

INDUSTRIAL EXCELLENCE

A Monthly Publication of the
Greater Jamestown Empire Zone and the
Manufacturers Association of the Jamestown Area

Manufacturers Association News

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- The Manufacturers Association is Working For You
- New York State Needs 9200 Megawatts of New Power Capacity
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- Downtown Jamestown: Turning the Corner

Training Opportunities

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- Manufacturers Association of Northwest Pennsylvania Training Opportunities
- Northwest Pennsylvania Industrial Resource Center, Inc.
- Penn State Behrend MBA Program
- The Private Industry Council
- The Technology Development Center

* See Enclosed Calendar on page 7*
For more information call MAJA
at 716-483-1833.

Discounted MAJA Services

- Workers Compensation
Todd Trantum 716-483-1833
- Enterprise Rent-A-Car
Donald Slough 716-432-5138
- Airborne Express
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Ann Mason 716-661-5121
- Employee Assistance Program
Doreen Hatfield 716-488-1971

Feature Stories and News

Manufacturers Association Signs Training Contract with NYSDOL

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Pictured left to right: Dan Hamilton, Bush Industries, Sylvia Stenander, JCC (MTI Partner), Patrick Dole, Ulrich Planfiling, , Peter Stark, Ellison Bronze, Gary Johnson, MAJA Vice President, Jeff Lubi, PIC (MTI Partner), Truman Crawford, Valeo Engine Cooling, Nichole Piazza, Universal Tooling, Todd Trantum, Executive Director, Manufacturers Association of the Jamestown Area, Sally Donisi, Artone Manufacturing, Jay Johnson, Hanson Sign.

The Manufacturers Association of the Jamestown Area has signed a contract with the Department of Labor that will fund training for 14 companies and train 2,148 area employees. The consortium application submitted by the Manufacturers Association was awarded \$649,377.70. "This grant application is

an example of the services that will be provided through the Manufacturing Technology Institute," stated Heidi Nauleau, Immediate Past President of the Manufacturers Association of the Jamestown Area.

The Manufacturers Association Is Working For You

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The Manufacturers Association is Working For You

The Association is a pro-active leader committed to enhancing the economic strength of the region. The Association acts as a primary resource for information and assistance to promote manufacturing excellence. We are committed to the continual improvement of the business climate in Chautauqua County. The association is **working for you**, to develop a **strong workforce**, **contain the cost of health care**, **lower your costs of doing business** and **promote economic development**. The association encourages regional strategies and cost competitive government initiatives in an effort to **lower taxes**.

For over 100 Years the Manufacturers Association of the Jamestown Area (MAJA) has served our community. The early achievements of the Association included the creation of a coal purchasing cooperative, the founding of the Jamestown Mutual Insurance Company to help control the high cost of insurance and the creation of Jamestown Industries, Inc. to conduct group purchasing of energy and transportation services.

The Association is committed to developing products and services that **help manufacturers face the challenges of regional, national and global competition**. The association provides value added services to its membership. The services provided by the Association save manufacturers money, meet the human resource needs of manufacturers and assist manufacturers in the process of benchmarking their companies.

Services

Surveys

Annual wage and Salary Survey
Holiday Survey
Summer Vacation Survey

Worker's Compensation

Insurance

MAJA offers discounted Worker's Compensation Insurance through the Consolidated Risk Services trust fund.

Publications and Communications

Quarterly Publication, *Industrial Excellence*
Membership Directory & Handbook
MAJA Quick Fax
Express Mail—Updates and Notices on Issues Pertaining to Manufacturing through e-mail

Membership Meetings

Quarterly and Annual

Training Opportunities

MBA program through Penn State
Programming through the Manufacturing Technology Institute in cooperation with Jamestown Community College and the Private Industry Council
Programming through the Manufacturers Association of Northwest Pennsylvania

Advocacy

MAJA represents area manufacturers on issues such as workforce development, economic development, cost competitive government and health care cost containment.

Roundtable Discussions

Human Resource Roundtable

Website Resources

View the monthly newsletter, *Industrial Excellence*, online and find current information regarding the association.

The services provided by the Manufacturers Association of the Jamestown Area are designed specifically for the manufacturer. The current services and those under development are strongly tied to the mission vision and principle statements of the organization. Through a dedicated board of directors and strong committee structure the Association develops its strategic plan. The plan embraces immediate goals and addresses the long term objectives of the association.

Our vision, mission and principles statements position the Association to proactively and progressively address the issues that impact manufacturers. The Association strives to build partnerships throughout the County, region and even across state borders to better serve manufacturers. The Association recognizes that manufacturing continues to be a significant part of our local economy. Manufacturers export products and import dollars. The dollars imported by manufacturers are a vital component of the economic well being of our community.

The Manufacturers Association of the Jamestown Area

Mission

The object of this Association shall be to promote the common interests of the membership through the development of information and services of benefit to the members and the geographic area in which they operate.

Vision

The Manufacturers Association is a pro-active leader committed to enhancing the economic strength of the region. The Association acts as a primary resource for information and assistance to promote manufacturing excellence.

Principles

We achieve our mission through the development of information and services of benefit to members and the geographic area in which they operate.

We promote and host cross-functional communications with our membership on specific issues by using sub-committee structures.

We communicate and coordinate with the local, state and federal government, and agencies in response to our memberships needs.

We work with various organizations and agencies to define training that is available to manufacturers and seek to create programs that meet the specific training needs that are not fulfilled by existing institutions by developing linkages with schools and agencies.

We play a pro-active role in creating high quality, accessible and affordable health care by partnering with other organizations seeking to attain this same objective.

We work with government and various organizations to define and address the economic development needs of the manufacturing community with emphasis on efficiencies and cost reduction efforts.

Committees

The committee structures of the Association directly reflect the principles that have been established by the Board of Directors. The projects, programs and initiatives of the Manufacturers Association of Jamestown Area are products of the Association's committees.

Member Services and Information Development Committee: This committee is concerned with the development of information and services that benefit our membership.

Workforce Development Committee: This committee seeks to create linkages with organizations and agencies to define available training and to create programs that meet specific training needs of manufacturers.

Health Care Cost Containment Committee: This committee in partnership with the Chautauqua Plan, Inc. works toward creating high quality, accessible and affordable health care.

Economic Development Committee: This committee works with government and various organizations to define and address the economic development needs of the community, with emphasis on efficiencies and cost reduction.

Energy and Utility Committee: This committee seeks to address the energy needs and issues faced by manufacturers by working in partnership with both private and public entities.

Membership, Alliances & Organizational Growth Committee: This committee develops strategies to improve awareness of Association initiatives and expand membership with a focus on building strong partnerships throughout the community and region.

NYS Manufacturing Council Sets Legislative Agenda, Plans New Steering Committee

The Business Council's Manufacturing Council has finalized its legislative agenda for 2002 and is forming a steering committee to help advocate that agenda.

Calvin Staudt, manager of International Paper's Ticonderoga Mill, has agreed to chair the new steering committee. Ken Pokalsky, director of environmental and regulatory affairs for The Business Council, is staff liaison to the Manufacturing Council.

The Manufacturing Council's goal is to give manufacturing issues a higher profile within the state legislature and to involve more of The Business Council's manufacturing members in these advocacy efforts, Pokalsky said. The Business Council has some 1,100 manufacturing members.

"The more manufacturers we can involve in our advocacy, the more persuasively we can argue that manufacturing is still a linchpin of New York's economy, especially upstate," Pokalsky said.

The Manufacturing Council's legislative priorities include:

- Adoption of the "single-sales factor" method of apportioning corporate income. This critical tax reform would provide a crucial incentive for manufacturers to local

*Manufacturing Council
(continued on page 6)*

Manufacturers Association Signs Training Contract with NYSDOL

The Manufacturers Association of the Jamestown Area has signed a contract with the Department of Labor that will fund training for 14 companies and train 2,148 area employees. The consortium application submitted by the Manufacturers Association was awarded \$649,377.70. "This grant application is an example of the services that will be provided through the Manufacturing Technology Institute," stated Heidi Nauleau, Immediate Past President of the Manufacturers Association of the Jamestown Area. "MTI is a partnership with Jamestown Community College, the Private Industry Council and the Manufacturers Association, that is bringing value added services to manufacturers in an efficient and effective manner."

"PIC is extremely pleased to be part of a meaningful MTI partnership with JCC and MAJA that is facilitating quality training for our manufacturing customers and strengthening the economic climate in Chautauqua County," stated Lou DiPalma, Executive Director of the Private Industry Council.

"The training provided through these funds will help manufacturers prepare for the future," stated Todd Tranum, Executive Director, Manufacturers Association of the Jamestown Area. "This award is an investment in our workforce and it will help area companies increase productivity and implement efficient production processes."

"The success of this application could not have been possible without the hard work of the companies involved in the consortium, the support of local elected officials, the endorsement of the Workforce Investment Board, and efforts of the MTI partnership," stated Tranum. "JCC is proud to join the other MTI partners in providing this training opportunity to local employees and businesses", said Robert Barber, JCC's Dean for Continuing Education. "Everyone is a winner with this kind of collaborative effort."

More than \$15.6 million was awarded last year to 83 businesses and consortia across the state, funding training for more than 35,000 workers. The grant money, administered by the NYS Department of Labor and funded under the Workforce Investment Act, is designed to help manufacturing businesses ensure that their employees are provided with the opportunity to keep up with the latest developments in information technologies, processes and innovations.

"Manufacturing is an extremely important component of our local economy as manufacturing represents 23.1% of employment in Chautauqua County," stated Tranum. "This award will help secure the future of manufacturing in our county."

Community News

Downtown Jamestown: Turning the Corner

Have you noticed that Downtown Jamestown is turning the corner? Significant investment, collaboration, hard work and planning are bringing our downtown back to life. A strong downtown is very important if we are to retain and attract industry and good employees. Much credit goes to the Downtown Jamestown Development Corporation (DJDC). The DJDC has been working hard to implement positive change throughout downtown Jamestown through the combined efforts of businesses, organizations, and community members. If you would like to become involved or join the DJDC as a member call Jennifer Harkness at 716-664-2477. Come Discover Downtown Jamestown. You may visit the DJDC website at DISCOVERJAMESTOWN.COM.

Update on New OSHA Forms

In April OSHA will begin enforcing its new recordkeeping requirements. The updated reporting requirements for workplace injuries and illnesses were effective January 1, 2002. Employers with 11 or more employees who are not exempt from reporting and/or have state OSHA-approved plans are required to report using three new forms. These are:

OSHA 300-Log of Work-Related Injuries and Illnesses
OSHA 301- Injury and Illness Report Form **OSHA 300A**-Summary of Work-Related Injuries and Illnesses

For additional OSHA resource, go to www.osha-slc.gov/recordkeeping/index.html. To determine whether an organization must file or is exempt, review OSHA's online brochure: Recordkeeping: It's new, it's improved, it's easier. To locate, use the link on the main recordkeeping page or go directly to www.osha-slc.gov/publications/osh3169.pdf.

Congratulations to Rhonda Sample and Maureen Moyer

Rhonda Sample of CAE Ultrasonics, and Maureen Moyer of Dawson Metal Co. and Dawson Doors, both recently completed certification processes to qualify as senior professionals in human resources. Ms. Sample received her certificate through the Human Resource Certification Institute (HRCI) and Ms. Moyer received her certificate through the Society of Human Resource Management.

(Certification continued on page 6)

New York Needs 9,200 Megawatts Of New Capacity In Five Years

ALBANY—New York State still faces an acute need for more electric generating capacity, even if the recession temporarily affects demand, new analysis from The Public Policy Institute shows.

An updated white paper on energy by The Institute shows that New York must still add at least a dozen new power plants with at least 9,200 megawatts of additional electricity-generating capacity within the next five years to avoid the risk of serious economic damage. Adding this capacity will make possible a number of powerful benefits, including increased growth and a more robust competition that, in the long-term, would help reduce New York's above-average electricity costs. The updated paper, *The Power to Grow*, can be found at www.bcnys.org/pdf/2002/power togrow.pdf.

The Institute, the research affiliate of The Business Council, first published *The Power to Grow* in October. It included extensive analysis of trends in New York's economy and energy consumption. The paper originally concluded that New York needed to add at least 9,600 megawatts of new capacity within five years to make economic growth possible, to keep New York's electricity systems reliable, and to foster the robust competition that is New York's only long-term hope for driving energy costs down.

Since then, The Institute has revisited its analysis to consider the effects of the recession and the Sept. 11 attacks. The economic downturn could reduce peak demand next summer to 2000 levels. However, The Institute noted, New York must remember that peak demand in New York grew steadily from 1990 through 1993, even as the state endured a recession.

Growth in demand: *The Power to Grow* noted that demand for electricity in New York has grown steadily in the last 20 years. In that time, peak demand has grown 5.2 times as fast as the state's population and 2.1 times as fast as employment, the report shows. Annual per-capita consumption of electricity has grown 5.3 percent since 1990.

Growth will continue, the paper added, given consumers' increasing preference for electricity and the increasing use of computers and other high-tech electricity-driven devices in homes, offices, businesses, and factories, *The Power to Grow* said.

For example, the paper noted that New York has added nearly 300,000 new jobs in finance, insurance, and real estate in the last 20 years. These are sectors that rely increasingly on energy-intensive data processing and communications equipment.

Capacity concerns: New York does not have the generating capacity to keep pace with this projected growth in demand and to ensure competition that will reduce rates, *The Power to Grow* said.

Last May, New York's generating capacity was 35,847 megawatts, which was 713 megawatts below the minimum considered necessary to meet the summer's peak demand. (This minimum includes a reserve margin of 18 percent which is recommended by the New York State Reliability Council to ensure system reliability in cases of shutdowns or failures of plants and transmission systems.)

The gap between need and capacity is likely to grow, the paper added. The Institute considered projected growth, the cushion needed to sustain reliability, and an added margin required to engender vigorous competition in concluding that New York must produce 9,200 megawatts of additional capacity within five years.

New Capacity (continued on page 6)

(Certification continued from pg. 5)

MAJA commends both for their hard work and accomplishments.

High-Value HR Practices

Looking for a specific HR activity to boost profits? Sorry, there's no such thing, but there are HR efforts that have shown significant increase to shareholder value:

1. Do not cap incentive-compensation plans.
2. Share financial information widely throughout the company.
3. Base rewards/bonuses on objective measures.
4. Tolerate failure.
5. Communicate successes.

Source: *Hackett Benchmarking & Research*

Manufacturers Spend \$1,700 Per Worker On Federal Compliance

A landmark new study of NAM members, produced by the Mercatus Center at George Mason University, finds that U.S. manufacturers in 2000 spent an average of \$2.2 million per firm to comply with federal regulations. That's roughly \$1,700 per worker - equivalent to a 1.6 percent excise tax on products manufactured in the U.S. Workplace rules cost manufacturing \$32 billion in 2000 - exceeding previous estimates by at least 75 percent.

NAM contact: Jill Pomeroy, jpomeroy@nam.org, (202) 637-3126.

New Capacity (continued from page 5)

The risks of inadequate capacity: Failing to make this increase in capacity would threaten New York's economic prospects in many ways, the paper said.

Manufacturing: *The Power to Grow* noted that states with above-average energy costs lost manufacturing jobs at a faster rate than other states. Between 1993 and 1998, the 16 states with above-average industrial electric rates lost 2 percent of their manufacturing jobs; the 34 states with below-average industrial rates averaged a 10 percent increase in manufacturing jobs and a 39 percent increase in manufacturing output, the paper noted. The same analysis of the 10 largest manufacturing states, including New York, showed a similar pattern, the paper noted.

Commercial businesses: Commercial businesses would also suffer from inadequate capacity, the paper said, because of their increasing reliance on energy. It cited the growth of "server farms," large, electricity-intensive data centers with rows of computers servicing network needs.

Business confidence: If business fears that New York will have energy that is too scarce or too costly, it may be reluctant to invest in New York. The paper cited surveys of business in California which showed widely faltering confidence in investing in business investments there because of concerns about the price and supply of energy.

For a copy of the full report in PDF format, visit www.bcnys.org/pdf/2002/powertogrow.pdf.

Source: *NYS Business Council*

Manufacturing Council (continued on from page 4)

- plants and jobs in New York State, and would cut disproportionately high taxes on New York businesses with large plants and staffs.
- Adoption of comprehensive Superfund refinancing and reform, including: use-based clean-up standards; post-cleanup liability releases; refinancing with General Fund revenues; opposition to new fees on manufacturing, onerous new enforcement mechanisms, and new state-level causes of action for cost recovery and natural resource damage claims.
- Steps to cut power costs and ensure reliable, adequate supplies. These include: increasing electricity-generating capacity in New York State; extending second- and third- year Power for Jobs allocations; reductions of regulatory barriers to developing distributed generation. The Council is also opposing new taxes, fees, or surcharges on electric energy, natural gas, coal, and petroleum.
- Substantially increasing state investments in high-tech R&D collaborations involving industry, university, and government research labs, with the specific goal of developing new technologies and technology-driven businesses in New York.
- Adoption of comprehensive workers' compensation reforms with the goal of reducing overall compensation costs in New York, which remain far above average despite notable reductions in premium costs.
- Reforms to taxation of railroad property, and creation of additional state financial assistance for capital investments in rail to ensure reliable, competitive freight service in New York.
- Adoption of comprehensive tort reform that would: repeal "joint and several liability"; limits the posting of bonds required for the appeal of jury verdicts; cap non-economic damages; create a "statute of repose" to limit the period in which a manufacturer can be held liable for damages attributed to its product; allow consideration of plaintiff's negligence in all cases; and limit contingency fees.

Source: *NYS Business Council*

Manufacturer's Association Calendar

March 26th, 2002	HR Roundtable; Funding and Grant Resources Inventory: A Review of Funding and Grant Opportunities for Manufacturer	JCC, Carnahan Center, Room 120 7:00am-8:15am
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Upcoming Training Opportunities

March 5, 2002	Avoiding Workplace Harassment and Discrimination Claims	Erie, PA 800-815-2660	Manufacturer's Association of Northwest Pennsylvania
March 6, 2002	Safety Management and Fire Safety	Jamestown, NY 716-664-9368	The Private Industry Council
March 8, 2002	Developing Revenues From Grants and Donors	Buffalo, NY 716-645-3381, 257	UB Institute for Nonprofit Agencies School of Social Work
March 11, 2002 5:30pm—8:30pm Mondays 8 Consecutive Weeks	Strategic Management of Resources	Jamestown, NY 716-665-2620	Valeo Engine Cooling
March 15, 2002	Managing People For Positive Performance Outcomes	Buffalo, NY 716-645-3381, 257	UB Institute for Nonprofit Agencies School of Social Work
March 20, 2002	Proven Approaches for Reducing Cost in Your Business	Buffalo, NY 716-636-3626	Western New York Technology Development Center, Inc.
March 26, 2002	Managing Problem Employees & Difficult Supervisory Situations	Jamestown, NY 716-665-5220	JCC: Center for Continuing Education
April 5, 2002 2pm-4pm	Open House: Teaching Factory 490 South Work Street, Falconer	Jamestown, NY 716-664-9368	The Private Industry Council
April 10, 2002	Saving Lives and Profits: Creating a Drug-Free Workplace	Jamestown, NY 716.665.5220	JCC: Center for Continuing Education
Call for Orientation Dates	Machinist and Welding Classes	PIC-Dunkirk & PIC-Jamestown 716.664.5076 or 716.366.0020	Private Industry Council: Occupational Skills Training Courses **Training start dates are flexible.

Think of the Opportunities

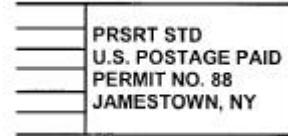
MAJA members receive a special discounted tuition rate For The MBA Program.

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MANUFACTURERS ASSOCIATION
OF THE JAMESTOWN AREA INC.

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