

Manufacturers Digest

What's in this Publication

- ◆ Chairman's Message
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- ◆ Energy Update
- ◆ DIDI Building Future Workforce

Q3 2025

-Candice Pineau, QGM Grinding:

Candice Pineau – Chair of the Board



Membership,

With **October—Manufacturing Month—just around the corner**, I'd like to take this opportunity to highlight the incredible value that registered apprenticeship programs bring to our manufacturing community.

The Power of Apprenticeships

Apprenticeship graduates bring measurable benefits to their employers, including higher productivity, stronger technical skills, and increased efficiency on the shop floor. Studies consistently show that companies with apprenticeships experience reduced turnover, stronger employee retention, and greater overall competitiveness.

Our very own Director of Registered Apprenticeship, Cindy Aronson, has been working closely with BNMA members to develop tailored apprenticeship programs. One recent example is the **Industrial Manufacturing Technician (IMT) program**, a 16-month apprenticeship designed to build the skills of new machinists while increasing their long-term value to your company. Its flexibility makes it a great fit for shops of all sizes.

If your organization is interested in exploring apprenticeship opportunities, I encourage you to reach out to Peter for more information.

Celebrating Manufacturing Month

The BNMA, in partnership with MAST and Dream It Do It (DIDI), wants to shine a spotlight on all the ways our members celebrate manufacturing and their people this October. Whether you are hosting a student tour, planning a plant open house, or organizing an Employee Appreciation Day, we'd love to hear about it. Keep an eye out for Peter's upcoming communications with more details on how you can get involved.

Looking Ahead to 2026

It's hard to believe, but the BNMA is just a month away from beginning our planning for 2026. As we chart the course for the future, your input is invaluable. What programming, events, or activities would you like to see us offer? Please take a moment to share your ideas with Peter—we want to ensure BNMA continues to meet the needs of our membership.

Thank you for your continued engagement and support. It is your commitment that makes BNMA such a strong and vibrant community. I look forward to seeing how we can grow together in the years ahead.

Warm regards,

Candice Pineau

Chair of the Board

Buffalo Niagara Manufacturing Alliance

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



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A BIG Round of applause for our 2025 Major Sponsors for their ongoing support of the BNMA. We do a lot of things behind the scenes in terms of advocacy, ongoing workforce development. Their support allows us to focus on what we do best, which is representing manufacturers in Western New York.



A Message from your Executive Director—Peter Ahrens



As summer winds down and we look ahead to the fall, I'd like to share some important updates on workforce development, advocacy, upcoming programming, and new opportunities to engage with your BNMA community.

Workforce Development: Finisher/Deburrer Course

The BNMA, in partnership with the Manufacturing and Tech Workforce Coalition, has kicked off the second cohort of the Finisher/Deburrer course at Northland. Five companies signed up to participate, interviewing candidates and helping select individuals for the 12-week program.

A big thank you to the participating shops for dedicating their time and expertise to invest in the next generation of talent. We still have one strong candidate available for placement in early 2026. If your company anticipates needing a finisher in Q1 2026, please contact me directly to discuss joining the program.

October Member Meeting: CLCPA and Its Impact

It's hard to believe, but October is almost here—and with it, one of the most important conversations for manufacturers in New York.

Our October meeting will feature Dennis Elsenbeck, former member of the Climate Action Council, who will present: **“Balancing Economic and Environmental Sustainability – An Update on the CLCPA From a Consumer’s Lens.”**

Dennis will provide valuable insights on:

- CLCPA goals and current progress
- Cost impacts to industry and ratepayers
- Transmission and distribution capacity needs
- How to understand climate-related costs on your electric bill
- Legislative updates, including Cap-and-Invest
- The State Energy Plan revision process

Developments in nuclear, hydrogen, and natural gas bridge technologies

If you plan to stay competitive over the next 15 years, this session is a must-attend. If the CLCPA stays on its current path, it will have devastating effects on your business. Keep an eye on the Manufacturers Minute for RSVP details.

Advocacy Updates

- **Covid Sick Leave Ends:** After a long fight, Covid Sick Leave requirements have officially ended. The BNMA, alongside MAST, pushed hard with data from our member survey to bring this policy to an end. Although it nearly resurfaced during budget negotiations, it has now been put to rest.

Energy Policy Engagement: BNMA and MAST provided public comments on NYSDERDA's draft State Energy Plan, strongly supporting the continued role of natural gas, the expansion of nuclear, and the exploration of hydrogen and other alternative energy sources.

New: BNMA Sustainability Committee

The BNMA is interested in determining if there is enough interest from members to form a Sustainability Committee to meet quarterly and address a wide range of topics related to sustainability. If you or someone on your team would like to get involved, please reach out. This is an excellent way to engage more deeply with BNMA while shaping the future of manufacturing sustainability in our region.

As always, thank you for being part of the BNMA. It is your commitment and participation that makes our community strong and vibrant.

— **Peter Ahrens**
Executive Director, BNMA



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- Sales Tax Exemption: savings (8.75%) on the purchase of non-production equipment and construction materials
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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.

ecidany.com



Why Review Sales & Use Tax in NY?

By William DiLorenzo – Published on Wed, Aug 27th, 2025

Recently The Tax Foundation released a comparison of each state's tax rates, collections, and burdens in their annual report, "Facts and Figures". The third table in this report ranks each state based on how favorable their tax laws are in general. Looking at New York specifically, we can see that they hold the worst position of any state; ranking 50th. This highlights the difficulty individuals and businesses face in complying with tax regulations and minimizing the burden of their tax obligations.

The most interesting comparison one can draw from these rankings is between corporate tax and sales tax. New York ranks as #28 in terms of their corporate taxes, indicating the relative ease companies could have in reviewing their corporate tax accounting. Conversely, New York's sales tax ranking is #42, indicating the relative difficulty companies could have. The reason this is so interesting (and concerning) is that most companies, either through their internal processes or via an outside firm, will review their corporate taxes but rely on broad heuristics when handling their sales taxes. This would not be a problem if state tax policy wasn't constantly changing.

In 2021 New York State reported that just over 7.4 billion dollars was collected in corporate income tax. This is no small amount to be sure; however, it pales in comparison to the 15.3 billion dollars in sales tax paid. Double the amount of corporate income tax!

The disparity between sales tax and corporate tax begs the question; why would a company review their income tax processes, which ultimately lead to the amount of tax they pay, but not their sales tax processes? The scope of reviewing any business's bills, even small ones, can be extremely time consuming. This situation tends to push companies towards a heuristic model and leaves sales/use tax reviews as the forgotten ingredient for financial health. However as previously stated, companies already hire outside firms to review their income taxes periodically so why not hire a firm specializing in sales and use tax to do the same?

Taking into consideration the unfavorable nature of New York State's sales tax laws and the sheer volume of tax collected, it is almost inconceivable why any company would not consider a review of the sales taxes they pay. Following a heuristic approach might function fine in other states, but following that approach in New York can lead to substantial sales tax overpayments.



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For more information contact Peter Ahrens, Executive Director.

Pahrens@bnmalliance.com 716-994-0927

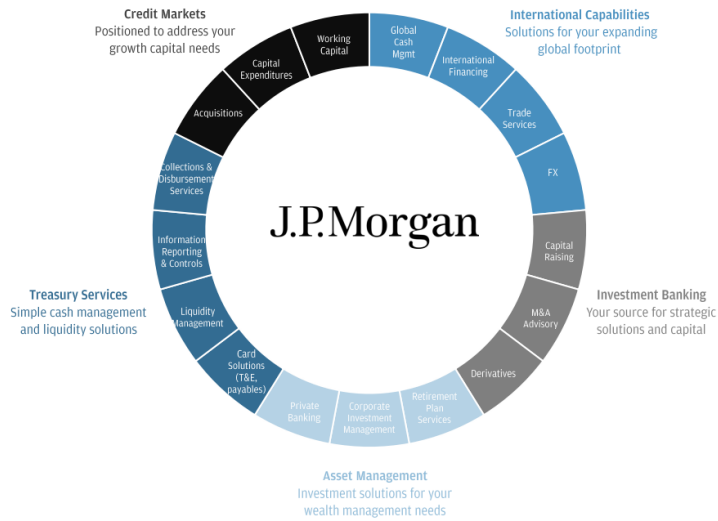
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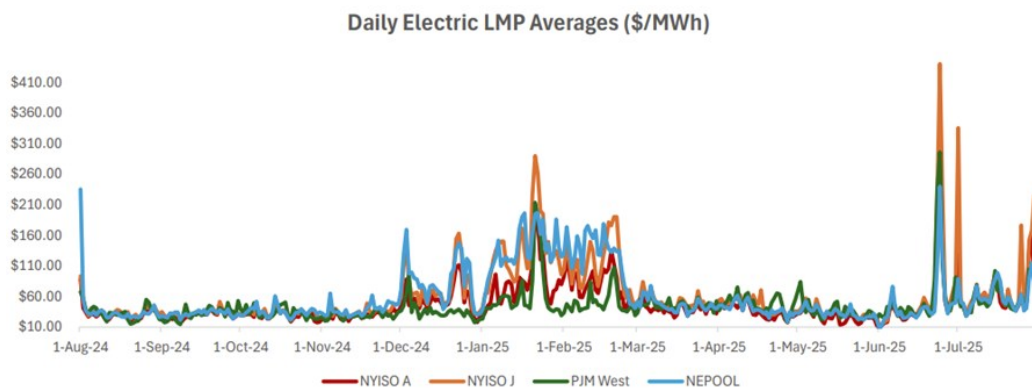
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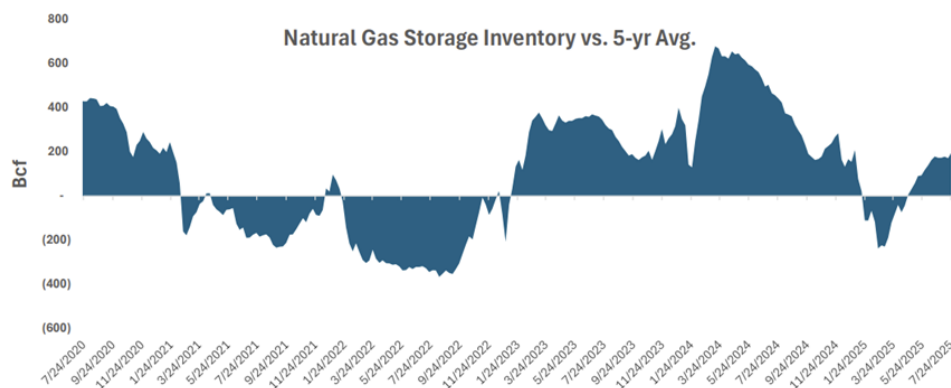
Energy Update: Market Volatility Meets Long-Term Planning

By EnergyMark

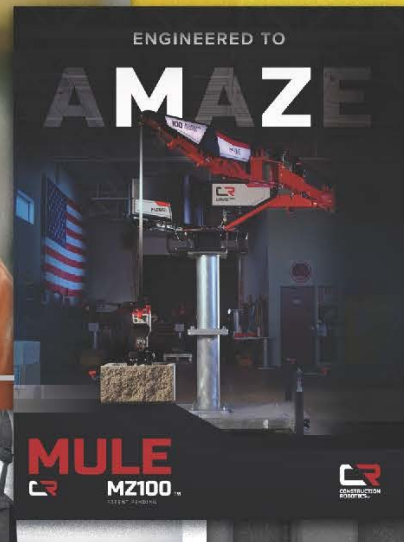
The energy landscape in 2025 has been marked by volatility on both global and statewide levels, with far-reaching impacts that extend to Western New York manufacturers. Record-setting heat waves, surging electricity demand, and updated state energy policy all paint a challenging picture for businesses working to manage costs and plan ahead. Daily wholesale electricity prices across NYISO zones climbed sharply through the summer, reflecting both rising demand and mounting stress on the grid. While average daily prices were elevated compared to recent years, extreme peaks in late June and July pushed costs to historic highs, with Zone A surpassing \$1,200/MWh and New York City topping \$3,200/MWh during the most intense heat. These movements highlight how quickly volatility can ripple through the market when high demand collides with strained infrastructure.



Natural gas, the cornerstone fuel for both heating and power generation, has also seen significant turbulence. U.S. production has reached record highs above 106 Bcf/day in 2025, supported by LNG export growth and surging demand from the power sector. Yet even as output climbs, the demand outlook is accelerating faster, particularly with the rise of electrification and the explosive growth of data centers. Storage inventories currently sit about 7% above the five-year average, offering a short-term cushion. However, longer-term forecasts point to demand growth eventually outpacing supply, leaving businesses exposed to a tighter and more volatile energy market.



For BNMA members, the lesson is clear: energy strategy must remain a top priority. With markets shaped by weather, supply and demand, and shifting policy, hedging is less about beating the market and more about ensuring budget certainty while reducing exposure to sudden price spikes. As 2025 progresses, businesses will need to balance their tolerance for volatility with the value of stability. Those who plan ahead will be best positioned to navigate this new landscape, where New York's energy future is cleaner, more distributed, and increasingly complex.



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Client Snapshot:

Multisorb Technologies, a global leader in sorbent technology, supports industries where controlling moisture, oxygen, and odors is critical to product performance.

The Challenge:

Like many growing manufacturers, Multisorb faced inefficiencies across its supply chain—in planning, procurement, transportation, and warehousing. They needed a strategic partner to provide practical solutions and drive measurable improvements.

The Engagement:

Multisorb brought in John Hogg of Straight Forward Consulting as their “outsourced” Chief Logistics Officer. His mission: evaluate the supply chain organization, systems, and processes, and lead a transformation.

The Results:

- Inventory reduced from \$20 million to \$9 million
- Transportation costs cut by over \$400,000 in annual savings (LTL and Ocean)
- Customer order backlog cut in half
- New supply chain leadership installed to maintain momentum
- Twenty middle managers trained in end-to-end supply chain principles

From the CEO:

“John Hogg stands out from other supply chain consultants because he is a hands-on leader and a practical practitioner. His guidance was tried and true. Thanks to his experience and engaging style, we achieved a quick and significant ROI. When we think of supply chain consulting, we think of John and Straight Forward Consulting.”

— Eric Armenat, President & CEO, Multisorb Technologies



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Dream It Do It Western New York: Building Your Future Workforce Today!

Dream It Do It Western New York (DIDIWNY) continues to energize the next generation of talent, connecting students with career pathways that strengthen our region's manufacturing backbone. With record enrollment, expanded programming across Chautauqua, Erie, and Niagara counties, and powerful partnerships, the program is proving to be a game-changer in workforce development.

Big Wins This Year

- **DIDIAMP Enrollment Soars:** Over 1,300 students are now participating—surpassing annual goals and marking a five-fold increase from the previous year.
- **Badges & Credentials:** More than 2,000 electronic badges and 49 belt-level certifications have been awarded, recognizing skills from classroom learning to workplace readiness.
- **Immersive Events:** From STEM Wars in Jamestown to Tech Wars in Erie and Niagara, thousands of students explored manufacturing careers while competing in real-world problem-solving challenges.
- **Pipeline Growth:** DIDIWNY coordinated 34 manufacturing technology tours and expanded hands-on experiences through Girls in Manufacturing and Manufacturing Mayhem Camps, inspiring future welders, machinists, engineers, and technicians.

The Dream It Do It Advanced Manufacturing Program (DIDIAMP)

At the heart of this success is DIDIAMP, an innovative program designed to take students on a structured journey from interest to industry career:

1. **Enroll & Build a Portfolio** – Students join via the Tallo platform and create e-portfolios to showcase skills.
2. **Earn Badges** – From classroom courses to DIDI events, students earn digital recognition for technical skills, teamwork, and workplace readiness.
3. **Hands-On Experience** – Tours, camps, and projects immerse students in real-world manufacturing settings.
4. **Work Ethic & Leadership** – Students are evaluated on professionalism and teamwork, earning higher-level “belt certifications” modeled after Six Sigma rankings (Yellow through Master Black Belt).
5. **Launch Careers** – Graduates exit with validated skills, industry-approved credentials, and a clear pathway to training, college, or direct employment.

For manufacturers, DIDIAMP is more than a program—it's a recruitment pipeline. By engaging early with students, employers can identify motivated young talent, reduce onboarding costs, and build stronger ties with local schools.

Aligning with New York's Vision

DIDIWNY is also helping schools meet the new expectations outlined in the New York Inspires plan, which reimagines high school graduation requirements. By embedding applied, project-based learning and career exploration, DIDIAMP provides exactly the kind of innovative pathways that prepare students for both college and career.

Why It Matters

- Students gain visibility, confidence, and credentials that open doors.
- Schools access no-cost programming that enhances career readiness.
- Manufacturers benefit from a validated early talent pool.
- The Region secures its economic future with a skilled, inspired workforce.

Looking Ahead

With momentum building, DIDIWNY is set to expand programming even further in the 2025–2026 year. More tours, more camps, more badges—and most importantly, more students discovering that manufacturing is not only high-tech and innovative, but also an exciting and rewarding career path.

Western New York's future is being shaped right now in classrooms, workshops, and manufacturing floors. And thanks to DIDIWNY, our young people are at the center of it.

Connect with Dream It Do It

To connect with Dream It Do It Western New York contact a DIDIWNY Director in your county and visit www.didiwny.com and follow on [LinkedIn](#) and [Facebook](#).

Chautauqua County:

Cindy Aronson caronson@didiwny.com

Erie County:



Parallel Employment Group brought back their Weenie Wednesday initiative! This summer initiative allows them to give back to our clients and employees. They set up at their client's location (with permission of course), cook up and serve hot dogs, as well as other treats!

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As the weather improves, employees are more motivated to focus on wellness and healthier habits. What can we do to support their journey at work? Well, by providing them with a break room full of nutritious options. It will boost employee morale and keep staff fresh and energized. That's a win for productivity too.

Let's explore ways to deliver healthier products and services in your break room. Our healthy automated retail machines and other break room services make it hassle-free, so all you need to do is enjoy the benefits.

Nutritious Foods for Energized Workdays

Fresh food is a game-changer for employee energy. Offering items like yogurt, salads, wraps, and fruit cups keeps your team fueled and focused. How can you do it? Try one of our micro markets. It's a custom, onsite refreshment solution full of healthier choices like these. Your team will love not just healthy options, but top-selling snacks, lunches, and cold drink variety within steps of their work station.

Healthy food choices aren't just about nutrition. They also promote better work performance by keeping everyone sharp and feeling good throughout the day.

Healthier, Smart Snack Choices

We all love to snack during the day, but snacks don't have to derail health goals. Stock your automated retail machines and coolers with better-for-you options. High-protein snacks like beef jerky, trail mix, and protein bars keep hunger at bay. Oatmeal cups are another excellent choice, offering healthy carbs for sustained energy. They are great for employees who skipped breakfast, too.

By offering these snacks, you give your team the tools they need to stay full and focused while achieving their wellness goals.

Healthy Drinks for Wellness

Pairing snacks with healthy drinks is essential. There needs to be beverages that hydrate and support overall wellness. Protein drinks and sugar-free sports drinks in the break room offer a flavorful boost without added sugar. Sparkling water, iced tea, and flavored water are also excellent options. Consider a filtered water option for delicious cold and hot water on-demand, too. It's sustainable and encourages hydration.

Good-for-you drinks satisfy cravings while keeping your team refreshed. A mix of hydrating and nutrient-packed beverages ensures there's something for everyone in your break room.

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