



**NORTHEAST PA
Manufacturers
& Employers
ASSOCIATION**

MAEA 2021 April Happenings



The Northeast PA Manufacturers & Employers Association is operating in accordance with guidance from the CDC and the PA Department of Health. Masks are required.

2021 Events

NORTHEAST PA MANUFACTURERS & EMPLOYERS ASSOCIATION 2021 BOARD OF DIRECTORS OFFICERS



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2021 Annual Installation of Officers

NEPA MAEA installed the 2021 Officers on March 9, 2021. Thank you for your time and dedication to the Association!

MAEA recognized the HR Professional of the Year, Holly Courter from Romark Logistics. In addition, certificates from MAEA, PMA and NAM were presented to graduates from the MAEA Certificate Series. Certificates for the Supervisory Development Series were presented to James Hayes, Romark Logistics; and Bridget Goodman, Wegmans Food Markets, Inc. Certificates for the Lead Worker Series were presented to Jesse Davis, Lascellas Williams and Mike Magoski, Cornell Cookson; Stacey Sargeant, Hydro Cressona; and Alana Plavchak, Romark Logistics. Congratulations Holly and graduates!

Manufacturers & Employers Excellence Awards

Manufacturers & Employers Excellence Awards Dinner May 4th, 2021

The NEPA Manufacturers and Employers Association Manufacturers and Employers Excellence Awards actively celebrate the mission of supporting the achievement of excellence among the member companies of the NEPA MAEA.



The Manufacturers and Employers Excellence Awards honor companies who have invested and innovated in areas such as (1) community involvement, (2) process improvement (3) product innovations (4) expansion, (5) EHS— Environment, Health & Safety or (6) MAEA Investment Award.

Date: May 4th, 2021

Location: Schuylkill Country Club, 877 W. Market Street, Orwigsburg, PA 17961

Time: 5:00pm

Congratulations 2021 Excellence Award Winners for your 2020 Successes:

Manufacturers: Mrs. T's Pierogies, Community Involvement; PFNonwovens LLC, Process Improvement; Solar Innovations, Product Innovation; Clearly Clean Products, Inc., Expansion; and Hydro Cressona, EHS-Environmental, Health & Safety. **Honorable Mentions:** Green Thumb Industries, Inc., Community Involvement and Hood Packaging Corporation, EHS-Environmental, Health & Safety.

Employers: Quandel Construction Group, Inc., Community Involvement; Lehigh Valley Hospital, Schuylkill, Process Improvement; Penn State Schuylkill, Product Innovation; and PPL Electric Utilities, EHS-Environmental, Health & Safety. **Honorable Mention:** The Seltzer Group, Community Involvement.

MAEA Investment Award: Hexcel Corporation

For additional information please call the office at (570) 622-0992 or email Joani at jtosterud@nepamaea.com

Sponsorship opportunities are available

MAEA Annual Summer Golf Outing

Save the Date

June 11, 2021

1:00pm Shot Gun Start

Mt. Valley Golf Course

More information will be provided soon





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Legislation

PA's unemployment rate unchanged in February, sitting at 7.3 percent. Pennsylvania's unemployment rate remained well above the national rate in February despite 30,000 people being added to the ranks of the employed compared to January. The 7.3-percent jobless rate last month was unchanged from January in large part due to growth in the civilian labor force (those working or looking for work) compared to the prior month - up 35,000 - but not all of them securing employment, with 6,000 more people than those in January reporting being unemployed. While 30,000 more people did find employment in February compared to January, the state still has 337,000 fewer people working and 139,000 more people without a job than it did in February 2020. And Pennsylvania continued what has been a trend during nearly all of Gov. Tom Wolf's time in office: lagging behind the national

unemployment rate. For February, the national jobless rate was 6.2 percent, down from 6.3 percent in January, with 158,000 fewer people unemployed and 208,000 more employed than the prior month - however the labor force only grew by 50,000 compared to January. As for the news from the Keystone State's employers, it wasn't too rosy. While the state managed to add a net 16,600 non-farm jobs in February compared to January, that was due almost entirely to only one of the state's 11 employment sectors: the Leisure and Hospitality sector, reopening little-by-little following a year of government-imposed lockdowns and restrictions that government officials say were necessary to slow the spread of COVID-19, added a net 12,800 jobs. Though 8 of the 11 employment sectors did post net gains in February compared to January, most were very modest once accounting for the Leisure and Hospitality sector additions. Even with February's job gains, the state is still down 435,900 jobs, or 7.2 percent, compared to February 2020. **CapitolWire**

Tax-filing deadline extension shouldn't impact getting PA budget done by June 30.

A one-month extension of the deadline for filing state personal income taxes doesn't mean a repeat of the two-part state budget, legislative branch officials say. They said it shouldn't have any impact on the Legislature's deadline to pass a budget for Fiscal Year 2021-22 by June 30. The state Revenue Department has extended the deadline for filing the personal income tax to May 17 following the lead of the federal Internal Revenue Service due to the COVID-19 pandemic. Under state law, the deadline for filing state income tax returns is tied to the deadline set at the federal level. The April 15 deadline for filing state corporate income taxes remains on schedule as the IRS hasn't extended that date. The upshot is that the big chunk of Pennsylvania personal income tax revenue will be collected during the current fiscal year allowing for normal budget deliberations. "It [extension] will most likely delay a chunk of payments from April to May, so you could see a temporary revenue shortfall compared to the official estimate due to the timing change," said Meg Augustine, spokeswoman for the House Democratic Appropriations Committee. "But the revenue should still be deposited within the 2020/21 fiscal year." The two-part state budget for this fiscal year resulted from the tax filing deadline being pushed forward several months until July 2020. Pennsylvania enacted a partial five-month budget in late May 2020 not knowing what the full revenue picture would be. The second seven-month budget was enacted last November. "The scenario last year where the deadline was pushed to July 15, which caused revenue that would have been collected in 19-20 to be pushed into 20-21 won't happen this time since it's still in the same fiscal year," said Neal Leshner, spokesman for the House Majority Appropriations Committee.

MAEA Group Programs

MAEA Group Program LVBCH

MAEA Group Program Applied
Energy Partners

MAEA Group Program Predictive
Index

MAEA Group Transportation Program

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

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

Would you like to learn more about:

- Lehigh Valley Business Coalition on Healthcare
- Energy - Applied Energy Partners
- Predictive Index - from Hire to Inspire
- Transportation
- Spare Parts
- Telemedicine

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:d Robbins@nepamaea.com)



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MAEA Training

The MAEA 2021 Training Catalog is Now Available to View and Download Online at: <https://www.nepamaea.com/training-and-development/training-catalog>

There are 12 new offerings that include:

- Basic Microsoft Word
- Advanced Microsoft Word
- Goal Setting and Achievement Thinking
- Delegating for Success
- Advanced Communications Skills for Professionals 2 Day Training
- Workplace Empowerment for Women
- Improving Business Communications with Technology
- Hazardous Materials Receiving/Material Handling/Shipping
- Improving Employee Relations and Motivation Strategies for Supervisors
- Designing a Buddy Program for New Hires
- Improving Employee Performance Through Coaching
- Hazwoper 8 Hour Operations Annual Refresher

All of our trainings are available to be done on-site at your facility and can also be customized to meet your specialized needs. They can be face-to-face or virtual as well. Feel free to contact Chris Robbins at crobbins@nepamaea.com for additional information.

Training Platforms

Trainings include both face-to-face instruction and virtual options via Zoom.

Benefits of MAEA Training Solutions

MAEA is able to provide training and development solutions for all levels of associates in your organization. Benefits of this service include:

- Public face-to-face offerings allow associates from a variety of industries to learn and share experiences.

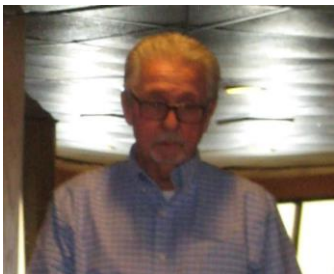
- Virtual offerings via Zoom allows for learning in the convenience of your own work space.
- Effective trainers who have industry based experience and content expertise provide interactive learning.
- On-site training provides the opportunity for flexibility in scheduling.
- Training needs analysis and customization of materials provides effective instruction based on your organization's specific circumstances.
- Recorded webinars are available to purchase for specific topics and repeated use over time for continual training and onboarding.

Training Programs

- Lead Worker
- Supervisory Development
- Management Development
- Communications
- Human Performance Improvement
- Personal and Organizational Development
- Human Resource
- Process Improvement
- Hands-On Computer
- Safety

Learn More

If you need any additional information, please contact Christine Robbins at crobbins@nepamaea.com or call 570-622-0992.



MAEA Instructor Focus – Steve Bair

Steve Bair is an Occupational and Safety Specialist with MAEA. He has over 40 years' experience in occupational safety and health within General Industry, Construction Industry and Maritime Industry. He served 20 years in the U.S. Navy working in the engineering department as a Maintenance Chief and the Safety Systems Officer. He was responsible for the implementation and training of fire prevention, firefighting, aviation refueling, damage control, emergency response and evacuation methods, and OSHA safety

standards. His specialty is in providing occupational safety and health education at all levels.

Steve holds the *Authorized OSHA Trainer* status for General Industry and the Construction Industry issued by the US Department of Labor and the OSHA Training Institute. He was awarded an Associate of Science Degree in Engineering from Excelsior College, Albany, NY. He is also 40 Hour Hazwoper and Hazmat technician qualified. In addition, he is currently authorized by the State of Pennsylvania to implement "Certified Safety Committees" per state guidelines. He is experienced in performing occupational health and safety assessments and audits to assist employers in identifying methods that will lower injury and illness in the workplace and remain compliant with all OSHA and Pennsylvania State standards.

If you are interested in learning more about the services that Steve can provide to your organization, please contact Chris Robbins at crobbins@nepamaea.com or call 570-622-0992.

Survey

2020/2021 Regional Pay Trends Survey Available for Purchase

Report Overview

This report covers changes in employer pay related practices during the period from 7/01/19 to 6/30/20 along with "best estimates" of employers pay related changes for the period from 7/01/20 to 6/30/21. Employer input was collected during June and July of 2020.



Industry Type: The report provides data cuts based on the 2 major industry types; Manufacturing and Non-Manufacturing

Employee Categories:

Data is broken down and summarized for each of the following employee groups:

- Hourly Production, Maintenance & Service employees who work in a NON-UNION environment
- Hourly Production, Maintenance & Service employees who work in a UNION environment
- Non-Exempt Office, Clerical and Technical employees

- Exempt Supervisory, Managerial and Professional employees
- Executives

Survey Pricing:

The survey pricing is based on the company's participation in the survey and their company's MAEA membership status.

- Member companies participating in the survey: FREE
- Member companies not participating in the survey: \$25
- Non-Member companies participating in the survey: \$25
- Non-Member companies not participating in the survey: \$50

For additional survey information, please call Alison at (570) 622-0992 or email averbosh@nepamaea.com.

MAEA Roundtables

Executive Luzerne:

Date: April 13, 2021

Topic: Annual Discussion on Access to Resources for Existing Businesses: Grants, Incentives, Free Services and Tax Credits

Presenters: Scott Deitrich, P Dept. of Economic Development, Governor's Action Team; Luzerne Schuylkill WIB, PA CareerLinks (Luzerne & Schuylkill Counties); Ben Franklin Technology Partners NEP; and Northeast Sewn

Time: 11:00am to 12:30pm

Location: Virtual/Zoom

Executive Schuylkill:

Date: April 27, 2021

Topic: The Current and Future State of Schuylkill County Economic Development

Presenters: 3 Commissioners, SEDCO & Schuylkill County Municipal Authority

Time: 11:00am to 12:30pm

Location: Virtual/Zoom

"The Executive Schuylkill Roundtable, "The Current and Future State of Schuylkill County Economic Development", is my favorite roundtable of the year because it is so informative". Sharon Angelo, EDSI | Site Director, PA CareerLink Schuylkill County

For registration or additional information, please email Darlene at drobbins@nepamaea.com or call (570) 622-0992.

Parental Approval? YES!



Mooommm... Daaadd.... What's trigonometry? Do I have to take another math class? Should I take Home Ec? 'Tis the season for course selection. A time of the year that can be equally as stressful on parents as it is on the students.

Over the years, we've highlighted the testimonials of many YES alumni, but thought it would be nice to give you another view when it comes to the program. The viewpoint of a YES parent.

Lisa Cook, our YES teacher from Blue Mountain and one of the longest tenured teachers in the entire program, recently reached out to us with a random email from the mother of one of her students.

-----Original Message-----

From: jannswick <[REDACTED]>
Sent: Tuesday, January 26, 2021 9:43 AM
To: Lisa A. Cook <[REDACTED]>
Cc: Kevin W. Berger <[REDACTED]>
Subject: EXTERNAL: Y.E.S. Class-Thank you!

Good morning, Ms. Cook!

I just wanted to take a quick moment on the last day of the marking period/1st semester to thank you for being a great teacher for Y.E.S. Class.

My daughter, Maddie, really enjoyed your class and found the skills and information really helpful and beneficial and always had a lot of stories to tell. Some of the things she learned, I didn't learn until college.

This class really sets them up for success in the real world. THANK YOU!

Sincerely,

Jessica Swick

It's always nice to receive positive feedback, but even better when it's unsolicited. We decided to reach out to Ms. Swick to say thank you for the kind words and tell her about this marketing piece and she wanted to add a bit more to her original statement.

"I thought the Y.E.S. program was extremely beneficial for my daughter who would come home with a lot to talk about in regards to the class. Her stories about preparing for an interview and real world etiquette for employment opened up conversations at home that I didn't think to have with her prior to her enrollment in the class. She gained valuable insights into what it takes to be a good employee and how to put your best foot forward. I was thrilled at how energetic she was about this class and I feel it empowered her for her future. I highly recommend it!"

We'd like to thank Ms. Swick for her kind words and also Ms. Cook for passing along her story. Speaking of Ms. Cook. It's worth noting that she's not only a YES teacher, but also the parent of a YES alumnus. Her son Tanner graduated from the program in 2016. When we spoke with her about this story, she immediately had a tale of her own.

"Heading into his junior year of college, my son began actively searching for a summer internship. This can be an exciting, yet stressful time for college students – as it often leads to permanent jobs after graduation. Let's add the complication of Covid and the effects it had on the workforce – and we see there's a lot riding on this interview. For many students, this is their very first serious interview, which also adds even more pressure and anxiety. But my son wasn't worried about having an interview, because this was not his first official interview. While in high school, he took the YES class and had a mock interview with a business professional (whom he did not know). He had the opportunity to practice interviewing and get feedback directly from an experienced businessperson (actually this person was a HR Manager). He knew how to prepare for the interview, how to dress, how to introduce himself, all about eye contact and proper posture, what documents he should take with him, how to answer many of the questions, what questions he should ask, what things make him stand out and how to follow-up after the interview. He had confidence and felt prepared - which goes a long way in an interview. My son even commented that he felt so prepared thanks to the YES class in high school. So, don't let your child miss out on the opportunity to gain useful skills – for any career – while they're still in high school. Have them sign up for the YES program and begin working on important skills they need for the future. And yes, he was offered the internship! What a big sigh of relief!"

We've spoken to many parents over the years and they echo much of what Ms. Cook just mentioned. We often hear phrases like 'I wish I would've learned that in high school' or 'I didn't know there was a class that taught those subjects.'

YES is unique in the fact that it touches on topics that other classes don't

address right now. With the majority of classes focused solely on college prep, the program takes a different approach and gives students the basic framework of skills necessary to succeed in whatever career they may end up in. See the modules listed below.

Communications

- Interpersonal Communications
- Non Verbal Communications
- Giving & Receiving Feedback
- Writing Skills
- Resume Writing
- Interview Training
- Customer Service
- Job Search Skills

Health and Safety

- Wellness/Lifestyle
- Stress Management
- Ergonomics/Safety/Health Knowledge

Personal Development

- Emotional Intelligence
- Personality Profile
- Career Path
- Entrepreneurship
- Substance Abuse
- Violence/Diversity/Harassment
- Total Compensation
- Time Management
- Goal Setting
- Paradigm Shifting
- Professional Impact
- Personal Finance
- Business Etiquette

Quality and Technology

- Quality
- Continuous Improvement
- Understanding Charts
- Root Cause Analysis

Teamwork

- Intro to Teamwork
- Team Effectiveness
- Effective Meeting Skills
- Problem Solving
- Conflict Management

- Generational Diversity
- Leadership

Beyond the 120-hours' worth of curriculum that the students learn in the classroom, YES also provides ways in which they can directly connect with businesses. In her story about her son, Ms. Cook touched on the effect that mock interviews had on her son's career. Beyond mock interviews, we also offer students tours of local facilities from a variety of different industries. While there, they can see first-hand the types of the careers that are out there and gain a better understanding of all the different jobs that are required to make a business operate successfully.

Students also have the opportunity to hear from guest speakers while in the classroom. We have a speaker's bureau filled with local professionals willing to speak on a variety of subjects. How nice would it be to hear directly from a banking professional about the basics of personal finance or an HR Manager about total compensation? Those are the types of opportunities that YES can offer.

Another valuable opportunity that the program provides is that students have an opportunity to earn an industry-recognized credential upon graduation. In order to earn the certification, students must achieve passing scores on both the TABE (Test of Adult Basic Education) and the Wonderlic Cognitive Ability Test, demonstrate an attendance rate of 95% or better, pass a six-panel drug screen, complete the 120 hours of curriculum, and earn their high school diploma.

In addition to the industry recognition that the students receive from the certification, we also have four colleges willing to offer scholarships to our YES graduates. Penn State Hazleton and Schuylkill campuses offer graduates that enroll full-time, a one-time scholarship worth \$1,000. They've been offering this since 2011 and over 200 students have taken advantage of it.

During the fall of 2019, Penn College came on board. They are willing to offer YES graduates a \$2,000 renewable scholarship worth up to \$8,000 for students interesting in earning a bachelor's degree through them. For students that are enrolled at a vocational center, that amount can be doubled through a similar scholarship that the college has implemented.

Most recently, Johnson College entered into a partnership with the Council. Beginning during the fall 2021 semester, YES graduates are eligible to earn a one-time \$1,000 scholarship as well as four credits based upon prior learning.

For more information on the YES program, feel free to outreach to our staff.
We're more than happy to help!

- Courtney Fasnacht (cfasnacht@nepamaec.com)
- Matt Shuey (mshuey@nepamaec.com)

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