



## MAEA May Happenings

### 2023 Events

## Manufacturing Excellence Awards Winners



NEPA Manufacturers and Employers Association (MAEA) held their Annual Excellence Awards Dinner on May 2, 2023. The event was held at Mountain Valley, Barnesville, PA.

MAEA provided each company with a plaque for their accomplishments during 2022. In addition, the companies were provided awards and recognition from Federal and State Legislators, the Pennsylvania Manufacturers Association, the National Association of Manufacturers and Schuylkill County Commissioners.

Recipients of the Manufacturers Excellence Awards: Mrs. T's Pierogies -

Community Involvement, Bear Ridge Machine & Fabrication Inc. - Process Improvement, Keystone Potato Products & Sterman Masser Inc.—Product Innovation, Clearly Clean Products LLC – Expansion and PFNonwovens LLC - Expansion. Recipients of the **Employers Excellence Awards:** Lehigh Valley Hospital-Schuylkill - Community Involvement, Romark Logistics —Expansion, Schuylkill Transportation System - Expansion and St. Luke's Occupational Medicine—EHS—Environmental, Health & Safety. Recipient of the **9th Annual Commitment Award:** MI Windows & Doors. **Congratulations to all NEPA MAEA Excellence Awards winners!**

## MAEA Summer Golf Registration is Open

**Date: June 9, 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**

**When registering, select golf package (golf and party \$150 or golf only \$120) and provide company name, names and shirt sizes for Each Golf Registrant.**

**Shirt sizes are small, medium, large, XL, 2XL, 3XL and 4XL  
(please state if woman's shirt otherwise a man's shirt will be ordered)**

***To guarantee shirt sizes, please register your team with sizes by May 17th.***

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

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

Gold Sponsor - \$300; Keg Sponsor - \$275; Silver Sponsor - \$150

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

***Sponsorship Request Deadline: May 17, 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.*

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### **MAEA Events Save the Date**

**Fall Golf Outing** - September 8th

**Labor & Employment Law Summit** - September 28th

**Legislative Roundtable** - October 6th

**Wellness Summit** - November 3rd

**Discovery Breakfast** - December 1st

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

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## **Legislative Updates**

### **Senate passes bill that would require confirmation for PEMA head, Wolf vetoed similar bill.**

The state Senate, on a mostly party-line vote, approved legislation Tuesday that would require the head of the Pennsylvania Emergency Management Agency to be confirmed by the Senate. In calling for support for the legislation, its prime sponsor Sen. Lisa Baker, R-Luzerne, said that the PEMA director's role is becoming increasingly important as the state faces more extreme weather events

and complicated emergency incidents, such as the East Palestine, Ohio, train derailment. She added that she doesn't view the legislation as any form of indictment on the performance of the current PEMA Director Randy Padfield but said that it's necessary to ensure that the governor's proposed appointment receive adequate scrutiny. Former Gov. Tom Wolf vetoed similar legislation in 2015, saying the legislation would unnecessarily encroach on long-standing authority given to the governor. "Given PEMA's unique mission concerning preparing for and responding to disasters, it is imperative that its leader's path to directing emergency management operations not be unduly obstructed following his or her appointment. Any impediment or disruption could have a detrimental impact on public safety and the welfare of the commonwealth and its citizens during an unforeseen crisis," Wolf said in the 2015 veto message. Senate Democratic Leader Jay Costa, D-Allegheny, urged lawmakers to vote against Senate Bill 443 Tuesday, saying it too will "likely" be vetoed if it were to reach the desk of Gov. Josh Shapiro.

Capitolwire

### **House committees move bills seeking to protect workers' rights and help ambulance services.**

By a party-line vote, a House committee approved a proposed state constitutional amendment Monday to guarantee collective bargaining rights for workers. The Labor and Industry Committee voted 12-9 in favor of House Bill 950 to guarantee the right for workers to organize in a union and bargain collectively to negotiate wages, hours and working conditions and to protect their economic welfare and safety at work in the state constitution. HB950 also says that "no law shall be passed that interferes with, negates or diminishes the right of employees to organize and bargain collectively over their wages, hours and other terms and conditions of employment and work place safety..." A proposed constitutional amendment must be approved by two consecutive sessions of the General Assembly and voters in a statewide referendum to be enacted. Committee Majority Chairman Jason Dawkins, D-Philadelphia, said it was important to advance the bill on May Day, the international worker rights day. In other committee action, the House Veterans Affairs and Emergency Preparedness Committee approved legislation that would change the rate paid to ambulance services by Medicaid. The Veterans Affairs and Emergency Preparedness Committee voted unanimously in favor of House Bill 479 saying that reimbursement for Medicaid patients would apply to every mile someone is being transported. Current state law limits the per-mile reimbursement of at least \$4 to each mile beyond the first 20 miles a Medicaid patient rides in an ambulance. The bill sponsor, Rep. Lisa Borowski, D-Delaware, said that ambulances in her suburban district often miss out on reimbursement because the average trip is eight miles to 10 miles.

Capitolwire

### **How Does Your State Rank on Individual Income Taxes?**

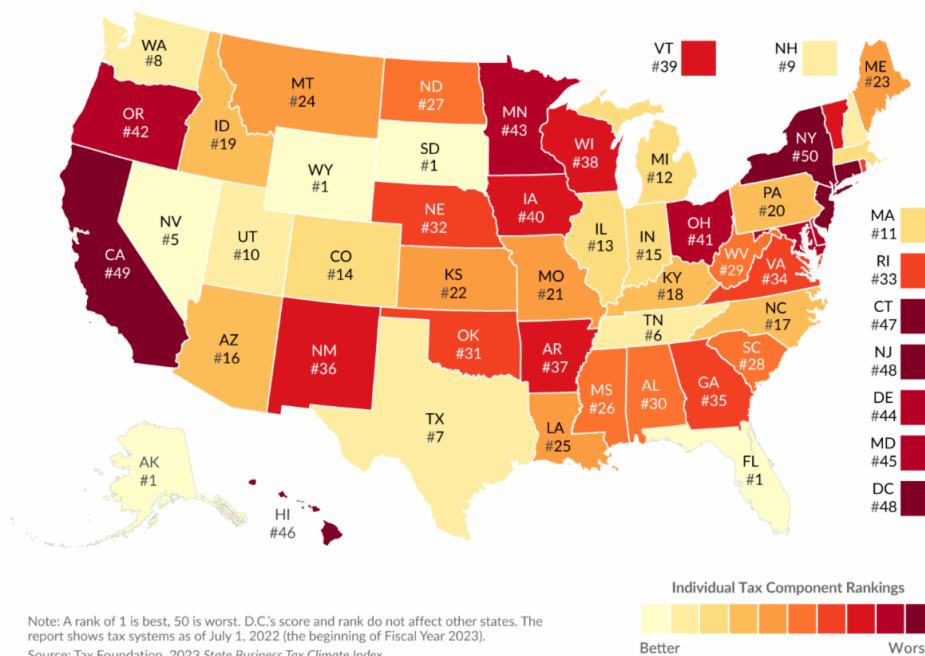
This week's map examines states' rankings on the individual income tax component of our 2023 State Business Tax Climate Index, a measure of state tax structure.

The individual income tax is important to businesses because states tax sole proprietorships, partnerships, and in most cases limited liability companies (LLCs) and S corporations under the individual income tax code.

High marginal rates adversely affect labor output and investment and can influence location decision-making, especially in an era of enhanced mobility, where it is easier for individuals to move without jeopardizing their current job, or without limiting the scope of their search for a new one.

### How Does Your State Rank on Individual Income Taxes?

Individual Tax Component Rankings, 2023 State Business Tax Climate Index



TAX FOUNDATION

@TaxFoundation

## MAEA Group Programs



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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.



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**MAEA Training**

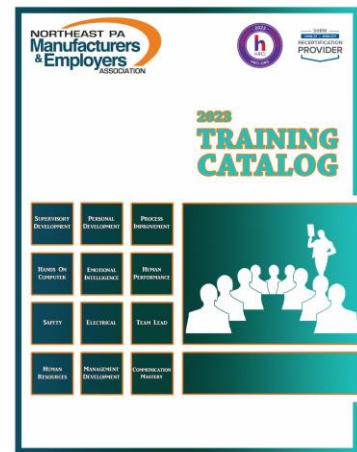
**The MAEA 2023 Training Catalog is Now Available to View and Download at:**  
**<https://www.nepamaea.com/training-and-development/training-catalog>**

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.

### **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.

## **Call Us For Additional Details on Upcoming MAEA Available Training**

### **MAE Public Trainings**

#### **Supervisor II**

May 16 & May 23, 2023

9 to 4

#### **HR as a Suitable Business Partner**

May 17, 2023

9 to 4

#### **Importance of Proper Documentation**

May 22, 2023

9 to 12

#### **Interviewing with Compliance**

May 22, 2023



1 to 4

### **Presenting Yourself Effectively**

May 31, 2023

9 to 4

***MAEA can provide in-house trainings and consulting. Let us know what trainings you need.***

If you need any additional information or are interested in attending, call the MAEA office 570-622-0992.

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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.

**Memorial Day Survey Sale!**  
**10% off ALL Surveys for Member Companies**

Memorial Day Survey Sale!  
10% off ALL Surveys for Member Companies  
Regional Wage & Salary Survey

Provides regional wage data with information from local companies. Data includes wage and salary information for 189 job titles with job descriptions as a reference. Beneficial for employers who want their wage structure to attract, motivates, and retain the best employees. Last published February, 2022.

Member (participants) - FREE

Member (non-participants) - \$450; regularly \$500

Non-members - \$1000

National Wage & Salary Survey

Provides data submitted by 19 members of the Employers Associations of America (including MAEA). Represents over 150,000 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. Last Published December, 2022.

Member (participants of Regional) - \$180; regularly \$200

Member (non-participants) - \$360; regularly \$400

Non-members - \$800

Personnel Practices and 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 July 2022. Next publication is Summer of 2024

Member (participants) - FREE

Member (non-participants) - \$292.50; regularly \$325

Non-members - \$650

Regional Pay Trends Survey

Provides actual salary adjustments (7/1/21-6/30/22) and projected salary adjustments (7/1/22-6/30/23) across multiple employee groups. Last published August 2022.

Member (participants) - FREE

Member (non-participants) - \$22.50; regularly \$25

Non-members - \$50

To Order please contact Alison Verbosh at 570-622-0992 or [averbosh@nepamaea.com](mailto:averbosh@nepamaea.com).

## MAEA Roundtables

### **Safety Schuylkill Roundtable**

Topic: Sprains and Strains from Slips, Trips and Falls - Nothing Minor About Them

Date, Time & Location: May 24th, 11am to 1pm, MAEA Conference Room

Presenter: Jeff Ritter, OSHA

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

**Thank You!**



Thank you to everyone who had a hand in making this year's Career Fair such a success. We had close to 800 students from various Schuylkill County School Districts attend. A huge thanks goes out to our sponsors, the Luzerne/Schuylkill Workforce Investment Board, Northeast PA Manufacturers & Employers Association, Wegmans, and Centre Street Subway. Also, thank you to the Pottsville Area School District for the use of Martz Hall!

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