

**NORTHEAST PA  
Manufacturers  
& Employers  
ASSOCIATION**

**MAEA August Happenings**

**2023 Events**

**Fall Golf Outing Accepting Reservations,  
Sponsorships and Donations....Let us Know  
How You Can Participate!**



**Date: September 8, 2023**

**Time: 1:00 p.m. Shotgun Start -  
a lunch buffet will be served  
during registration 11:30 a.m. to  
12:45 p.m.**

**Location: Mt. Valley Golf  
Course**

**ARE YOU INTERESTED IN PROMOTING YOUR COMPANY? WE  
HAVE SEVERAL SPONSORSHIP OPPORTUNITIES AVAILABLE.**

Clubhouse Sponsor - \$500; Dinner Sponsor - \$500; Event Sponsor - \$500; Gift  
Sponsor - \$500, Flight \$500, Pot-of-Gold \$500

Gold Sponsor - \$300; Silver Sponsor - \$150

Have you considered donating Door Prizes with your company name/logo for our  
golfers?

***Sponsorship Request Deadline: August 18, 2023 for sign confirmation***

To register, sponsor, donate or for questions, please call (570) 622-0992 or email Joani at [jtrosterud@nepamaea.com](mailto:jtrosterud@nepamaea.com).

***Golf Cancellation Policy: Cancellation deadline is TEN(10) business days prior to the event. Cancellations made after this deadline will be charged the full price. Substitutions may be made at any time at no charge. No shows will be invoiced the full price.***

## MAEA's 15th Annual Labor & Employment Law Summit



Jacob M. Sitman, Fitzpatrick  
Lentz & Bubba

Keynote  
Speakers  
"Changes in  
Pennsylvania  
Law & U.S.  
Court  
Decisions"



Vanessa Ruggiero, Fitzpatrick,  
Lentz & Bubba



Jennifer Craighead Carey,  
Barley Snyder



James Deiter, Williamson,  
Friedberg, & Jones, LLC



Lars H. Anderson, Hourigan,  
Kluger & Quinn, PC

**Date: September 28, 2023**

**Time: 8:30am to 3:30pm**

**Location: Capriotti's Catering**

Join MAEA as presenters provide information about Changes in PA Law and U.S. Court Decisions, Medical Marijuana: Legislative Initiatives & Case Law, Updates on Concerted Activity Under the NLRB and the NLRB's Position on Agreements that Impact Protected Concerted Activity Actions and Implementing and Complying with New Legislation: The Pennsylvania Pregnant Worker's Fairness Act.

*To register, sponsor or for additional information, please call (570) 622-0992 or email Joani at [jtrosterud@nepamaea.com](mailto:jtrosterud@nepamaea.com).*

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**MAEA Events  
Save the Date**

**Legislative Roundtable** - October 6th

**Wellness Summit** - November 3rd

**Discovery Breakfast** - December 1st

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

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

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## Legislative Updates

### **Shapiro administration sheds light on regulatory changes on its agenda**

A road map for regulatory actions being considered by the Shapiro administration is published in the new Pennsylvania Bulletin. The 44-page document lists regulations being drafted by state agencies covering a wide range of activities under state government oversight. The regulatory agenda establishes a timetable for when the regulations may be proposed, but notes that the nature and complexity of a regulation will affect that date. An executive order dating to 1996 requires a semi-annual publication of the agenda. "The agendas are compiled to provide members of the regulated community advanced notice of regulatory activity," according to the notice by the governor's office. "The Agenda represents the Administration's present intentions regarding future regulations."

Here are some under consideration:

**Aging Department.** Update regulations for licensing older adult daily living centers that date to 1993. Focus on changes in professional standards and practices and address frail clients. Summer 2023.

**Department of Conservation and Natural Resources.** Expand regulations allowing for controlled burns in public forest lands to include private forest land.

Regulations to focus on safety, training and certification of burn managers. Fall 2024.

**Department of Environmental Protection.** Update environmental protection for conventional oil and gas well operators. October 2023. Waste management standards for conventional well operators. 2024.

**DEP:** Update copper water quality standards. Fall 2023.

**Health Department.** Update regulations for communicable and non-communicable diseases, including reporting, surveillance and response requirements. January 2024.

**Department of Human Services.** Revise regulations for investigation of allegations of abuse concerning adults in protective services ages 18-59. Winter 2025.

**DHS.** Basic standards to meet complex medical needs of children, youth and young adults receiving services in psychiatric residential treatment facilities. Fall 2023.

**Department of Labor and Industry.** Update regulations for examination of sign language interpreters. Fall 2023.

Revenue Department. Revise method for sourcing revenue for sales of services in the computation of the state corporate net income tax. March 2024.

Transportation Department. Currently writing temporary regulations governing manned and unmanned operation of highly automated vehicles. Pennsylvania enacted a law last November to permit driverless testing of HAV or autonomous vehicles.

Department of Drug and Alcohol Programs. Update regulations for licensing drug and alcohol treatment facilities and recovery homes. Spring 2026.

**Capitolwire**

### **Form I-9 Alternative Document Examination Final Rule**

On July 25, 2023, the Department of Homeland Security (DHS) published the long-awaited final rule, *Optional Alternatives to the Physical Document Examination Associated with Employment Eligibility Verification (Form I-9)*. Since 1986, employers have been required to physically examine each original document from an employee to determine that the documentation reasonably appears to be genuine and relates to the person presenting it. Due to COVID, this rule was temporarily relaxed and extended multiple times to allow for remote document inspection. In May 2023, DHS and Immigration and Customs Enforcement (ICE) announced the end of the document inspection flexibility due to COVID and published an August 30, 2023, deadline for employers to view all documents in person. Effective August 1, 2023, there is officially an optional alternative procedure for employers to view Form I-9 documents virtually.

Employers Qualified to Use the Alternative Procedure:

- Participant of E-Verify in good standing.
- o In good standing means the employer has enrolled in E-Verify for all relevant hiring sites and remains in compliance with all requirements of the E-Verify program.
- o This includes completing an E-Verify tutorial covering fraud awareness and anti-discrimination training. The tutorial is free and accessible as part of the E-Verify enrollment process to any users who manage and create E-Verify cases.
- Retain clear and legible copies of all documents presented for the Form I-9.
- Conduct a live video viewing of the presented documents.

Employers who used the COVID temporary flexibility for inspecting documents are not required to conduct a physical re-inspection as long as they:

- Were enrolled in E-Verify at the time of hire,
- Created an E-Verify case for the employee and,
- Performed the remote inspection between March 20, 2020, and July 31, 2023.
- If these conditions are not met, physical inspection is required. See [here](#) for detailed information on how to update the I-9 if required to do an in-person inspection.

In conjunction with this new rule, on August 1, 2023, there will also be an updated Form I-9 available with a version date of 8/01/2023. Catapult strongly encourages members to begin using the new Form I-9 on August 1, 2023, especially if you are using the alternative document examination. The new version will have a corresponding box for employers to check that an alternative procedure was used to examine documentation for either Section 2 or when conducting reverification. However, employers may continue using the previous version of Form I-9 (dated 10/21/2019) through October 31, 2023, as long as they indicate 'alternative procedure' in the 'additional information' field in section 2, if applicable.

## MAEA Group Programs

[MAEA Group Program  
LVBCH](#)

[MAEA Group Program  
Predictive Index](#)

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

[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 - Enerconnex
- 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:drobbins@nepamaea.com)





EnerConnex is a proud supporter of NEPA MAEA.



**Thomas Dufraine**  
*Senior Account Executive*  
610-331-3869  
tdufraine@appenergy.com  
www.enerconnex.com

[Click here to learn more about an EnerConnex Energy Audit](#)

## Shapiro Announces EAM-Mosca to Invest \$20.6M to Expand Operation



In late June, Gov. Josh Shapiro said EAM-Mosca Corp., a leading provider of automatic strapping systems used in commercial packaging that is headquartered in Hazleton, will invest \$20.6 million to expand its manufacturing operation in Luzerne County, creating at least 50 new good-paying jobs within the next three years.

With support from the Department of Community and Economic Development, Shapiro said the packaging system manufacturer will renovate its existing facility and purchase new machinery and equipment for its Hazle Township campus at 675 Jaycee Drive.

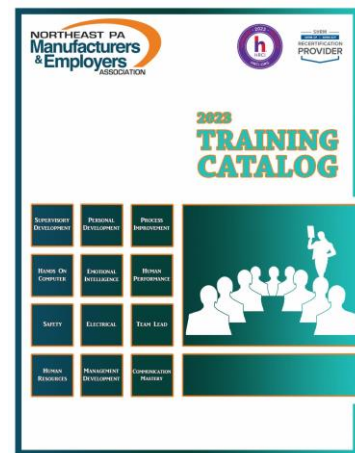
The \$9 million complete renovation of 525 Jaycee Drive is adjacent to EAM-Mosca's existing headquarters at 675 Jaycee Drive. The new facility is part of a larger \$20.6 million strategic initiative to expand the company's operational footprint within the state in the coming years. It allows for the retention of 157 employees statewide and the creation of 50 new positions. NEPIRC was present at the groundbreaking ceremony to congratulate EAM-Mosca on this exciting endeavor!

## MAEA Training

**The MAEA 2023 Training Catalog is Available to View and Download at:**

**<https://www.nepamaea.com/training-and-development/training-catalog>**

- There are 9 New Offerings That Include:
- Electrical Fundamentals
- Navigating the National Electrical Code
- Transformers, Motors, and Controls
- Control of Hazardous Energy - Lockout/Tagout Train the Trainer
- Designing Performance Management Systems
- Creating Dynamic Presentations Utilizing PowerPoint
- Fostering a Culture of Coaching
- Modifying Behavior and Performance
- Engaging and Communicating Effectively with the Generations



*“We enjoy identifying talent and promoting within our organization. The NEPA Manufacturers and Employers Association has become a key business partner to develop leadership skills with our team leads, supervisors and managers. Providing training on-site and scheduling for off-shifts has been very well received and allows for minimal schedule and business disruptions. Our team is grateful for training from a manufacturing perspective and enjoys the engaging, interactive role-play experiences in the class which are on point and applicable to our real-life work environment (i.e., not an office setting). The instructors are engaging and have a high level of credibility with our team.”*

**Kathy Thompson – HR Manager – MI Windows and Doors, LLC**



If you have any questions or need additional information, please call the MAEA office at 570-622-0992 or email Eileen at [ekuperavage@nepamaea.com](mailto:ekuperavage@nepamaea.com).

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### **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 call 570-622-0992 or email Eileen at [ekuperavage@nepamaea.com](mailto:ekuperavage@nepamaea.com).

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### **Launch of the Electrical Maintenance Training Series**

For years, employers have emphasized the pressing need for comprehensive maintenance training programs to bridge the skills gap in our industry. In response to this demand, MAEA has developed a tailored series of training courses designed to equip professionals like you with the knowledge and skills required to excel in the field of maintenance.

Our Maintenance Training Series will commence with four foundational courses that have been meticulously crafted to cater to both in-house and public training environments, allowing flexibility to adapt the content based on the specific needs of our members.

Training is scheduled for 9a.m. – 4 p.m. on the following dates:

- Electrical Fundamentals – August 14
- Navigating the National Electrical Code – August 16
- Transformers, Motors, and Controls – August 21
- Industrial Control Panels: The Basics – August 30

The Maintenance Training Series will be a dynamic and evolving program. We are committed to addressing the ever-changing demands of the industry and will continuously assess the needs of our members to expand the series with additional relevant training in the future.

**REGISTER NOW** by calling the MAEA office 570-622-0992 or email Nichole at [njenan@nepamaea.com](mailto:njenan@nepamaea.com). You can also review our other offerings by visiting our website at [www.nepamaea.com](http://www.nepamaea.com).



### **Instructor Highlight – Steve Vidal**

MAEA is excited to introduce a Safety Instructor and Consultant, Steve Vidal, PE.

Steve has been an electrical instructor for the past 10 years. He has a BSEE degree with a minor in Physics from Wilkes University in Wilkes-Barre, PA and an MBA degree from City University in Seattle, WA. Steve is a registered Professional Engineer in the Commonwealth of Pennsylvania in addition to being an

Adjunct Faculty member at Johnson College in Scranton, PA. He currently serves as Education Director for his local IAEI chapter (International Association of Electrical Inspectors). Steve was involved in a family electrical construction business from a very early age and served as President of Joseph J. Vidal & Sons, Inc. for 35 years. His background includes both hands-on and classroom training experience. We are thrilled to introduce Steve to the membership.

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# 25 YEARS OF WEB DESIGN

In 1997, owner Mike Jesky built his first website: the Hazleton Standard-Speaker. The internet was so new that this was also the newspaper's first website!

Since then, he has developed websites for cities, chambers, organizations, professionals, and companies.

Trust your website's development and maintenance to an industry leader... and watch for an all-new MAEA website coming in 2024.

**DEKKA  
STUDIOS™**

dekkastudios.com  
(610) 704-4249

The official web developer of MAEA.

## Federal Labor Law Poster Update



### FEDERAL LABOR LAW POSTER UPDATE

The U.S. Equal Employment Opportunity Commission (EEOC) has updated its "Know Your Rights" poster to address the Pregnant Workers Fairness Act and the Provide Urgent Maternal Protections (PUMP) for Nursing Mothers Act.

Poster Information:

Our Combination State & Federal Poster meets federal, state and OSHA

posting requirements for the all in one poster. This laminated poster measures 27' x 39' and is available in English and Spanish for all 50 states and Washington DC. Each poster is professionally designed, manufactured with care, and laminated for durability. All of our posters are printed on demand to ensure full compliance with regularly changing employee notification laws.

Poster Pricing:

MAEA MEMBER \$32.95 plus tax/poster. NON-MEMBER \$46.95 plus tax/poster. Shipping & Handling: 1-3 posters \$7.99; 4-6 posters \$11.99; 10-12 posters \$13.99; 13 or more posters \$15.99

TO PLACE A POSTER ORDER: Please contact Alison Verbosh at [averbosh@nepamaea.com](mailto:averbosh@nepamaea.com) or call 570-22-0992. Member companies will have their order proceeded immediately with no need for prepayment. Non-Member companies must pre-pay before the order will be processed.

## MAEA Roundtables

MAEA will be offering new and informative roundtables for 2023/24! Watch future correspondence for a new schedule.

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

## Support the Council Through the EITC 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.



**Contact:**

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