

**NORTHEAST PA**  
**Manufacturers**  
**& Employers**  
ASSOCIATION

**MAEA APRIL HAPPENINGS**

**2024 Events**

**MAEA Annual Installation of Officers**



**Officers pictured from left to right:**

Past Chairman Randy Kalce, EMD Electronics; Solicitor Alvin Marshall, Marshall, Bohorad, Thornburg, Price & Campion, P.C.; 2<sup>nd</sup> Vice Chairman Luke Hoak, UFP Industries Gordon, LLC; Secretary Lance Miller, Wegmans Food Markets, Inc.; Treasurer Karen Kenderdine, Mid Penn Bank; 1<sup>st</sup> Vice Chairman, Dennis Fink, Northeast Prestressed Products, LLC; and Chairman Chris Dende, Mrs. T's Pierogies

The Northeast PA Manufacturers & Employers Association (MAEA) proudly announced the installation of its 2024 officers during an event held at the Mt. Valley Clubhouse. Attended by over 100 individuals, the event underscored MAEA's unwavering dedication, alongside its members, to advancing the growth and prosperity of the region.

Congratulations 2024 Officers, Rachel Bernini - HR Professional, and MAEA Certificate Series Graduates!



MAEA Supervisory Development Certificate Series Graduates



MAEA HR Professional of the Year Award Presented to Rachel Bernini, Service Access & Management, Inc. from Kathy Thompson, MI Windows & Doors, Hegins



MAEA Lead Worker and Management Development Certificate Series Graduates

# MAEA Wellness Summit, Excellence Awards, Summer Golf Outing

## MAEA 15th Annual Wellness Summit

**April 12, 2024**

**Top of the 80's, Hazleton**

**10am-3pm**

### Topics to be Discussed:

- Health Wearables: Using Wearable Technology to Track & Optimize Health
- The Ozempic "Ripple Effect"
- Hobby-based Movement
- Probiotics and Gut Health
- Increased Focus on Social Connections

## MAEA Annual Excellence Awards Dinner

Join us for an evening of celebrating and recognizing area manufacturers and service-providing firms.

**Date: May 7, 2024**

**Location: Mt. Valley Clubhouse**

**Time: Cash bar 5:00pm, Dinner 6:00pm**

Congratulations 2024 Excellence Awards Recipients!

## NEPA MAEA Annual Summer Golf Outing 4 PERSON SCRAMBLE

**Date: June 14, 2024**

**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**

### 3 Ways to Participate

- Golf and Party
- Golf Only
- Dinner Only



*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 Fall Golf Outing, September 13th
- 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  
[CLICK HERE](#) for the MAEA 2024 Sponsorship Opportunities

## MAEA Legislative Updates

### **Cutler says new poll shows broad support for voter ID.**

A Franklin and Marshall [poll](#) released this week shows broad public support for implementing stricter identification requirements for would-be voters, House Minority Leader Bryan Cutler, R-Lancaster [said](#) Thursday. "The poll released April 5th by F&M shows that 73% of Pennsylvanians support requiring a photo identification each time someone goes to vote. That has more bipartisan support than other proffered election reforms like pre-canvassing and automatic voter registration," Cutler said. "With such broad bipartisan support for the idea among Pennsylvanians, it is grossly out of touch for the so-called humble, one-seat Democratic majority to continue to bottle up the voter ID constitutional amendment in committee." The voter ID has greater public support than the proposal to legalize adult recreational use of marijuana though both concepts are backed by the majority of those surveyed. The poll found that 62% of those surveyed support legalizing adult recreational use of marijuana. House Republicans launched an effort last week to use a discharge resolution to force a vote on a proposal to ask voters whether to amend the state Constitution to require voters to show identification. Current law only requires new voters and others voting for the first time at a polling location to show identification. Under the current House rules, 25 Democrats and 25 Republicans would need to sign the petition to force the vote. Cutler said, thus far, 78 Republicans have signed the petition, but only one Democrat has done so.

---

## **OSHA Rule on Employee Representation During Inspections**

The Department of Labor published a final rule clarifying the rights of employees to authorize a representative to accompany an OSHA compliance officer during an inspection of their workplace.

The Occupational Safety and Health Act gives both the employer and employees the right to authorize a representative to accompany OSHA officials during a workplace inspection. The final rule clarifies that, consistent with the OSH Act, workers may authorize another employee to serve as their representative or select a non-employee. For a non-employee representative to accompany the inspector into a workplace, they must be reasonably necessary to the conduct of an effective and thorough inspection.

Consistent with OSHA's historic practice, the rule clarifies that a non-employee representative may be reasonably necessary to the conduct of an effective and thorough inspection based upon skills, knowledge, or experience such as knowledge or experience with hazards or conditions in the workplace or similar workplaces, or language or communication skills. These revisions better align OSHA's regulation with the OSH Act and will enable the agency to conduct more thorough inspections. OSHA regulations require no specific qualifications for employer representatives or for employee representatives who are employees of the employer.

[CLICK HERE](#) to read more from the U.S. Department of Labor's website.

---

## **Manufacturers: Walkaround Rule Exceeds OSHA's Authority**

Following the release of the Occupational Safety and Health Administration's recent rulemaking on the Worker Walkaround Representative Designation Process, National Association of Manufacturers Chief Legal Officer Linda Kelly released the following statement:

"The rule does nothing to advance OSHA's mission of ensuring safe working conditions. Forcing businesses to accommodate third parties with no safety expertise in their facilities infringes on employers' property rights, invites new liabilities and introduces elements of chaos and disruption to safety inspections."

"By unlawfully expanding third-party access to manufacturers' worksites, this proposal

clearly violates OSHA’s statutory mandate to conduct inspections within reasonable limits and in a reasonable manner’ with ‘minimum burden’ on employers, and potentially violates manufacturers’ constitutional rights. And, for the first time, OSHA would determine who qualifies as an ‘authorized representative’ of employees, which until now has been exclusively recognized as the jurisdiction of the National Labor Relations Board.”

“This is another clear example of the federal regulatory onslaught—a proposal that upends settled precedent and ignores the reasoned decision-making required by the Administrative Procedure Act. For these reasons, the NAM will be considering legal action to reverse this incredibly destabilizing decision.”

**-NAM-**



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

## MAEA Group Programs

[MAEA Group Program LVBCH](#)

[MAEA Group Program  
Predictive Index](#)

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

[MAEA Group Shipping 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 an SJI Company
- Shipping - DM Transportation
- 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.*

**Discover the power of our energy services:**

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



**Thomas Dufraigne**

[TDFRAINE@ENERCONNEX.COM](mailto:TDFRAINE@ENERCONNEX.COM)

610-331-3869

[www.enerconnex.com](http://www.enerconnex.com)

**Funding Your Energy Future: Solutions for cash flow positivity and CapEx avoidance.**

EnerConnex is The Group Energy Solutions Provider for NEPA MAEA. As a valued member and trusted partner, EnerConnex has provided significant value to many of our members over the years offering a comprehensive range of value-added services for Electricity and Natural Gas Procurement, Demand Management, Energy Efficiency and Renewables.

EnerConnex is excited to announce their partnership with ECOSAVE to drive sustainable energy solutions for mid-to-large commercial and industrial end users. Ecosave has more than 20 years of engineering expertise reducing energy costs and carbon emissions through tailored efficiency, technology, and renewable solutions.

[Click here to continue reading "Funding Your Energy Future"](#)

## MAEA Training Opportunities



### **MAEA MEMBERS TOUR American Eagle Outfitters Distribution Center**

The Manufacturing and Plant Operations Roundtable offered MAEA members the opportunity to tour American Eagle Outfitters Hazleton Distribution Center in March. The tour was conducted by Doug McWilliams, Director of Operations and Christina Walter, HR Manager.

Celebrating the 10-year anniversary of the AEO Hazleton Distribution Center is indeed a significant milestone, highlighting a decade of growth, technological advancement, and commitment to the community and employees. Since June 2014, the 1.1 million square foot facility has become a cornerstone of AEO's distribution and logistics, supporting the company's ability to meet customer demand efficiently.

### **UPCOMING TRAINING OPPORTUNITIES – REGISTER NOW**

Excel - The 1st Step	4/9
Fundamentals of Workforce Planning & Talent Acquisition	4/10
MEWP TTT	4/15
Managing Unionized Workforce under current NLRB	4/17

Supervisory Development II (2-day course)

4/18 and 5/14

Business Writing Essentials & Grammar for the Workplace

4/25

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

**2024 On-Site Training Requests** are increasing, please call to reserve your date.

Please contact Eileen Kuperavage at 570-622-0992 or [ekuperavage@nepamaea.com](mailto:ekuperavage@nepamaea.com) for information about training and consulting services.



**BLAST OFF ONLINE!**

Elevate your corporate presence with our custom web development services.

[dekkastudios.com](http://dekkastudios.com)

**DEKKA STUDIOS**

**Survey Sale!!**  
**2022-2023 Personnel Practices & Benefits Survey Sale!**  
**25% OFF**

Last published in July 2022, this biennial report is one of the most comprehensive of its kind, covering a variety of core subject areas of interest to Human Resource professionals.

**Over 300 questions covering such hot topics as:**

- Compensation & Incentive Systems
- Performance Appraisals & Bonuses
- Paid Time Off Policies
- Work Hours and Scheduling
- Section 125 Plans, 105 Plans and HRA's
- Medical Insurance
- Prescription Drug Plans
- Dental Insurance
- Vision Insurance
- 401(k) and 403(b) Plans
- Part-Time & Retirement Benefits
- Recruitment, Training and Development
- HR Metrics

**2024-2025 Survey will be open to participation in mid-April and will be published in July, 2022**

Survey Pricing:

**Free** to participating member companies

Non-participating companies: \$243.75 (regularly \$325)

Non-member companies: \$468.75 (regularly \$625)

\*PA Sales tax does apply

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



**"The Council is a proud Partner Agency of the SUW. Their support of YES allows for our Schuylkill County youth to develop their skills and prepare for success."**

**Courtney Fasnacht**, Executive Director,  
Northeast PA MAEC, Inc.



That support includes participating in MAEC's annual career fair, conducting mock interviews with YES students, and a financial allocation. Learn more about SUW's work at [www.schuylkillunitedway.org](http://www.schuylkillunitedway.org).

## MAEA April Roundtables

### Save the Date!

#### Human Resource Schuylkill Roundtable

Date: April 26, 2024

**Topic:** Bridging Generations: Fostering Intergenerational Collaboration in the Workplace

Presenter: Marc Maddy, LSW, MSW, Director of Organizational Quality, Effectiveness, & Development at Service Access & Management, Inc.

Time: 11:00am – 1:00pm (Lunch is included)

Location: MAEA Pottsville Office

#### Safety Luzerne Roundtable

Date: April 30, 2024

**Topic:** Most Frequently Cited Standards and Changes in Upcoming OSHA Standards

Presenter: Jeff Ritter, Compliance Assistance Specialist, OSHA

Time: 11:00am - 1:00pm (Lunch is included)

Location: CANBE Innovation Center, Hazleton

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

### Save the Date!



## 2024 YES PROGRAM RECOGNITION BREAKFAST



**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:drobbins@nepamaea.com)**

**Website: [www.nepamaea.com](http://www.nepamaea.com)**