

# NORTHEAST PA Manufacturers & Employers ASSOCIATION

## MAEA AUGUST HAPPENINGS

### 2024 Events

#### MAEA Fall Golf Outing

**NEPA MAEA Annual Fall Golf Outing  
4 PERSON SCRAMBLE**  
Date: September 13, 2024  
Time: 1:00 p.m. Shotgun Start  
Location: Mt. Valley Golf Course

#### Ways You Can Participate

- Golf and Party Package
- Golf Only
- Dinner Only
- Sponsorship Opportunities
- Donate Door Prizes



*To register and for additional information on MAEA Events,*

*please email Joani at [jtrosterud@nepameae.com](mailto:jtrosterud@nepameae.com) or call 570.622.0992.*

*Sponsorship Opportunities are available for all events.*

## Join MAEA at Upcoming Events

- Annual Labor & Employment Law Summit, September 26th
- Legislative Roundtable Celebrating National Manufacturing Day, October 4th
- Discovery Breakfast, December 6th
- Congressional Luncheon, TBA



[CLICK HERE](#) to view the MAEA Events Calendar

## MAEA Legislative Updates

### **IFO Warns State Spending is Outpacing Revenue and Could Quickly Deplete State Surplus.**

The state will end its next fiscal year with a budget deficit of close to \$1.6 billion unless steps are taken to trim spending or boost revenue, the Independent Fiscal Office has [warned](#).

The state ended 2023-24 with a \$6.6 billion surplus, plus almost \$7 billion in the Rainy Day Fund.

But the IFO projects that the cost of spending in the 2024-25 budget will outpace revenue by more than \$3.3 billion.

The IFO in its analysis, notes that the Shapiro administration has projected that the state will get \$300 million more in revenue in this fiscal year than the IFO has projected, meaning the deficit would be slightly less if the administration's estimates hold true.

The state ended 2023-24 with \$45.5 billion in revenue, which was \$863 million more than the administration had projected.

“For FY 25-26, revenue growth is modest (1.4%) due to the ongoing corporate rate cut, the reduction in interest that accrues on General Fund balances (-\$240 million) and the deduction of newly enacted tax law changes (-\$304 million),” the IFO said in its analysis.

The IFO projected that if education spending increases by 2.4%, human services spending increases by 5.2%, and personnel-related spending increases 4.2%, the state budget will be close to \$50 billion in 2025-26 even though the state is projected to only bring in about \$45 billion in revenue.

The \$47.6 billion plan for the current fiscal year that started July 1 represents a 6% increase over last year's approved spending, with most of the new money going toward public schools and human services to boost pay for direct care workers.

The plan also devotes more money to making college more affordable in a state that's rated as among the worst in the nation in affordability and hundreds of millions to compete for huge new projects like multibillion-dollar microchip plants.

The plan doesn't increase sales or income tax rates, the state's two major revenue sources, although the package carries tax cuts for businesses to deduct more losses and students to deduct loan interest.

The 2024-25 budget will require about \$3 billion of surplus cash to balance, leaving about \$10.5 billion in reserve. Shapiro had initially proposed a \$48.3 billion plan.

For public schools, the legislation delivers about \$900 million more for instruction and special education, about a 9% increase, plus hundreds of millions more in new subsidies for school construction and tuition to private and cyber charter schools.

The IFO's analysis warns that the cost of tapping into its reserves to pay for this year's budget will leave the state with just under \$3 billion in general fund surplus at the end of 2024-25. That surplus is on pace to becoming a \$1.57 billion deficit by the end of 2025-26, the IFO said.

**Capitolwire**

## **Multiple Lawsuits Have Been Filed Against the FTC's Proposed Rule**

FTC's Non-compete Rule faces legal challenges but not in PA.

The FTC's proposed non-compete ban, set to take effect on September 4, 2024, faces significant legal challenges. Recent developments include:

Multiple lawsuits have been filed against the FTC's rule. A Texas federal court issued a preliminary ruling that the FTC lacked the authority to issue such a sweeping ban, while a Pennsylvania federal court upheld the rule. These conflicting rulings have created uncertainty about the rule's future enforcement.

The Texas court argued that the FTC's authority under Section 6(g) of the FTC Act does not extend to substantive rulemaking, considering it more of a procedural statute.

The court also found the rule to be arbitrary and capricious, lacking a reasoned basis for such a broad prohibition without considering alternatives.

The Texas court plans another ruling by August 30, 2024, which could potentially expand the preliminary injunction to a nationwide scope. Meanwhile, other lawsuits, including one in Florida, are still pending, adding further uncertainty.

Given these developments, the FTC's non-compete rule's fate remains uncertain, with potential nationwide implications pending further court decisions and possible appeals.



**The Occupational Medicine Care Trusted  
by Lehigh Valley Employers for 35 Years.**

[Click here to learn more about St. Luke's Occupational Medicine](#)

## MAEA Group Programs

[MAEA Group Program LVBCH](#)

**MAEA offers a variety of group programs for their member companies.**

[MAEA Group Program Predictive Index](#)

Would you like to learn more about:

- Lehigh Valley Business Coalition on Healthcare
- Energy - EnerConnex an SJI Company
- Shipping - DM Transportation
- Predictive Index

[MAEA Group Program Enerconnex an SJI Company](#)

[MAEA Group Shipping Program](#)

***Click above for information about MAEA's group program providers.***

To learn more about the exclusive member MAEA Group Programs, please contact Darlene J. Robbins at (570) 622-0992 or email at [drobbins@nepamaea.com](mailto:drobbins@nepamaea.com)



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**Power Up Your Potential: Partnering With an Energy Consultant vs. Going Solo**

Climate change, increased demand, and fuel costs for power generation are just a few examples of factors affecting energy pricing today. This whirlwind of elements entails an inherently complex market that's difficult to navigate solo — yet some businesses decide that, that's what's best.

But how does doing energy procurement alone compare to partnering with a consultant? While a lone-star approach can offer more control, it requires significant time investment and extensive market knowledge to lock down a contract that not only suits your business's

unique needs but is fair and just in its pricing, too.

We're here to shine a brighter light on the benefits of energy consultants and how they can help you navigate the complexities of this ever-changing market.

### **What To Expect at Each Stage of the Procurement Process**

From securing the best possible rates to building long-term energy strategies and managing contract renewals, we're shining a light on the reality of energy procurement and what businesses can expect whether they choose to work with a consultant or conduct a one-person show.

[Click Here to continue reading "Power Up Your Potential: Partnering With an Energy Consultant vs. Going Solo"](#)

**MAEA Training Opportunities**



## August 2024 Training Opportunities!

**Trainings Open to ALL Skill Levels!**  
**Call 570-622-0992 for more information!**

### At the CANBE Innovation Center - Hazleton

August 2 9 AM - 4 PM	Electrical Fundamentals
August 12 9 AM - 3 PM	Electronics for Industrial Technicians
August 15 9 AM - 4 PM	The Principle of Effective Management
August 21 9 AM - 4 PM	Navigate Electrical Safety Code
August 20 9 AM - 12 PM	Diversity, Equity, & Inclusion/Harassment
August 28 9 AM - 4 PM	Emotional Intelligence

### At the Pottsville PA Training Center

August 6 & 13 9 AM - 4 PM	Communication Skills for Professionals
Aug. 7 8:30AM - 12PM	Strategies for Prevailing in Grievance Arb.
August 16 & 23 9 AM - 3 PM	OSHA 10 Hour General Industry
August 20 9 AM - 12 PM	Excel - Intermediate
August 29 9 AM - 4 PM	Root Cause

**Did you know that MAEA delivers high-quality Supervisory Development Leadership Certificate Series training? REGISTER NOW!**

- Supervisory I – 9/12 & 9/24 (2-day course) 9- 4 p.m. at CAN BE Innovation Center (Hazleton)
- Supervisory II – 10/8 & 10/22 (2-day course) 9- 4 p.m. at CAN BE Innovation Center (Hazleton)
- Effective Communications & Interpersonal Relations – 11/14 & 11/21 (2-day course) 9- 4 p.m. at CAN BE Innovation Center (Hazleton)
- Psychology in the Workplace – 12/9 & 12/16 (2-day course) 9- 4 p.m. at MAEA's Pottsville office

***Did you know that MAEA can customize any training? Classes are available on-site at the facility or our conference room in Pottsville or Hazleton. For example, several training categories include, but not limited to:***

- Supervisory Development
- Electronics
- Electrical Maintenance
- Computer (Mobile laptops)
- Safety
- Human Resources
- Customer Service

**2024 TRAINING CATALOG** is available at [www.nepamaea.com](http://www.nepamaea.com)

MAEA website is user-friendly and growing with additional resources.

**LEARN MORE:** please contact Eileen Kuperavage at 570-622-0992 or [ekuperavage@nepamaea.com](mailto:ekuperavage@nepamaea.com).

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## MAEA Summer Survey Sale!!



### 2022-2023 Personnel Practices & Benefits Survey

Conducted biennially. Provides answers to 296 questions divided into 10 major categories. Covers the following topics: Compensation; working conditions; health and welfare benefits; retirement benefits; part-time benefits; recruitment, training, and development; Human Resources; employee/community relations; general information and metrics. Last published Spring 2022.

#### **Pricing:**

**Member (participants) – FREE; Member (non-participants) - \$260; Non-members - \$520**

### 2023-24 Regional Wage & Salary Survey

Provides regional wage data with information from local companies. Data includes wage and salary information for 175 job titles with job descriptions as a reference. Beneficial for employers who want their wage structure to attract, motivate, and retain the best employees.

**Pricing:**

**Member (participants) – FREE; Member (non-participants) - \$400; Non-members - \$800**

2023-24 National Wage & Salary Survey

Provides data submitted by 15 members of the Employers Associations of America (including MAEA). Represents 144,991 employees in 46 metropolitan and regional areas. Contains wage and salary information for 151 job titles, including the following categories: Managerial, supervisory, and professional; Non-exempt hourly and technical; and Industrial and production. Available in January.

**Pricing:**

**Member (participants of Regional) – \$160; Member (non-participants) - \$320;**

**Non-members - \$640**

*To purchase or for additional information, please call Alison at (570) 622-0992 or email [averbosh@nepamaea.com](mailto:averbosh@nepamaea.com)*

## MAEA Upcoming Roundtables

### Safety Roundtable Luzerne

**Date:** August 29, 2024

**Topic:** De-escalation in the Workplace

**Presenter:** Ron Frederick is the Director of Safety and Security for Service Access and Management, Inc. (SAM)

**Location:** CANBE Innovation Center, Hazleton

**Transportation Roundtable Luzerne/Schuylkill**

**Date:** September 19, 2024

**Topic:** Current Transportation Challenges at both State and Federal level.

**Presenter:** Christopher Henry is the Pennsylvania Division Administrator for the Federal Motor Carrier Safety Administration

**Location:** MAEA Pottsville Office

MAEA is excited to announce the introduction of new topics for our informative roundtables in the 2024/25 season! Stay tuned for upcoming communications detailing our new roundtable schedule.

**For registration or additional information, please email Darlene at [darlene.robbs@nepamaea.com](mailto:darlene.robbs@nepamaea.com) or call (570) 622-0992.**

**Educational Improvement Tax Credit Program**

**The Council serves over 3,000 young adults every year. The same students could one day become part of your workforce!**

MAEC, a 501 (c)(3) charitable organization, is deemed an Educational Improvement Organization in providing innovative educational programs to, or in conjunction with, public schools.

PA businesses approved for EITC credits through the Department of Community & Economic Development are able to donate to the Council, allowing support for hundreds of local students in your community through the YES Certificate Program and other workforce development programs.



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