

Manufacturers Digest

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Q3 2024

**-Candice Pineau, QGM Grinding:
Chair of the Board**



BNMA MPower Conference & Tradeshow: A Hub for Manufacturing Growth and Learning

The Buffalo Niagara Manufacturing Alliance (BNMA) is thrilled to announce the MPower Conference & Tradeshow set for October 22, 2024, at the Amherst Marriott. This event represents a tremendous opportunity for local manufacturers and their employees to gain industry insights and strengthen their networks. The MPower Tradeshow has long been a staple event for our region's manufacturing sector, but this year, we're elevating it by adding a full conference component, designed to bring even more value to participants.

Our primary goal in adding the conference is to create an accessible, low-cost platform for learning. Manufacturing is an industry that thrives on innovation, and continuous education is essential to maintaining a competitive edge. Through this event, BNMA is providing attendees with the chance to hear directly from 12 subject matter experts across key areas like supply chain management, IT compliance, marketing, and Industry 4.0. These experts will offer practical, actionable advice that manufacturers can apply immediately in their operations.

For example, supply chain experts will share strategies on how companies can better navigate the complexities of today's global logistics environment. With the rise of cyber threats, IT compliance has become an urgent priority for manufacturers of all sizes, and we're eager to provide essential knowledge on this topic. Meanwhile, Industry 4.0 continues to revolutionize manufacturing, and our sessions will delve into how businesses can effectively implement advanced technologies like automation and smart data systems. We believe that equipping local manufacturers with these tools and insights will help strengthen the region's industrial base.

Continued page 3

Thank You 2024 Strategic Partner of the BNMA



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Chair Pineau's address continued

In addition to our commitment to advancing local manufacturing, BNMA is excited to strengthen our strategic partnerships, particularly with MAST and Dream it Do it WNY. Dream it Do it WNY is a crucial initiative aimed at exposing students to the vast opportunities within advanced manufacturing and skilled trades. We recognize that the future of our industry lies in developing the next generation of talent, and this partnership aligns with our vision to inspire and equip young people to pursue careers in manufacturing.

With two Dream it Do it directors hired, each of them will work directly with local high schools and manufacturers. Their mission is clear: to expose 8th to 12th graders to the exciting possibilities in manufacturing, from cutting-edge technology to hands-on skilled trades. By engaging students at this critical age, we hope to cultivate an interest in manufacturing careers and provide them with pathways to enter the industry. This partnership represents a long-term investment in both our workforce and our community, as we seek to bridge the skills gap that many manufacturers are facing today.

The MPower Conference & Tradeshow isn't just an event; it's an opportunity for growth and collaboration. As Chair of the BNMA, I encourage all our members and supporters to attend and to spread the word. We are always looking to grow our network, so if you know a company that would benefit from being part of the BNMA, please refer them. The stronger our alliance, the greater our collective impact on the region's manufacturing landscape.

We are confident that the 2024 MPower Conference & Tradeshow will be a powerful resource for manufacturers, educators, and students alike. Together, we can continue to build a thriving, innovative, and sustainable manufacturing community here in Western New York. Let's Dream it and Do it, together.

Thank you to our BNMA Strategic Partner for their commitment to WNY Manufacturing





A Message from your Executive Director—Peter Ahrens



Good afternoon, BNMA members, partners, and friends,

As Chair Pineau mentioned in her address, next month the BNMA is proud to host the MPower Conference and Tradeshow, a flagship event designed to propel the growth and success of our region's small to mid-sized manufacturers. This year's event is unique, as we've added a robust conference component to further align with our mission and core values. Our commitment to fostering excellence and innovation within our manufacturing community is reflected in the carefully designed agenda.

The conference portion, taking place from 2 PM to 5 PM, will feature four learning tracks. These tracks have been tailored to address critical areas of interest and concern for manufacturers today:

1. Supply Chain – where we will explore strategies for managing supply chain disruptions and enhancing efficiency.
2. Industry 4.0 – focusing on the latest innovations in automation, AI, and data integration within manufacturing.
3. IT Compliance with an emphasis on CMMC – offering essential guidance on cybersecurity and compliance to safeguard your business in today's digital landscape.
4. Marketing – delving into modern marketing strategies for manufacturers, including digital outreach and brand positioning.

I would like to extend a heartfelt thank you to our subject matter experts, without whom this conference would not have been possible. Each of these professionals has dedicated their time, expertise, and passion to develop these learning tracks:

- Lauren Molenda from Riveter Design, who built the marketing track.
- Peter Ronca from DataSure 24, who led the IT compliance track.
- John Hogg from Straight Forward Consulting, who designed the supply chain track.
- Dominic Myers from Properly Works, who developed the Industry 4.0 track.

A special thanks goes out to Dominic Myers and Properly Works, who have also graciously stepped up as our Event Sponsor. Your support, Dominic, is invaluable, and we are incredibly grateful for your continued partnership.

On the education and workforce development front, we have some exciting news. Northland Workforce Training Center recently graduated 12 individuals from their 12-week Machining Basics course. BNMA members were directly involved in crafting the curriculum, ensuring that it covered the critical subjects and skills necessary for success in the machining industry. This collaboration highlights our ongoing commitment to workforce development and our role in shaping the next generation of manufacturing talent.

Continued page 6

BUFFALO NIAGARA MANUFACTURING ALLIANCE PRESENTS

THE 2024 MPOWER CONFERENCE



Don't miss the opportunity to connect with more than 60 manufacturing companies in Buffalo!

The 2024 MPower Conference is a supercharged educational and networking experience for manufacturing leaders and innovators in upstate New York. This year, we're introducing expert sessions on Supply Chain, Marketing, Cybersecurity, and Automation. Mix and match according to your interests and learn about how it applies directly to your business.

Explore the MPower exhibit floor from 3:00 to 7:00 p.m., and don't forget to save room for dinner and drinks.

SESSION HIGHLIGHTS

SUPPLY CHAIN

Having a resilient supply chain in an unpredictable world is essential to the success of your business. These sessions will touch upon everything from cost reduction requests, process optimization, and enhancing supply chain relationships.

MARKETING

Standing out from the competition is crucial in manufacturing. Learn how to highlight your expertise in manufacturing by building your brand identity and using elements of video and storytelling to recruit the most qualified team.

CYBERSECURITY

Cybersecurity should be a priority for every business, regardless of industry or size, and in these informative sessions, you'll gain insight into how to prepare your business for a cyber attack, plus how to remain calm if the worst case scenario occurs. Also learn about crucial manufacturing tax breaks, and the latest on CMMC compliance.

AUTOMATION

AI, Robotics, and Inspection Technology - it's a lot to keep up with! Experience all things automation and technology in the manufacturing sector, preparing your business for a fast-paced future.

EVENT SPONSORED BY:



BNMA MANUFACTURING NIGHT
Tuesday, October 22, 2024
BUFFALO NIAGARA MARRIOTT
1340 Millersport Hwy,
Buffalo, 14221 NY, US

SCHEDULE

- 2 pm - 2:45 pm // Session 1, all tracks
- 3 pm - 3:45 pm // Session 2, all tracks
- 4 pm - 4:45 pm // Session 3, all tracks
- 3 pm - 7 pm // Trade Show
- 5:30 pm // Dinner
- 7 pm // Event Close

MPOWER AS AN ATTENDEE

No other event will put you in front of a veritable who's who of manufacturing dynamos in upstate New York like the MPower Conference. Engage in high level industry discussions, meet a full floor of exhibitors, and make priceless new connections. Your ticket will grant access to your choice of up to three expert sessions at 2:00 p.m., 3:00 p.m., and 4:00 p.m.

BNMA MEMBERS

- Advance // \$10
- Day of Show // \$15
- Ticket Package (10) // \$70

EXHIBITOR TICKET SPECIAL

\$50-5 Tickets // \$100-10 Tickets
BNMA Members: Your first ticket is included in your due

NON-BNMA MEMBERS

- Advance // \$15
- Day of Show // \$25
- Ticket Package (10) // \$120

HOW TO REGISTER

To register to exhibit or sponsor please visit:



For More Information Visit:
eventcreate.com/e/mpower

Looking forward, the newly founded Manufacturing and Technology Coalition has been making great strides in a short amount of time. As a direct result of this coalition's efforts, BNMA, along

with Casey Machine, MOOG, and Keller Technology, developed a 10-week Finishing and Deburring course. In a testament to our strong partnerships, Workforce Buffalo will fund the tuition for this course, while WDI provided the funding for the purchase of five additional stations to ensure we can train up to 10 students.

This initiative demonstrates the power of collaboration, with organizations like Goodwill Goodskills, Say Yes Buffalo, and Northland Workforce Training Center working alongside us to recruit potential students. The participating industry partners will interview and score each candidate, with the top 10 selected for the course. It's truly a team effort, and we're excited about the opportunities this program will create for both the students and the manufacturers who will ultimately benefit from their skills.

On another front, we're thrilled to announce the addition of Dream It Do It (DIDI) to WNY, thanks to our strategic partnership with MAST and DIDI. DIDI has hired two directors, one for Erie County and one for Niagara County, to continue promoting and expanding manufacturing career pathways for young people in our region. This initiative is directly in line with our mission to support not only current manufacturers but also the future workforce of WNY.

In the realm of defense manufacturing, we have some exciting developments. In June 2023, Blueforge Alliance (BFA) and the Submarine Industrial Base (SIB) approached BNMA to explore opportunities within the submarine supply chain. With 106 manufacturers in WNY currently supplying components for nuclear submarines, we are second only to Long Island in terms of vendors within New York State. This is a significant achievement for our region, and we look forward to deepening our partnership with BFA and SIB to further strengthen this industry. BNMA will be working closely with area manufacturers to help BFA understand the specific needs of our local businesses, ensuring that they can provide the necessary support. Additionally, we will engage with companies not yet involved in the submarine supply chain, with the goal of securing more business and further contributing to our nation's security.

In closing, I want to thank each of you for your continued dedication to the BNMA and the manufacturing community in Western New York. Together, we're making strides not only in education and workforce development but also in fostering innovation and expanding business opportunities. The future of manufacturing in our region is bright, and with your ongoing support, we will continue to build on the solid foundation we have laid.

To this end, the BNMA is seeking to grow their manufacturing membership. Why is growth in regular manufacturing members matter? A quick answer is, having a larger number of manufacturers in our region, employing people in this region gives the public officials to pause and consider our positions more closely, having more like minded people at our tours and events, leads to richer conversation at these meetings which result in new relationships, as well as sharing of best practices. Lastly, a larger number of manufacturers helps the BNMA to become more sustainable over time. I encourage you to take a peek at your current suppliers other shops that probably have similar challenges, and bring them to the conference, introduce them to me or any of our board members. Hopefully we can get them aboard and help them where needed to support their business growth!



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The Value of ITAR Compliance for Manufacturers: Why It Matters

In the complex landscape of global manufacturing, regulatory compliance often serves as a critical determinant of a company's ability to operate effectively and competitively. One such regulation that holds significant weight for manufacturers, especially those involved in defense and aerospace sectors, is the International Traffic in Arms Regulations (ITAR). Managed by the Directorate of Defense Trade Controls (DDTC) under the U.S. Department of State, ITAR governs the export and import of defense-related articles and services. For manufacturers, adhering to ITAR isn't just about avoiding legal penalties; it's a strategic advantage that can shape their business operations, reputation, and growth trajectory.

Understanding ITAR: A Brief Overview

ITAR is a set of regulations aimed at controlling the export and import of defense-related technologies and services. These regulations are designed to protect national security and ensure that sensitive military information does not fall into the wrong hands. ITAR applies to a wide range of items, including weapons, military technology, and related technical data.

For manufacturers, ITAR compliance means implementing stringent controls and practices to ensure that any defense-related products or technologies they handle are managed in accordance with these regulations. This often involves rigorous documentation, secure handling procedures, and careful vetting of partners and customers.

The Strategic Advantages of ITAR Compliance

1. Enhanced Market Access and Opportunities

For manufacturers in the defense and aerospace sectors, ITAR compliance opens doors to lucrative contracts and collaborations. Many government contracts and partnerships require adherence to ITAR as a prerequisite. Being ITAR-compliant can make your company eligible for these high-value opportunities, giving you a competitive edge over non-compliant counterparts.

2. Strengthened Trust and Reputation

Compliance with ITAR demonstrates a commitment to safeguarding sensitive information and adhering to regulatory standards. This commitment can enhance your company's reputation among clients, partners, and regulatory bodies. A strong reputation for compliance can lead to increased trust and confidence from stakeholders, which is crucial in industries where security and reliability are paramount.

3. Risk Mitigation and Legal Protection

Non-compliance with ITAR can result in severe penalties, including fines, restrictions, and even criminal charges. By ensuring ITAR compliance, manufacturers mitigate the risk of legal repercussions and protect their business from potential disruptions. Implementing robust compliance measures helps avoid costly legal battles and ensures that your operations remain uninterrupted.

4. Improved Operational Efficiency

Compliance with ITAR requires manufacturers to establish well-defined processes and controls. While this may seem burdensome initially, it can lead to improved operational efficiency in the long run. Streamlined processes for handling sensitive information, secure data management, and thorough documentation practices contribute to a more organized and effective operational framework.

5. Competitive Differentiation

In a crowded marketplace, ITAR compliance can serve as a key differentiator. Being able to demonstrate compliance not only positions your company as a trusted partner but also showcases your commitment to high standards and ethical practices. This can be particularly advantageous when competing for contracts or seeking to establish new business relationships.

Growth Statistics of ITAR-Certified Manufacturers

Recent industry data underscores the tangible benefits of ITAR compliance. According to a 2023 survey by the National Defense Industrial Association (NDIA), ITAR-compliant manufacturers experienced significantly higher growth compared to their non-compliant counterparts:

- **Revenue Growth:** ITAR-certified manufacturers reported an average revenue growth rate of 12% annually, compared to 7% for those not adhering to ITAR standards.
- **Contract Wins:** ITAR-compliant companies won 30% more government contracts, reflecting increased market access and competitive positioning.
- **Client Retention:** Compliance with ITAR was linked to a 25% higher client retention rate, highlighting the trust and reliability that come with regulatory adherence.
- **Operational Efficiency:** Manufacturers with ITAR certification reported a 15% improvement in operational efficiency, attributed to the implementation of rigorous control measures and streamlined processes.

Navigating the Compliance Landscape

Achieving and maintaining ITAR compliance involves several critical steps:

- **Training and Awareness:** Ensure that your staff is well-versed in ITAR requirements and understands their roles in maintaining compliance.
- **Robust Systems and Controls:** Implement secure systems for handling and tracking defense-related articles and data. Regular audits and updates are essential to ensure ongoing adherence.
- **Legal and Expert Guidance:** Engage legal experts or consultants who specialize in ITAR to navigate complex regulations and stay updated on any changes in the law.

Conclusion

For manufacturers involved in defense and aerospace, ITAR compliance is more than a regulatory obligation—it's a strategic asset that can drive business success. By adhering to ITAR, manufacturers can access valuable market opportunities, enhance their reputation, mitigate risks,

and improve operational efficiency. Recent growth statistics highlight the substantial benefits of ITAR compliance, with certified manufacturers experiencing higher revenue growth, increased contract wins, and improved client retention.

While compliance may require investment in time and resources, the long-term benefits far outweigh the costs, positioning your company for sustainable growth and success in a highly regulated industry. By embracing ITAR compliance, manufacturers not only ensure they meet legal requirements but also demonstrate their commitment to security and ethical standards, paving the way for a more robust and competitive business future.

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Our newsletter reaches a diverse and engaged audience within the manufacturing sector. Whether you specialize in technology, equipment, services or solutions, your ad will be seen by the right people who matter most to your business.

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Half page: \$450

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For more information contact Peter Ahrens, Executive Director.
Pahrens@bnmalliance.com 716-994-0927

Unlock New Revenue Streams with Climatetech!

Shift 2.0 is excited to partner with Launch NY to bring you a webinar that could transform your business: **"Unlocking Value and Revenue: How Can Climatetech Expand Your Manufacturing Business?"**

Date: September 18, 2024 Time: 12pm-1pm

Discover the untapped potential of Climatetech to drive growth and efficiency in your manufacturing operations. Join industry experts as they reveal practical strategies and real-world case studies that show how Climatetech integration can boost your bottom line.

Keynote Speaker:

Eric McKendry, Vice President at Cobey Energy Incorporated, will dive into sustainable practices and innovative green technologies that are reshaping manufacturing. Learn how to select the right Climatetech components, open new revenue channels, and successfully integrate these solutions into your business.

Plus, get actionable insights from Uptake Alliance and Insyte Consulting on how to seamlessly incorporate Climatetech into your operations, enhance efficiency, and stay ahead of regulatory requirements.

This is your opportunity to gain expert knowledge, ask pressing questions, and connect with industry leaders who are driving the future of manufacturing. Don't miss out! Register here: <https://lu.ma/slkbzbvh> to secure your spot for this game-changing session.

The graphic is a dark blue square with a pattern of light blue and green rounded rectangles. At the top left, it says "Launch NY" in white. The main title "Unlocking Value and Revenue: How Can Climatetech Expand Your Manufacturing Business" is in white. Below the title, it says "Wednesday 9/18" and "12 - 1 PM" with calendar and clock icons. There is a circular portrait of Eric McKendry and a QR code. At the bottom, there are logos for COBEY ENERGY, SHIFT 2.0, and uptake.

Launch NY

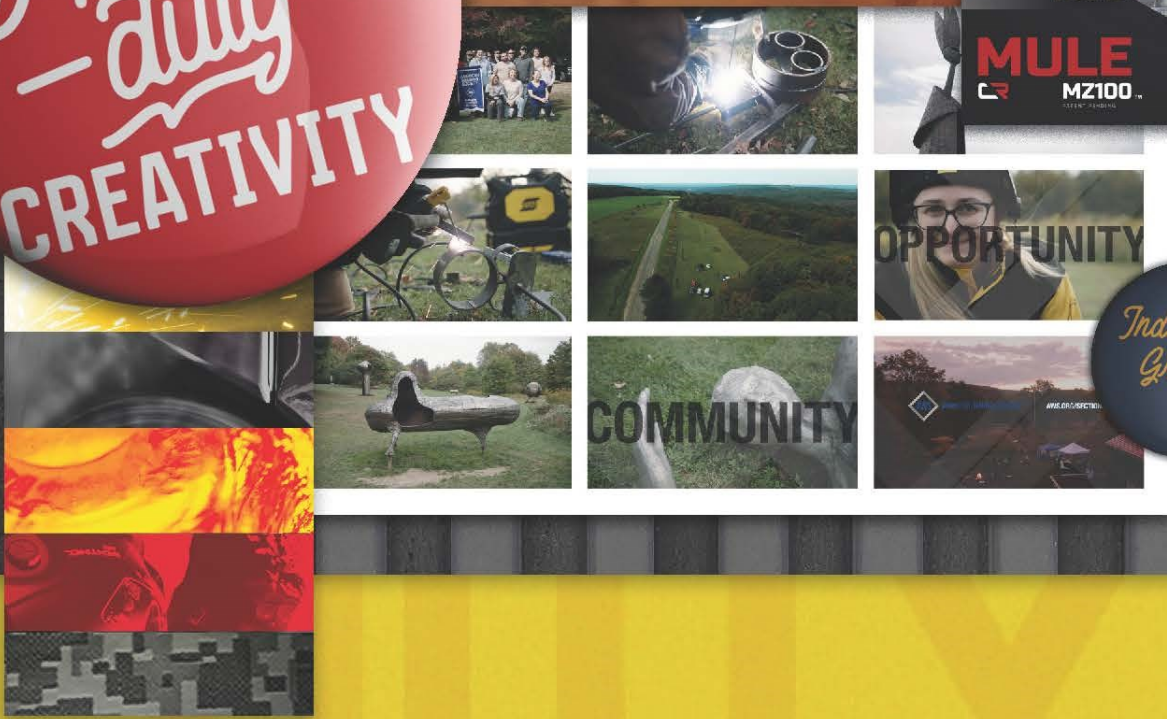
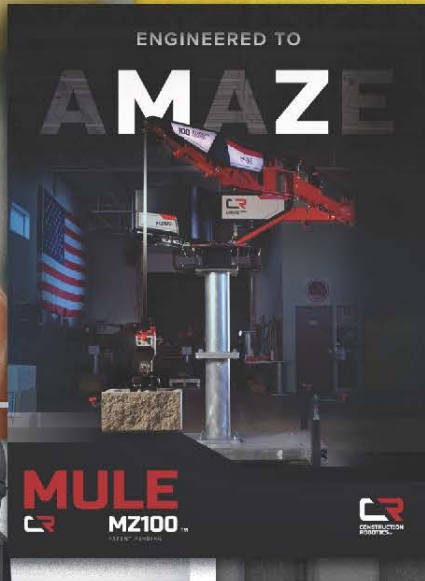
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· All courses are taught at Buffalo Manufacturing Works, 683 Northland Ave, Buffalo, NY 14211 · Please contact Carol Burns at cburns@ewi.org for information about the Shift 2.0 program and enrolling members of your team.

Robotics Basics: A Hands-on Workshop

· October 9, 2024 8am-4pm

This course provides participants a hands-on learning experience with both industrial and collaborative robot platforms. Students will also learn key safety considerations for implementing robots into their workforce as well as applications for both types of robot platforms.

Robotic Integration Course

· October 21-25, 2024 8am-4pm

The curriculum for this course is same as the Five-Day Robotic Integration course but is taught through a combination of online coursework and 3 days of in person instruction at Buffalo Manufacturing Works. The training covers robotic selection, operation and setup, basic and intermediate programming on industrial and collaborative robots.

Fundamentals of End of Arm Tooling (EOAT) and Robotic Vision System Course: This course trains participants on safety devices, end-of-arm tooling (EOAT), and a vision system integration with a collaborative robot.

· October 29-30, 2024

o Students must have completed either the One Day Course, Five Day Course, or have intermediate robotics programming experience in their current position.



Bob Spencer

Spencertechnical.com

HYDRAULIC SAFETY

In a recent study by the Occupational Safety and Health Administration (OSHA) They found that **manufacturing** accounted for **26% of work related hospitalizations and 57% of work related applications** – Both higher than any other industry in the United States.

The statistics such as these explain why, for both OEMs and end- users, there is considerable interest and focus today at improving production machinery **safety** and incorporating **training** of those working on or near the machinery.

It is vital for manufacturing companies to ensure the safety and health of their employees who are engaged in the installation, operation, adjustment, and maintenance of production equipment.

As an example:

The sudden reintroduction of pressurized oil into a hydraulic system can cause unintended and sudden motion of components. This increases the risk of damage to the machinery itself, or else causes the products retained by fixtures or clamps to move or drop – resulting in damage, spills, lost products, and scrap. By trying to avoid this damage and maintain expected output, some operators may be tempted to allow some machinery to remain active when it should not be, thereby inadvertently exposing themselves and their operations to increased risk.

The increase in work related manufacturing “preventable deaths”, increased from 347 in 2021 to 363 in 2022 – the latest information available. That is approximately one a day; and at the same time 490,000 injuries requiring medical attention occurred.

A sudden and unexpected release of even a very small quantity of high pressure oil (above 100 psi) can result in an “OIL INJECTION INJURY”. A devastating injury requiring immediate surgical intervention – in less than 6 hours..

Fluid Power, like Electrical, can be an unforgiving entity when utilized by either untrained or marginally trained individuals. It is surprisingly fast, devastatingly powerful, and unforgivingly life-changing should an accident occur.

According to the National Safety Council, **every 7 seconds, a worker is injured on the job. Each day in this country, an average of 14 workers die because of job injuries**—women and men who go to work, never to return home to their families and loved ones.

According to the National Safety Council, of the Top Five workplace injury locations – Number #3 is “**Manufacturing Production**” – Number #4 is “**Installation, Maintenance and Repair.**”



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Light Manufacturing Land Development

Renaissance Commerce Park, a thriving advanced manufacturing campus located in Lackawanna where the former Bethlehem Steel plant once stood, has 90 acres available for light-medium industrial, warehouse/distribution development.

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Of course not all of these injuries or deaths are a result of mishandling by technicians, a lack of training or failure of fluidpower equipment; but if even one life (or limb) is saved, is that not sufficient to require proper training?

These numbers are staggering, and the worst part is that each one is preventable. Taking preventative action can spare workers needless pain and suffering, and part of that preventative action, of course is training on the appropriate subject. In our case it is **hydraulics and pneumatics**, it's uses, components, applications, troubleshooting and safety.

Workplace injuries and fatalities should never be considered a cost of doing business. Every worker deserves a safe work environment and to return home safely at the end of each work day:

Workplace Safety is Attainable with proper training

Having a safe and happy life doesn't only extend to your personal life. Your work-life is every bit as important; especially when working in an environment wrought with potentially dangerous situations. The manufacturing industry, as well as aerospace, defence, entertainment, rail, transportation and many others can be, at times, scary places to work.

The importance of training should be one of your first considerations when creating a safe environment in the workplace. For continued safety throughout the life of your equipment, inspections and planned maintenance requirements should be followed closely.

By allowing only trained and knowledgeable technicians to assess your equipment's reliability and efficiency, will not only extend the life of the equipment, but ensures the safety of those working on it. We are there to help.

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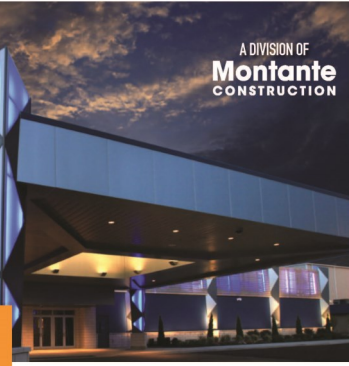
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Connecting Students With Manufacturers In Western New York

Are you interested in building a talent pipeline into manufacturing careers at your company? Dream It Do It is here to partner with you! Since 2009, Dream It Do It Western New York (DIDIWNY) has been bridging the gap between students in middle and high school and manufacturing careers, by providing manufacturing facility tours and a variety of manufacturing focused applied learning opportunities and camps. To further a manufacturer driven regional objective of building our future workforce, DIDIWNY is expanding its model to Erie and Niagara counties.

DIDIWNY is designed to build connections between manufacturers and schools while inspiring a strong talent pipeline into manufacturing careers at your company. Connect with us and take the first step toward getting involved in working with students through applied hands-on learning experiences and connecting your company with your future workforce. Leverage the Dream It Do It Advanced Manufacturing Program as a tool for your company to recruit and validate talent that is emerging from schools throughout Western New York.

The Dream It Do It Advanced Manufacturing Program (DIDIAMP) has been built with input from manufacturers like you, students, teachers, counselors and principals. DIDIAMP is connecting, energizing, challenging, rewarding and credentialing students during their journey through middle to high school. DIDIAMP provides a platform for your company to identify early talent (middle-high school), reduce the risk associated with hiring early talent and decreases your recruitment, onboarding, and training costs. Working with DIDIWNY and the DIDIAMP, you will be able to identify students who are interested in manufacturing careers, engaged in manufacturing technology programming, demonstrate teamwork and good work ethic and have attained a basic level of manufacturing related skills.

Manufacturers play a crucial role in developing the next generation of manufacturing talent. To build a stronger, more vibrant manufacturing future in Western New York we are looking to you to engage with DIDIWNY and our region's school districts and students.

DIDIWNY and its mission to energize the early talent pipeline, is powered by a collaboration of the Buffalo Niagara Manufacturers Alliance and the Manufacturers Association of the Southern Tier.

For more information regarding DIDIWNY go to didiwny.com and/or connect directly with our DIDIWNY team:

Chautauqua County Director: Cindy Aronson at caronson@didiwny.com

Erie County Director: Stephanie Morris at smorris@didiwny.com

Niagara County Director: Allison Sharpe at asharpe@didiwny.com

DIDIWNY President: Todd Tranum at ttranum@didiwny.com



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Is All Trash Taxable?

By William DiLorenzo –

Garbage is a cost that every company copes with. Parts are shipped in boxes and the cost of those boxes are worked into the price; just to be thrown out. The metal shavings or wood chips from shaping your finished goods have to be collected and removed. Your production process creates byproducts that you can't just dump in a ditch; someone has to come haul those byproducts off, and you have to pay for it. Trash, it's the cost of doing business. Worse yet, you have to pay tax every time that trash is picked up... *or do you?*

New York officially considers garbage disposal as maintenance on buildings and grounds, which is understandable. You're not paying to have something incinerated or buried, you're paying to have it removed. The state expects that what is done with your garbage after it's picked up is inconsequential to you, and they'd be right most of the time. Except, maybe, when it comes to recycling. After all, recycled products aren't trash right? They're some other companies' raw materials that they use in manufacturing. So, is recycling taxable?

Currently, there is nothing written in any NYS policy indicating that transportation services for recycling should be tax exempt. There is a piece of legislation sitting in the state assembly that would make recycling exempt, but auditors just use this to justify the taxability of recycled material right now.

"There's a bill being discussed... but until that bill becomes law recycling is taxable as far as I'm concerned." said one state auditor. "You're paying a separate company to haul away something you don't want. Things would be different if the disposal company was *buying* the material, but they're not... It's the same as trash pickup"

Well, that seems pretty cut and dry right? Well, it would be if it weren't for a 1995 case between the state and Seneca Foods. In this case a NY court ruled that transportation for food byproduct that would be used as pig feed was tax exempt. It didn't matter that the company using the recycled material wasn't buying said material. The only thing that mattered was if the material was being used at all. The material had economic value and so is tax exempt.

Pretty confusing right? At least there's some hope that the state will settle this issue formally soon...or maybe not.

Remember that bill mentioned earlier? Well, this isn't the first time it's has been introduced. No, it also made an appearance in 2022, and 2021, 2020, and many years prior. In fact, some version of this same legislation has been stuck in the Assembly Ways and Means committee since 2009!

I suppose we'll have to remain patient for the time being. Until that bill passes, we'll all have to do our due diligence; weighing the benefits and risks of not paying sales tax on recycling. Or, hire an outside firm to do it for you.



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PEOs Benefit Manufacturers

Manufacturers face a unique set of challenges when managing employees and Human Resources. A manufacturer gains access to a sophisticated Human Resource solution for a fraction of the cost by engaging a PEO.

Other employment-related complexities faced by manufacturers include:

- Managing different classifications of employees from skilled and unskilled labor to administration, engineering and even information technology staff.
- Labor law compliance, since regulations don't consider work environments using heavy equipment and machinery or employees working multiple shifts.
- Employee attraction and retention due to the limited market of employees with specific manufacturing skillsets.

PEOs offer support in all areas of employment service, including payroll support, compliance assurance, reporting, employee benefit options, compensation packages, talent retention, employee relations and development and performance management, to name a few.

PEOs also manage administrative employment functions.

For example, a PEO will manage the employee leaves process from start to finish, including statutory disability, enhanced disability, PFL, FMLA and the various COVID leave programs.

By partnering with a PEO, a manufacturer can focus on its growth and management, knowing a large team of experts will act as an extension of the company handling all its employment and HR needs.



To learn more about PEOs, read more in this **informative special report** prepared by INC Magazine.

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