

NORTHEAST PA Manufacturers & Employers ASSOCIATION

MAEA July HAPPENINGS

2024 Events

MAEA Summer Golf Outing



The rain didn't stop our fun! Over 150 attendees participated in the Annual MAEA Summer Golf Outing! The event provided a great day to network with member companies, good food, and laughter. Thank you golfers, sponsors, and companies donating door & hole prizes, food and beverages!

Register early for the MAEA Fall Golf Outing. It is being held September 13th. We offer opportunities to promote your company with sponsorships and door prizes. Call Joani at (570) 622-0992 or email her at jtrosterud@nepamaea.com to learn more.

MAEA Fall Golf Outing

NEPA MAEA Annual Fall Golf Outing 4 PERSON SCRAMBLE

Date: September 13, 2024

Time: 1:00 p.m. Shotgun Start

Location: Mt. Valley Golf Course

Ways You Can Still Participate

- Golf and Party Package
- Golf Only
- Dinner Only
- Sponsorship Opportunities
- Donate Door Prizes



*To register and for additional information on MAEA Events,
please email Joani at jtrosterud@nepameae.com or call 570.622.0992.
Sponsorship Opportunities are available for all events.*

Join MAEA at Upcoming Events

- 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

A graphic for PeopleShare featuring a testimonial. On the left, the PeopleShare logo is at the top, followed by a short description of their services. Below that is a "CLIENT TESTIMONIAL" section with a quote from Darlene Robbins, NEPAMAEA. At the bottom left, there is a "CONTACT ME TODAY:" section with an email address and phone number. On the right side of the graphic, a man and a woman in business attire are shaking hands. At the bottom center, there is a circular logo with the words "LIGHT", "INDUSTRIAL", "FINANCIAL", and "CUSTOMER" around a central circle.

PeopleShare
PeopleShare provides Temp-to-Hire and Direct Hire staffing solutions, connecting you with top talent who will hit the ground running from day one!

CLIENT TESTIMONIAL

"We recently engaged PeopleShare to fill a job opening, and I am delighted to express our satisfaction with their service. They promptly and efficiently filled the vacant position with a qualified candidate."

- DARLENE ROBBINS, NEPAMAEA

CONTACT ME TODAY:
ROBERT.FILBERT@PEOPLESHEREWORKS.COM
(570) 788-7654

MAEA Legislative Updates

WHAT'S AT STAKE: MANUFACTURERS FACE DEVASTATING TAX INCREASES IN 2025

The 2017 Tax Cuts and Jobs Act was revolutionary for the manufacturing sector. Tax reform kick-started economic growth throughout the industry, providing a new foundation for the manufacturing economy to thrive. In 2018, manufacturing experienced the best year for job creation in 21 years and the best year for wage

growth in 15 years; similarly, manufacturing capital spending grew 4.5% and 5.7% in 2018 and 2019, respectively. Manufacturers have used the savings from tax reform to grow their businesses, create jobs, raise wages, add new benefits for employees, fund research and development, purchase new equipment, expand their facilities and invest in their communities. When manufacturing grows, the economy grows.

Here's what's a risk: Critical tax reform provisions have already begun to sunset, and more are set to expire at the end of 2025—resulting in significant tax increases for virtually all manufacturers. Failing to preserve tax reform in its entirety will force manufacturers in America to reduce investments here at home and undermine the industry's economic competitiveness on the world stage. Congress and the president must act to prevent damaging tax increases from stunting manufacturing job creation, growth and innovation.

[CLICK HERE](#) to continue reading the reform provisions set to expire.

NAM

Telemedicine Bill Heading to Governor

The Senate on Wednesday June 26th voted to send the governor legislation that would require insurance companies to cover the cost of medical consultations completed through telemedicine. Senate Bill 739 defines reimbursement requirements for telehealth services and ensures payment cannot be denied simply because care is provided via telehealth, according to the Hospital and Healthsystem Association of Pennsylvania. "Telehealth helps meet patients where they are, increasing access to routine and preventative care to improve health outcomes. It also extends the reach of providers at a time when the commonwealth's growing need for care is outpacing the professionals available to deliver it," said HAP president and CEO Nicole Stallings in a statement after the vote.

Capitolwire



St. Luke's
Occupational Medicine

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

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

MAEA Member Focus L.R. Costanzo Co.



Johnson College and L.R. Costanzo Co. Inc. - Working Together to Create a Gateway into the Future

L.R. Costanzo Co. Inc. has once again teamed up with its long-standing partner, Johnson College, to erect its latest northeastern Pennsylvania masterpiece: Johnson

College's Ideal Saldi Hall.

This new building, serving as a dramatic gateway to all who enter the 44 acre campus, not only welcomes visitors and students, but also stands as a symbol of Johnson College's innovative spirit.

Ideal Saldi Hall houses state-of-the-art classrooms; student areas; computer labs; the Biomedical Equipment Technology program; administrative offices; including Financial Aid, Admissions, Advising, President's Office; and the "Hallway of Industry."

Spanning two stories, this extraordinary structure features an expansive second floor with a floating, cantilevered classroom above a student gathering area. This impressive edifice overlooks the school's beautifully landscaped greenspace and alumni garden.

A first of its kind on the campus, this building allows for intuitive learning and teaching by featuring a type of "live laboratory" for students. Johnson College requested design features that leave most of the interior building envelope exposed, in order to foster real-world learning. This includes uncovered ceilings, observable structural steel, visible ductwork, and wide open spaces, allowing teachers to bring their classrooms to life by encouraging students to experience, firsthand, what they are learning.

[CLICK HERE](#) to read the entire article

MAEA Member Focus UFP Industries, Inc.

UFP Industries, Inc. (Nasdaq: UFPI) has been named to the FORTUNE 500 list of the largest U.S. companies based on revenue for the third consecutive year. "I'm grateful to our customers and our 15,000-plus teammates who work every day to create success, in spite of economic challenges," said Chairman and CEO Matthew J. Missad. "Their efforts have fueled our transformation from a small lumber wholesaler to a global solutions provider, with a track record of providing strong returns on our invested capital. Our teammates have earned this recognition and are dedicated to making our company better so we can climb up the list." UFP Industries reported 2023 net sales of \$7.2 billion. It is ranked 493 on the 70th annual FORTUNE 500 list of companies. UFP Industries, Inc. Headquartered in Grand Rapids, Mich., UFP Industries (Nasdaq: UFPI) was founded in 1955 as a lumber wholesaler and today is a

multibillion-dollar manufacturer serving three business segments: retail, construction and packaging. While seven percent of North America's softwood lumber goes through a UFP facility, the company's 200+ affiliates also make innovative, value-add products from plastics, corrugated, metals and other materials. In addition to its ranking on the FORTUNE 500 list, UFP is #149 on Industry Week's list of America's Largest Manufacturers. For more about UFP Industries, go to www.ufpi.com.

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



EnerConnex is a proud supporter of NEPA MAEA.

Discover the power of our energy services:

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Understanding the Financial Impact of Energy Costs

Helping CFOs in *any* industry to understand the impact of reducing electric and natural gas costs on revenue and gross profit is crucial. Let's break it down.

[Click here to continue reading "Understanding the Financial Impact of Energy Costs"](#)

MAEA Training Opportunities

NORTHEAST PA
**Manufacturers
& Employers**
ASSOCIATION

July 2024 Training Opportunities!

Trainings Open to ALL Skill Levels!

At the CAN BE Innovation Center in Hazleton

- July 10
9 AM - 4 PM Overview of HR Generalist
- July 15
9 AM - 12 PM Active Shooter Safety
- July 15
1 PM - 4 PM Reasonable Suspicion
Drug & Alcohol

At the Pottsville Training Center

- July 11
9 AM - 12 PM 5 - S Including Safety
- July 11
1 PM - 4 PM SMED - Single Minute
Exchange of Dies
- July 16
9 AM - 4 PM Basics of Supervision
- July 18
9 AM - 12 PM Excel Just Formulas &
Functions
- July 18
1 PM - 4 PM Excel Pivot Tables &
Charts
- July 23
9 AM - 4 PM Leading Teams for
Performance Improv.
- July 25
9 AM - 12 PM Excel - The 1st Step

Call 570-622-0992 for more information!

For more information about training, consulting, and roundtable meetings, please visit www.nepamaea.com or contact: Eileen Kuperavage
570-622-0992
ekuperavage@nepamaea.com

MAEA Tour

On June 6, the Manufacturing and Plant Operations Roundtable offered MAEA members the opportunity to learn more about business operations at the Hometown facility and to tour the property. Randy Kalce, EMD Operations Superintendent, and team members provided an overview of the business operations in their training room, followed by lunch and tour.



EMD Electronics has been serving the Tamaqua community for 50 years. In 1973, with an initial investment of \$3 million, Air Products began operations with 40 employees. In 2016, Air Products electronics materials division was spun off to form Versum Materials, Inc. In 2019, Versum Materials, Inc. was acquired by Merck KGaA, Darmstadt, Germany.

For more than 350 years, Merck KGaA, Darmstadt, Germany has been pushing the boundaries of what is possible and will continue to do so in the years to come. Between Electronics, Healthcare, and Life Science, Merck KGaA, Darmstadt, Germany passion for science and technology is what drives their more than 64,000 employees in 66 countries to find solutions to some of today's toughest challenges and create more sustainable ways to live.

Today, under the Merck KGaA, Darmstadt, Germany umbrella and operating as EMD Electronics, the Hometown facility continues to grow. With more than 370 employees in both manufacturing and research and development, EMD Electronics in Tamaqua, PA has evolved into the world's largest integrated specialty gas manufacturer, supplying customers in more than 24 countries.

The logo for EMD Electronics, featuring the text "EMD" in a large, bold, blue font above the word "ELECTRONICS" in a smaller, bold, blue font.

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2024-2025 Regional Pay Trends Survey is Open for Participation!

Data Reported:

- Actual Changes - Applies to pay changes granted between July 1, 2023 and June 30, 2024.
- Projected Changes - Applies to pay changes "planned" for the period July 1, 2024 through June 30, 2025.
- % (Percent) - The average actual or projected percentage change in the wages and salaries of employees in the specified grouping.

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

Industry Type:

Provides data cuts based on the following major industry types:

- Manufacturing
- Non-Manufacturing

Pricing Structure:

- Member companies that participated in this survey will be sent a complimentary report of the results
- Member companies that did not participate in this survey \$25
- Non-Member companies: \$50

Place an Order:

- If your company is interested in purchasing this survey, please contact Alison Verbosh at averbosh@nepamaea.com or call 570-622-0992.
- Member companies that place an order will immediately be e-mailed a PDF file of the survey report. Non-member companies must pre-pay before receiving the survey report.

Participation Closes July 19th

MAEA Upcoming Roundtables

Safety Roundtable Luzerne

Date: August 29, 2024

Topic: De-escalation in the Workplace

Presenter: Ron Frederick is the Director of Safety and Security for Service Access and Management, Inc. (SAM)

Location: CANBE Innovation Center, Hazleton

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

Transportation Roundtable Luzerne/Schuylkill

Date: September 19, 2024

Topic: Current Transportation Challenges at both State and Federal level.

Presenter: Christopher Henry is the Pennsylvania Division Administrator for the Federal Motor Carrier Safety Administration

Location: MAEA Pottsville Office **Time:** 11:00am-1:00pm (Lunch is Included)

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

FREE Recruiting Tool

ATTENTION MAEA MEMBERS!

Are you struggling with recruiting? The Council can help! In an effort to increase company awareness, while at the same time bolster the career exploration module within the YES program, we created a 'company profile' PowerPoint template. It covers all of the basic information that a student would need to know about a company. From there, we'll create a database of these presentations that students can browse through while covering the career exploration module.

Remember, the first step in recruiting is brand awareness and this allows you to easily accomplish this by reaching all of our YES students. If you would like a copy of the blank template, please reach out to Matt Shuey (mshuey@nepamaec.com).



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