



MAEA 2022 February Happenings 2-2-22

2022 Events

2022 MAEA Legislative Roundtable

The Northeast Pennsylvania Manufacturers and Employers Association maintains close contact with our State Representatives and believes each member should have the opportunity to meet their representative and discuss the issues of interest to them. This Roundtable will provide an opportunity for you to share your issues and concerns with our legislators. This meeting will be an informational sharing session.

Legislators Confirmed to Attend: Senator John Gordner (R-27), Senator Dave Argall (R-29), Representative Karen Boback (R-117), Representative Mike Carroll (D-118), Representative Doyle Heffley (R-122), Representative Tim Twardzik (R-123), Representative Jerry Knowles (R-124) and Representative Joe Kerwin (R-125)

Topics of Discussion:

Regulatory Reform / Energy

Taxes/Budget

Election Reform / Redistricting

Economy / Employment

COVID-19 / Mandates

Date: February 4, 2022

Time: 8:00am - 10:00am

Location: Zoom meeting

Cost: \$30 for Members



MAEA Installation of Officers

Chairman Randy Kalce, EMD Electronics
1st Vice Chairman Mike Narcavage, Southwestern Energy
2nd Vice Chairman Chris Dende, Mrs. T's Pierogies
Secretary Dennis Fink, Northeast Prestressed Products, LLC
Treasurer Karen Kenderdine, Mid Penn Bank
**Solicitor Alvin Marshall, Marshall, Bohorad, Thornburg, Price
& Campion P.C.**

NEPA Manufacturers and Employers Association Announces
Human Resource Professional of the Year

*

Graduates Recognized for Completion of the
NEPA Manufacturers and Employers Association
Certificate Series

Where: Schuylkill Country Club, Orwigsburg

When: March 8, 2022

Time: 12:00p.m. to 1:30p.m.

Cost: \$46 member / \$36 graduate

Name of Attendee(s) and menu choice must be Included when Registering:

*Roast Turkey w/Filling (T); Broiled Flounder (F); Roasted Vegetables over Penne Pasta -
Vegetarian/Vegan (V)*

MAEA Events Save the Date

Excellence Awards Dinner - May 3rd

Summer Golf Outing - June 10th

Wellness Summit - August 26th

Fall Golf Outing - September 9th

Labor & Employment Law Summit - September 29th

Legislative Roundtable - October 7th

Discovery Breakfast - December 2nd

Legislative Information

Tax Form Arriving Soon for Pennsylvanians Who Claimed Unemployment Benefits in 2021

According to the Department of Labor and Industry, 1099 tax forms will be mailed no later than Jan. 31 to Pennsylvanians who claimed unemployment benefits in 2021 and need the form to file their federal income taxes.

Claimants of all unemployment programs offered during 2021 will receive a 1099 tax form detailing their benefit payments. This form will be [available online soon](#) and viewable in the same system where claimants file their weekly claims. All claimants also have the option to view 1099 tax forms from previous years, if applicable.

The receipt of a 1099 form by a person [who didn't file for unemployment](#) may indicate a case of identity fraud. If someone who didn't file for unemployment receives what looks to be a 1099 tax form in the mail, they should [report this suspected fraud](#) immediately so the department can correct their income with the IRS and prevent any issues with the victim's taxes.

Shared Work Program

An Innovative Alternative to Employee Layoffs - Pa's Shared-Work Program

Pennsylvania's Shared-Work program is a great tool that allows an employer to temporarily reduce the work hours of a group of employees while supplementing their lost wages with partial unemployment benefits rather than laying off any employees. Employees covered by the Shared-Work plan receive a percentage of their unemployment compensation (UC) weekly benefit amount while they work the reduced schedule, if they are otherwise eligible for UC.

Shared-Work plans empower employers to retain a trained and qualified workforce during periods of slowdown, and quickly ramp up operations without the expense of recruiting, hiring, and training new employees.

In 2020, more than 200 employers across the commonwealth, have been successfully put into the Shared-Work program into action. With changing dynamics in the modern-day workplace, Pennsylvania's Shared-Work program may help your business in its continued success.


[Click here for additional information on the Shared Work Program](#)

ELECTRIC CARGO HANDLING GRANT PROGRAM

Electric Cargo Handling - DEP is seeking applications for projects that will replace/repower eligible large forklifts, airport ground support equipment and port cargo handling equipment with electric versions of the equipment. Public and private entities that own/operate eligible vehicles, engines/equipment throughout PA should apply. These entities may include airports and port authorities/school districts/municipal authorities/political subdivisions/State agencies/nonprofit entities/corporations/limited liability companies/partnerships/incorporated/registered in PA/air quality/transportation organizations/MPOs/RPOs. ***Application Deadline: March 5, by 4 pm.***

Discover the power of our energy services:

- Natural Gas & Electricity Procurement
 - Demand Management
 - Renewables
 - Energy Efficiency



THOMAS DUFRINE
 TDUFRINE@ENERCONNEX.COM
 610-331-3869
www.eneronnex.com

What Does Energy Efficiency Mean to You?

Energy often represents one of the largest operating expenses for both commercial and industrial facilities. Investing in Energy Efficiency projects offer more than just savings or reduction in energy use and covers a gambit of projects and costs.

The types of Energy Efficiency Projects that are the most common are:

- LED lighting retrofits
- Replacing older HVAC equipment
- Replacing mechanicals, such as motors & drives
- Building automation and smart lighting controls

The goal for most projects focusses on reducing energy costs, however there are more benefits to various projects than one might think. Energy Efficiency can also lead to:

- Optimization of employee production
- Optimization of space and process
- Increased safety and security
- Lower maintenance costs
- Reduce Greenhouse emissions
- Enhance brand reputation

Identifying Energy Efficiency projects is easy and EnerConnex can help you strategize and prioritize projects, so nothing interferes with your business' day-to-day operations. Lighting retrofits are considered in the industry as low-hanging fruit since lighting projects tend to be less intrusive and can be completed without shutting down daily operations.

A lighting retrofit is simply an upgrade to existing fixtures or lamps. What makes lighting/LED retrofits one of the most common projects are:

- Reduction of 30%-50% of your lighting operating costs
- Utility Rebates and Incentives can significantly reduce the cost of a project
- ROI is typically 2 years or Less
- Significantly reduces Maintenance and bulb replacement costs-Average lifespan of commercial LED lights are roughly 25,000-50,000 hours
- Significantly increases light quality, optimizing employee productivity and increased safety and security

EnerConnex can assist you with each step of your Energy Efficiency upgrade. From identifying, strategizing, and completing projects at one or all of your business locations, we are here to help! EnerConnex is pleased to announce that we can help you with your Energy Efficiency upgrades regardless of where you are located within the United States.

Reach out to us today to get started on your Energy Efficiency journey! info@enerconnex.com

MAEA Group Programs

MAEA Group Program LVBCH

MAEA Group Program Predictive Index

MAEA Group Program Applied Energy Partners

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
- Transportation
- Spare Parts
- Predictive Index

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)

IT'S 2022.

Time for a new website.

- ▶ Update or rebuild, we can help.
- ▶ Over 20 years of experience.
- ▶ Budgets \$5,000-\$50,000.
- ▶ So good, MAEA uses us!
- ▶ Client spotlight:
see acurlite.com

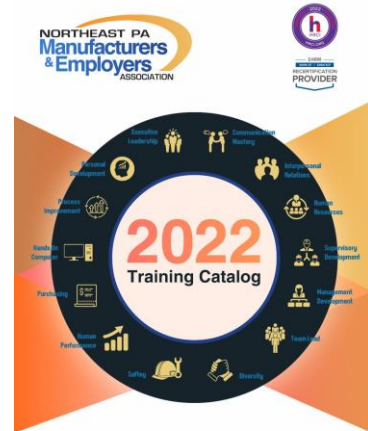
DEKKA
STUDIOS™

dekkastudios.com
(610) 704-4249

The official web developer of MAEA.



MAEA Training



MAEA 2022 Training Catalog is on the Website and Available to Download

The MAEA 2022 Training Catalog is Now Available to View and Download at: <https://www.nepamaea.com/training-and-development/training-catalog>

There are 8 New Offerings:

- Creating Dynamic Presentations Utilizing PowerPoint
- NFPA 70E/Arc Flash/Arc Blast Electrical Safety Training
- Diversity, Equity, Inclusion, and Harassment
- Emotional Intelligence Certificate Series
- Leadership Strategies for a Modern Workforce
- Overview for Human Resource Generalists
- Lean Problem Solving
- Enhance Productivity- Work Smarter Not Harder

All of our trainings are available to be done on-site at your facility and can also be customized to meet your specific needs. In addition, many can be done virtually via Zoom. If you need additional information, please contact Chris Robbins at crobbins@nepamaea.com or 570-622-0992.

The Advantages of MAEA Training Services

MAEA is able to provide training and development solutions for all levels of associates in your organization.

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; and Safety

Learn More

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



MAEA Supervisory Development Leadership Certificate Series to Begin in March 2022

Beginning on 3/18/22, MAEA will begin our Supervisory Development Leadership Certificate series that will be done at the MAEA office in Pottsville. MAEA's supervisory training programs have been providing effective leadership training for participants to allow them to handle the day-to-day challenges faced by supervisors and leaders in all types of environments. This is MAEA's most popular training program. The courses are realistic, relevant, hands-on and include real life examples and classroom exercises drawn from a variety of backgrounds. Time is allotted to discuss specific leadership issues facing each class participant in today's current business environment.

Courses Required to Receive a Master Certificate

Participants who attend the following four components of the series will receive certificates of completion from the National Association of Manufacturers (NAM), the Pennsylvania Manufacturers Association (PMA), and the Northeast Pennsylvania Manufacturers & Employers Association.

Classes in this series include:

- Supervisor Leadership Development Part I – March 18 & 25, 2022
- Supervisor Leadership Development Part II – April 22 & 29, 2022
- Effective Communications & Interpersonal Relations - May 13 & 20, 2022
- Psychology in the Workplace – June 17 & 24, 2022
- All classes are at the MAEA office in Pottsville from 9am-4pm. Lunch is Included.



The courses will be instructed by Christine M. Robbins, M.Ed. – Director of Training and Development for MAEA and Nate Andrews, MBA – Communications, Process Improvement, and IT Specialist for MAEA.

Pricing for members is \$376/participant/class. If members register for the entire series, we offer a reduced rate of \$345/participant/class. If you would like to register to attend or need additional information, please contact Chris Robbins at crobbins@nepamaea.com or 570-622-0992.

Ready for Retirement? Maybe, maybe not!

Let Oppenheimer help you make your way through the confusing world of retirement products. We offer:

- Traditional IRAs
- Roth IRAs
- Health Savings Accounts
- Education Savings Accounts
- Retirement Planning Programs
- Qualified Prototype Plans
 - Individual 401(k)
 - Flexible 401(k)
 - Profit Sharing
 - Money Purchase
 - Defined Benefit

Contact us Today!

MICHAEL DICKSTEIN
Senior Director - Investments
Michael.Dickstein@opco.com

MARK G. SERRIAN
Director - Investments
Mark.Serrian@opco.com

OPPENHEIMER & CO. INC.
101 S Centre St. - Pottsville, PA 17901
Phone: (570) 622-4844 | Toll Free: (800) 288-7862



[Click Here to View Oppenheimer's 401\(k\) Newsletter](#)

2021 MAEA Member Satisfaction Survey

Our 2021 Member Satisfaction survey will be open until February 15, 2022. As valued members your opinion matters! Please take a few minutes to complete the 2021 Member Satisfaction survey and your input will help guide MAEA in serving your needs in the future.

[Click here to take the 2021 Member Satisfaction survey](#)

The 2021-2022 Regional Wage and Salary Survey is available for purchase! This year's survey consists of 38 companies and over 485 positions. This is a great source for keeping your compensation competitive in today's job market. Contact Alison Verbosh at 570-622-0992 or averbosh@nepamaea.com to purchase your copy. Members that did not participate pay only \$500.00. Participating members receive a complimentary copy of the survey report.

MAEA Roundtables

Save the Date:

Executive/Luzerne:

Date: February 22, 2022

Topic: Taxes: Changes for 2021 and Forward

Presenter: Edward Kollar, Director, Baker Tilly US, LLP

Virtual/Zoom

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

Partnership Expands Career Awareness Opportunities for YES Students



The Northeast PA Manufacturers & Employers Council (MAEC) and the Foundation for Free Enterprise Education (FFEE) today announced a partnership that will expand career awareness opportunities for YES (Your Employability Skills) students through an online speaker series.

YES, which is administered by the Council, is a 120-hour, one-credit, year-round elective course that addresses the shortfall of basic skills that employers say are lacking in many job applicants. The course covers 38 modules in all, including communication, team building, interview/resume/cover letter writing, completing a job application, personal finance, conflict resolution, and time management.

In addition to the in-class instruction that students receive through the program, they are also directly exposed to industry through various means including facility tours, mock interview simulations, and guest speaking engagements.

Over the course of the past two years, the pandemic presented unique challenges to the program. The Council was forced to adapt much of its hands-on learning opportunities into an online friendly environment. This includes guest-speaking appearances by business professionals.

In order to maximize virtual experiences for YES students, MAEC has partnered with FFEE to offer their Speaker Series.

The Speaker Series is an online library of career exploration and workforce preparedness resources that help students discover career interests, learn the education and skills required for success in a wide variety of fields, develop a professional mentor network, and fulfill state mandated Career, Education and Work (CEW) standards. Being that the YES Program also meets the CEW standards, this relationship elevates students learning opportunities to a new level.

“The compatibility and complimentary programs offered by MAEC and FFEE will surely be enhanced through this strategic partnership,” said Carl A. Marrara, PMA Vice President of Government Affairs and MAEC Board Member. “This newfound synergy will be a precious asset to Pennsylvania’s employers for decades to come as these outstanding organizations educate and train the workforce of tomorrow.”

The Speaker Series is targeted to Pennsylvania middle and high school students but is available to anyone interested in preparing for a new career.

Foundation for Free Enterprise Education President & CEO Karen Musante adds, “Workforce Development remains the number one concern among PA businesses, and we created the Speaker Series to provide useful resources to help our students develop a plan for life after high school. We’re excited to partner with the NEPA Manufacturers and Employers Council, and we’re proud to offer the Series as a great complement to YES and any other workforce development program. We value these types of partnerships because successful workforce development can only happen when education and business work together.”

“This speaker series enhances the YES program, as we continue to educate students in postsecondary preparation and career readiness,” said MAEC President Darlene J. Robbins. “This collaboration helps keep students engaged and continues to add value to their educational experience.”

For more information on the YES Program, visit the Council’s website at www.nepamaec.com, or call their office at 570-622-0940.

Contact:

Darlene J. Robbins

President

Northeast Pennsylvania Manufacturers and Employers Association

Your Business Resource Partner

250 One Norwegian Plaza

Pottsville, PA 17901

Phone: (570) 622-0992

Fax: (570) 622-2776

E-mail: [drobbins@nepamaea.com](mailto:d Robbins@nepamaea.com)

Website: www.nepamaea.com