for all trainings at www.councilofindustry.org or contact us with questions at training@councilofindustry.org or (845) 565-1355.

Solidworks Essentials

When: October 23, 24, 25, 26, 8:30 am - 4:30 pm

Where: SUNY Dutchess, Bowne 116,
53 Pendell Road, Poughkeepsie, NY 12601

Instructor: CADimensions

Cost: \$400 single participant, \$375 each for two or more from the same company

Registration: online at www.councilofindustry.org or email training@councilofindustry.org.

SOLIDWORKS Essentials teaches you how to use SOLIDWORKS mechanical design automation software to build parametric models of parts and assemblies and how to make drawings of those parts and assemblies. Class will be held in a computer classroom with SOLIDWORKS software available for each student to use during class hours. Course is limited to 8 students. Your course will be instructed by staff from CADimensions.



We are also excited to add Solidworks Essentials, a four day training at SUNY Dutchess, that is a real bargain for our members but seats are very limited.

Consumer Price Index for August 2017

Wage Earners & Clerical	Aug-16	Aug-17	Jul-16	Point Increase	% Month	Increase Year
1967=100	699.71	713.24	710.77	2.48	0.3%	1.9%
82 - 84 =100	234.90	239.45	238.45	1.00	0.4%	1.9%
All Urban Consumers						
1967=100	721.48	735.47	733.27	2.20	0.3%	1.9%
82 - 84 =100	240.85	245.52	244.79	0.73	0.3%	1.9%

Hudson Valley Unemployment for August 2017 was 4.5%

Council of Industry Network Meetings and Seminars



The Council of Industry has been busy so far this autumn, in addition to kicking off our Regulatory training and the Leadership Program at Rockland Community College, we have hosted a seminar on “Corrective” Bargaining and an Environment, Safety & Health Network meeting on ISO 14001. We are not slowing down as we head into October either. We have a Human Resources Network Meeting on October 13th on New Challenges for Both Union and Non-Union Employers and continued trainings with HAZWOPER, Problem Solving & Decision Making, and Human Resources Management Issues coming up. On deck for November we have another EHS Network meeting on Ergonomics scheduled.

At the “Corrective” Bargaining Seminar on September 14th, Tom McDonough Esq., Jackson Lewis, PC, explained the negotiation process for dealing with a unionized workforce and how to prepare in order to come to the table with the information needed to make wise decisions. He talked about preparation before negotiations and identifying the issues ahead of time. He also discussed the importance of leverage points, knowing your current labor costs, and the logistics of negotiations. McDonough provided insight into developing proposals and your bargaining position, setting the ground rules, opening statements and the order of negotiations.

The presentation also covered making information requests to the union and avoidable reasons negotiations fail. McDonough presented research strategies, and ways to develop proposals and bargaining positions. His presentation was very thorough and the attendees were able to ask questions on topics they may be currently dealing with. If you missed this seminar but would like some insight to the challenges presented to both unionized and non-unionized employers in light recent changes to legislation and in the political arena, you can attend the October 13th HR Network meeting.

The September 22 EHS Network meeting was held at Barton & Loguidice, D.P.C. with a presentation on ISO 14001 by Susan McKeever-Duys, Project Manager, Environmental, Barton & Loguidice, D.P.C.. McKeever -Duys covered the benefits of ISO 14001 along with the implantation process. From the planning process through the regulatory requirements and compliance, to implementation and operations, she covered the many aspects of this procedure. McKeever-Duys also covered the various documentation, communication, and operational controls. The companies in attendance were interested in becoming ISO 14001 certified or were already in the process. If you have questions or are considering ISO 14001 you can contact Susan McKeever-Duys at Barton & Loguidice D.P.C. The next EHS Network meeting will be on Ergonomics with a presentation by Lori Schneider, PT, MS, DPT from Access Physical Therapy & Wellness, and will be held at Access: Solutions for Living in Middletown, on November 17. ❁

Human Resources Network Meeting: 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, October 13, 2017 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

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.

Environment, Health, & Safety Net- work Meeting: Ergonomics

Topic: Ergonomics

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

Where: Access: Supports for Living, Middletown, NY

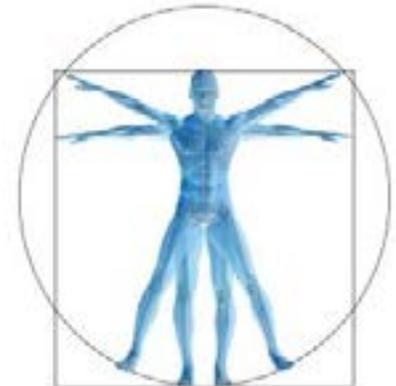
Presenter: Lori Schneider, PT, MS, DPT, Access Physical Therapy & Wellness

Cost: Free for members

Registration: email abutler@councilofindustry.org

Join us to find out more about Ergonomics with Lori Schneider, PT, MS, DPT, from Access Physical Therapy & Wellness. More info about the presentation will be posted soon.

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



About Trump's Tax "Framework"

By E.J. McMahon, Research Director, Empire Center for Public Policy, Inc www.empirecenter.org, from [The Torch](#)



The tax reform "framework" issued Sept. 27 by President Trump and congressional Republican leaders told us little we didn't already know about their shared tax policy goals—while continuing to leave many key questions unanswered.

The latest iteration of the plan lines up pretty closely with the tax reform goals first outlined last

April by Treasury Secretary Steven T. Mnuchin. From New York's standpoint, the most problematic element remains the proposed elimination of the itemized deduction for state and local income taxes.

Key proposed reforms include the following:

- **Federal rates would be cut.** There are now seven brackets: 10 percent, 15 percent, 25 percent, 28 percent, 33 percent, 35 percent and 39.6 percent. Mnuchin in April indicated they'd be reduced to three: 10 percent, 25 percent and 35 percent; today's plan calls for a bottom bracket of 12 percent. Depending on the cutoff points, the changes would equate to a big tax savings for middle-income payers, in particular—although the savings will be less than realized by households with the same incomes in lower-tax states.

- **The federal standard deduction would be nearly doubled.** The standard deduction now ranges from \$6,300 for single filers to \$12,600 for married-joint filers. It would be increased to \$12,000 and \$24,000, respectively. Crucially, at the same time, the existing personal exemption (now \$4,050 per filer and dependent) is to be "consolidated" into the standard deduction, the plan says. For a family of three or more, this effectively wipes out the value of the increase in the standard deduction.

- **The Alternative Minimum Tax (AMT) would be repealed.** As of 2014, New York was home to 483,900 AMT filers, second only to California. Their AMT comes to an average of \$9,081. The AMT—under which state and local tax deductions are already disallowed—originated in the late 1960s as a way to prevent the very rich from avoiding taxes, but over the past 20 years has become a tax that applies mainly to an affluent band of low- to mid-six-figure households. Roughly 22 percent of New York's AMT filers earned between \$100,000 and \$200,000; the lion's share of the rest earned between \$200,000 and \$500,000.

The loss of the state and local tax deduction (or SALT) will affect different families in different ways, depending on family size and place of residence. As explained here a few weeks ago, for New York City residents subject to the state's "millionaire tax," the net effect of the Trump change will be to produce a tiny tax cut of 0.75 percent—while significantly widening the net tax price of living in New York compared to a state with no income tax, such as Florida.

The summary document released by House Republicans also says:

"An additional top rate may apply to the highest-income taxpayers to ensure that the reformed tax code is at least as progressive as the existing tax code and does not shift the tax burden from high-income to lower- and middle-income taxpayers."

In that case, the plan will significantly *raise* combined federal, state and local tax burdens on the wealthiest New Yorkers, compared to their counterparts in low-tax states.

Either way, any significant relative change in the state's tax burden on income millionaires would threaten to disrupt a state tax base that is more heavily dependent than ever on taxes paid by wealthy residents.

As for the middle class ...

"Strengthening and growing the middle class, and keeping more money in their pockets" was a key goal identified near the top of the summary plan released by the House Ways and Means Committee today. However, depending on key variables, the plan may generate only minimal, if any, tax savings for middle-class families in New York—particularly the six-figure-earning, home-owning middle-class in the metropolitan New York City suburbs.

Consider a hypothetical family of four living in the (by no means posh) Suffolk County hamlet of Ronkonkoma. Assume the filers in this example are among the nearly 20 percent of Ronkonkoma taxpayers earning adjusted gross incomes of \$100,000 to \$200,000—an average of roughly \$137,000 per household in that class, most of whom are married and claim itemized deductions.

This couple can claim \$16,200 in personal exemptions, plus itemized deductions that in 2015 averaged about \$29,000 in Ronkonkoma's \$100,000-\$200,000 bracket, including \$15,000 for state and local taxes. These tax breaks add up to just over \$45,000, reducing the household's taxable income to \$92,000, putting it in the 25 percent marginal income tax rate.

Under the Trump plan, the same family will be able to claim a standard deduction of \$24,000, plus personal exemptions of \$8,100, and (presumably, for the sake of argument) remaining tax breaks for charitable and mortgage interest averaging \$13,500, reducing taxable income to \$91,400, slightly less than the current law amount.

Why assume that Trump-House GOP plan would allow a family to claim *both* the newly increased standard deduction *and* tax breaks for charitable contributions and mortgage interest? Good question. The House GOP summary says that, in eliminating most itemized deduction, the plan "retains tax incentives for home mortgage interest and charitable contributions." That can

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The Council of Industry's Apprenticeship Program FAQs

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

What is The Council of Industry's Apprenticeship Program?

The New York State Manufacturers Alliance – of which the Council of Industry is a founding member – has been successful in obtaining funds in the State Budget for the implementation of a New York State Manufacturers Alliance Apprenticeship Program (NYSMAAP). Administered in the Hudson Valley by the Council of Industry NYSMAAP will be an employer-led public-private pilot program for registered apprentices in manufacturing occupations.

This apprenticeship has two basic elements. The first, On-the-Job Training (OJT), consists of a journey-level, craft person capable and willing to share their experience with an apprentice, in a hands-on manner. The second, Related Instruction (RI), consists of learning more theoretical or knowledge-based aspects of a craft.

This registered apprentice program will typically be three to four years in duration.

Which trades are currently registered?

NYS Registered Trades – Click hyperlink to view details about each trade.

- [Machinist](#) (CNC)
- [Electro-Mechanical Technician](#)
- [Electronics Technician](#)
- [Maintenance Mechanic](#) (Automatic Equipment)
- [Quality Assurance Auditor](#)
- [Toolmaker](#)
- [Welder](#)

What is the time frame for this program?

We are ready to start the process. If you have a new or newer employee who would like to participate in the program we can start the paperwork as soon as you are ready. If you have an experienced employee who would benefit from the investment of this program contact us and we can enroll him or her into our

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program beginning in January 2018.

The enrollment will remain open and companies can sign up when they are ready to move forward.

We are currently accepting applications for a cohort program that will start in January so if you have someone interested please contact Johnnieanne Hansen, jhansen@councilofindustry.org as soon as possible.



An information session on the Apprenticeship Program was held in September.

Can the apprentice be a current employee of my company?

Yes. In fact we are recommending that the best candidates for this first round of apprenticeship are existing entry level employees that show good work habits and are looking for future growth within the company.

As an alternative, if you would like to enter a new hire employee, that would work too.

You are also encouraged to use this program as a recruiting tool to attract employees seeking job growth and consistent training.

How are apprentices selected?

Each company selects its own apprentices from its current workforce or potential candidates. The Council of Industry is available to help discuss potential candidates, recommend pre-apprentice evaluations and strategy.

How much do apprentices get paid?

One of the requirements of a registered apprenticeship program is a "wage progression." The apprentice begins at an entry level salary and over the course of the training receives incremental increases as they successfully master the trade. Some of you may be familiar with the term "pay for performance" – the concept is very similar.

Each company sets its own internal wage progression.

Who provides the training?

The on-the-job training is done by your skilled trades people at your facility.

We will provide you with a detailed training outline for them to follow, along with training on how to instruct the apprentices.

The related instruction, which will range from 3-5 hours per week, will be provided by ToolingU and local community colleges.

We will coordinate all the related instruction for you.

How much paperwork is involved?

There are only three forms involved:

- An agreement between The Council of Industry and your company outlining the program requirements
- A wage progression form for each occupation
- A rating form for each apprentice

We will walk you through completing these forms.

Is the NYS Department of Labor involved?

The Council of Industry serves as the program sponsor and intermediary on your behalf. The only information Labor will check on any of the participating companies is whether Unemployment Insurance has been paid and Income Taxes have been filed. All other contact with Labor goes through The Council of Industry.

How much work is involved?

As mentioned above, we will provide a detailed competency based training outline that you can check off as the apprentice masters each skill. We will also supply a Learning Management System (LMS) from ToolingU that will allow you to track all of the training as it is completed.

You will have to have your skilled trades people dedicate some time to instructing the apprentices, but as they learn, their increased knowledge will allow them to “pay back” as a return on your investment (ROI).

We already have an in house training program, why would we want to use this program?

We understand most companies have some sort of on the job training. The apprenticeship program gives you added retention and accountability to enhance your current programs. This program includes online training resources and classroom related instruction at no cost – or a fraction of the

cost to hire outside instructors.

You will also receive the intermediary support of The Council of Industry and our dedicated apprenticeship coordinator, Johnnieanne Hansen. Johnnieanne will be available to answer questions, register companies and their apprentices and coordinate related instruction training.

How much will this cost our company?

Through the New York State Manufacturers Alliance Apprenticeship Program grant we can offer this program for very little out of pocket.

Access to [ToolingU](#) will be free for the apprentices and the community college courses are expected to be free or deeply discounted.

We estimate that the maximum cost would be \$1,500. Considering each apprentice will receive over 150 hours of training, we think this is high quality training at a very affordable price.

In addition, some companies may qualify for a separate tax credit up to \$5,000. For more information [click here](#).

I'm interested in getting started, who should I contact?

If you haven't done so already, contact Johnnieanne Hansen jhansen@councilofindustry.org 845-565-1355 to schedule an appointment to discuss the specifics of your company needs.

At your convenience, we are happy to meet with you and your decision-making team. You may want to include an HR representative, an operations person, and someone from management with the authority to approve the program involved in the meeting.

If you've already talked to a Council of Industry staff member please email Johnnieanne Hansen jhansen@councilofindustry.org to move forward with the registration process. ✨

We understand most companies have some sort of on the job training. The apprenticeship program gives you added retention and accountability to enhance your current programs.



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The ADA Is Not a Medical Leave Entitlement, Seventh Circuit Declares

From IMA Quick Update, By Carol A. Poplawski (Chicago), Ogletree Deakins

How much more time off is reasonable, and isn't an employer justified in expecting its employees to actually show up for work?

Today's employers must run their businesses within the competitive environment in which they operate while affording employees an ever-increasing array of leaves. Yet, running a business without a full complement of employees is difficult.



A frequently utilized type of leave is medical leave needed for an employee's own medical condition taken under the Family and Medical Leave Act (FMLA). All too often, an employee goes out on FMLA leave, exhausts his or her FMLA leave entitlement, and requires more time off. The federal Americans with Disabilities Act (ADA) requires employers to reasonably accommodate a qualified individual with a disability, and more time off may be a form of reasonable accommodation. But how much more time off is reasonable, and isn't an employer justified in expecting its employees to actually show up for work?

The Seventh Circuit Court of Appeals recently answered those questions in *Severson v. Heartland Woodcraft, Inc.*, No. 15-3754 (September 20, 2017). In that case, Raymond Severson worked in a physically demanding job as a fabricator. He took 12 weeks of FMLA leave to deal with back pain, and on his last day of leave, he had back surgery requiring two to three more months of time off. Severson asked his employer to continue his medical leave, but the company denied his request and terminated his employment, inviting him to reapply when he was medically cleared for work. A few months later, Severson got that clearance but never contacted the company. Instead, he sued the company for disability discrimination.

In a decision that will be music to the ears of employers, the court found no discrimination. In no uncertain terms, the court held, the "ADA is an antidiscrimination statute, not a medical-leave entitlement." It further held that the term "reasonable accommodation" is expressly limited to those measures that enable the employee to work, and an employee who needs long-term medical leave cannot work and thus is not a qualified individual with a disability under the ADA. Therefore, concluded the court, a multi-month leave of absence is beyond the scope of a reasonable accommodation.

This decision provides a breath of fresh air in an area that often paralyzes many employers when managing employee leave situations. Even so, employers may want to proceed with caution before following in the footsteps of this employer because the federal Equal Employment Opportunity Commission (EEOC) opposes the position taken by the court. Claims of ADA disability discrimination have to go through the EEOC first, and the EEOC is not expected to back down from its position that a long-term medical leave should qualify as a reasonable accommodation when the leave is of a definite, time-limited duration; is requested in advance; and is likely to enable the employee to

perform essential job functions upon return. Conducting a case-by-case analysis and engaging in the interactive process to discuss the parameters and expectations of any medical leave are still the best approaches in evaluating an employee's medical leave request. ❁

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Revised EEO-1 Pay Reporting Requirements Suspended Until Further Review

By Alyssa N. Campbell, Bond, Schoeneck & King PLLC, a Council of Industry Associate Member

On August 29, 2017, the Office of Management and Budget (OMB) suspended the implementation of the new EEO-1 form, pending a review of the effectiveness of those aspects of the EEO-1 form that were revised on September 29, 2016. The revisions to the EEO-1 form, which were scheduled to take effect in March 2018, included:



- A modification of the “snapshot” data collection period for reporting to October 1 through December 31;
- A requirement that employers who have a reporting obligation (employers with 100 or more employees and federal contractors with 50 or more employees) submit detailed information on compensation and hours worked; and
- A change in the EEO-1 filing deadline for 2017 to March 31, 2018.

In the memorandum issued by OMB’s Office of Information and Regulatory Affairs (OIRA) to the Acting Chair of the Equal Employment Opportunity Commission (EEOC) regarding the suspension of the new wage data reporting requirements, OIRA stated that it was “initiating a review and immediate stay of the effectiveness of the new aspects of the EEO-1 form.” OIRA provided three reasons for its decision:

After OMB approved the revised EEO-1 form in September of 2016, the EEOC released data file specifications for employers to use when submitting EEO-1 data, which were not contained in the Federal Register notices as part of the public comment process or outlined in the supporting statement for the collection of information, so the public was denied an opportunity to comment on the method of data submission to the EEOC;

The EEOC’s estimates of the burden the new form would place on employers did not account for the use of the newly released data file specifications, which may have changed the initial burden estimates; and some aspects of the revised collection of information are contrary to the standards of the Paperwork Reduction Act, lack practical utility, are unnecessarily burdensome, and do not adequately address privacy and confidentiality issues.

In response to OIRA’s memorandum, the EEOC announced that employers should plan to file the earlier approved version of the EEO-1 form, without the compensation and hours worked data, by the filing date of March 31, 2018. Employers should still use the new “snapshot” period of October 1 through December 31, 2017, for the submission of the 2017 EEO-1 form.

If you have any questions about this Information Memo, please contact Alyssa N. Campbell, any of the attorneys in our Labor and Employment Law Practice, or the attorney in the firm with whom you are regularly in contact. ❁

The EEOC announced that employers should plan to file the earlier approved version of the EEO-1 form, without the compensation and hours worked data, by the filing date of March 31, 2018.

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The CI Calendar of Training & Events

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.

Date	Class/Event
Oct. 4	Problem Solving & Decision Making - 9:00 am—4:30 p.m. at Rockland Community College. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members.
Oct. 12	HAZWOPER Refresher Training - 8:30 - 4:30 at Materion Brewster LLC., 42 Mt Ebo Rd S, Brewster, NY 10509. Instructor: HRP Associates. Cost: \$240 per person or \$220 each for 2 or more form the same company. To register or for more info email training@councilofindustry.org .
Oct 13	Human Resources Network: New Challenges For Both Union and Non Union Employers - 8:30 - 10 am at the Council of Industry Office, Desmond Campus , MSMC, Newburgh, NY. Free for members. Presenter: Tom Mc Donough, Jackson Lewis PC. Email abutler@councilofindustry.org to register.
Oct. 18	Human Resources Management Issues - 9:00 am—4:30 p.m.at Rockland Community College . 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
Oct. 23	Solidworks Essentials at SUNY Dutchess - 4 days 10/23- 26 from 8:30 am - 4:30 pm at SUNY Dutchess, Poughkeepsie, NY. Instructor CADimensions. Cost \$400 for single participant or \$375 each two or more from the same company. Email training@councilofindustry.org to register.
Nov. 1	Making A Profit: Financial & Accounting Issues In Manufacturing - 9:00 am—4:30 p.m. at Rockland Community College. Instructor: Steve Howell, RBT CPAs, , , & Weddell. Cost: \$200 single Council members, \$175 each for two or more from the same company, \$375 non-members.

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Annual Luncheon & Expo

welcome Thomas McLoughlin, from UBS Financial Services, to discuss Industry 4.0. Mr. McLoughlin is Co-Head of the CIO Fundamental Research Team, focusing on the taxable and tax exempt fixed income markets and on areas of public policy. He 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. He will look at the role of technology and innovation and how it is shaping the future of manufacturing.

The Annual Luncheon & Expo is made possible by our generous sponsors. We would like to thank our major sponsor Bleakley Platt & Schmidt, LLP and our supporting sponsors The Chazen Companies, Elna Magnetics, and Direct Energy Business. We appreciate their support of the Council of Industry and Hudson Valley manufacturing. We still have room for a few more supporting sponsors, contact Harold King at hking@councilofindustry.org if your company would like to become a sponsor.

If you would like to attend the luncheon, seats are \$55 per person or \$495 for a table of ten and registration is available on our website: www.councilofindustry.org or you can email Alison Butler at abutler@councilofindustry.org or call (845) 565-1355. ❁

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Trump's Tax "Framework"

be read to imply filers could claim both those “incentives” and the standard deduction. If taxpayers are limited to choosing only one or the other, this could translate into a federal tax *hike* for many middle-class New York homeowners with dependent children. As with so many other key aspects of the plan, it’s just not clear.

If the new 12 percent bottom tax bracket replaces the 10 percent and 15 percent tax brackets right up to the top of current 15 percent threshold, that alone would result in a \$1,332 tax cut for the hypothetical family in this example. An increase in the phase-out range for the child credit would further boost this couple’s tax savings. Under current law, the child credit is phased out for incomes above \$110,000, which limits total credits to \$650 for parents earning \$137,000. Any expansion of the phase-out range would increase the credit by a maximum of \$1,350—or more, if the credit itself is increased under the plan, which is also left unclear. In the alternative, if the phase-out range is not changed but the credit is increased by \$500 per child, that would add another \$325 in savings.

This much is clear: a couple falling well within the middle class by downstate standards—people, in most cases, living paycheck-to-paycheck in modest suburban homes—will realize much smaller savings than their counterparts in lower-cost, lower-taxed states across the country. The net impact of the proposal will be to shift a larger portion of the remaining tax burden to households in New York and other northeastern states, as well as California.

The Trump-House GOP plan also calls for a sharp reduction in the corporate rate, from 35 to 20 percent, and a top rate of 25 percent on participants in unincorporated “pass-through” entities, which includes most small businesses. However, this also begs yet another question: will these firms keep their state and local tax deductions, as corporations presumably will do? Many other aspects of the business tax cuts, especially those involving expensing of investments and deductions for interest, also are unclear and are likely to be special interest flash points. ❁



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