



# AMBULANCE SERVICES, LAWMAKERS URGE HOCHUL TO SIGN DIRECT-PAY BILL

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PHOTO CREDIT: OFFICE OF MARIANNE BUTTENSCHON



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## BUFFALO-ROCHESTER-SYRACUSE REGION TO PURSUE HUGE FEDERAL INVESTMENT

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## OCC TO SOON START CONSTRUCTION OF MICRON CLEANROOM SIMULATION LAB

ERIC REINHARDT / CNYBJ

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**CNYBJ BRIEFS**



PHOTO CREDIT: INDIUM CORP.

Indium Corporation recently celebrated the first graduates of its apprenticeship program. In front row from left to right are: Madyson Bridge, Brianna Bouck, Julianne Burchill, Hone Kim, and Taylor Zamiello. In back row, from left to right are: Indium President/COO Ross Berntson, Dawn Roller, Anthony George, Mike Wood, Harley Newell, Marjorie Lopez, Linda Gioppo, Paul Breton, Jerquenn Thomas, Dominick Rodio, Timmy Le, John Hoyt, Mike Ziobro, and Tom Gross.

**Indium Corp. announces apprenticeship-program graduates**

UTICA — Indium Corporation recently celebrated the first eight graduates of its apprenticeship program with an Oct. 18 event at the company's facility at Lincoln Avenue in Utica.

Representatives from external program partners, including MACNY - The Manufacturers Association of Central New York and Mohawk Valley Community College (MVCC), were also on hand.

Launched in 2021 in partnership with MACNY, MVCC, the National Institute for Innovation and Technology (NIIT), and SUNY Polytechnic Institute, the apprenticeship program offers select employees an opportunity for on-the-job training while also working toward earning professional certificates and college credits.

"On behalf of more than 1,400 team members worldwide, we are tremendously

proud of the accomplishments of our pioneer apprentices," Indium President/COO Ross Berntson said in a release. "The New York State Apprenticeship Program aligns with Indium Corporation's dedication to developing our workforce, enabling them to excel in their current roles and also to meet the evolving demands of the advanced manufacturing sector, particularly within the semiconductor industry."

Nine additional team members are set to graduate this coming winter.

Indium is a materials refiner, smelter, manufacturer, and supplier to the electronics, semiconductor, thin-film, and thermal-management markets. Founded in 1934 and headquartered in Clinton, the company has technical-support facilities and factories in China, Germany, India, Malaysia, Singapore, South Korea, the United Kingdom, and the U.S.



Lockheed Martin's Salina facility.

PHOTO CREDIT: ZOEYADVERTISING.COM.

**Lockheed Martin's suburban Syracuse plant wins more than \$46M radar contract from U.S. Navy**

SALINA — Lockheed Martin Rotary and Mission Systems in Salina was recently awarded a more than \$46.4 million contract from the U.S. Navy for the digital expanded, ultra-high frequency, multiple input, multiple output optimized radar.

This cost-plus-fixed-fee contract provides for the development of advanced radar-technology solutions applicable to both next-generation platforms and current generation platforms (such as the E-2D), according to a Sept. 19 contract announcement from the U.S. Department of Defense. To support a rapid pace of development, the contractor will leverage, build-upon, and/or integrate available technologies from other programs including the Office of Naval Research (ONR). This initiative centers on maturing high-value

radar technologies to a state enabling transfer to one or more programs of record for integration onto naval airborne platforms, the Department of Defense said.

Work will be performed in Salina, and is expected to be completed in September 2027. The total cumulative value of the pact — including a 48-month base period and three 28-month option periods that, when exercised, will run concurrently with the base period — is \$46,415,206, the contract announcement stated.

Fiscal 2023 research, development, test, and evaluation (Navy) funds totaling more than \$8.4 million are obligated at the time of award and will not expire at the end of the current fiscal year, the Department of Defense stated. The ONR in Arlington, Virginia, is the contracting authority.

**Jefferson County hotels see drop in guests in September**

WATERTOWN — Jefferson County hotels registered an almost 6 percent decline in overnight guests in September, but two other indicators of hotel-business performance improved.

The hotel-occupancy rate (rooms sold as a percentage of rooms available) in the county fell 5.9 percent to 57.6 percent in the ninth month of 2023 from September 2022, according to STR, a Tennessee-based hotel market data and analytics company. Year to date through September, occupancy was down 6.2 percent to 53.8 percent.

Revenue per available room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, inched up 0.6 percent to \$69.25 in September, compared to the year-prior month. Through the first nine months of 2023, RevPar has fallen 1.7 percent to \$63.37.

Average daily rate (ADR), which represents the average rental rate for a sold room, increased 7 percent to \$120.22 in September from the same month in 2022. Year to date, ADR is up 4.8 percent to \$117.88.

**Broome County hotel occupancy rises in September**

BINGHAMTON — Broome County hotels posted an increase in guests in September compared to the year-earlier month, while two other business indicators were mixed.

The hotel-occupancy rate (rooms sold as a percentage of rooms available) in the county rose 2.9 percent to 65.4 percent in the ninth month of 2023 versus September 2022. Year to date through September, occupancy was down 1.4 percent to 60.1 percent.

Revenue per available room (RevPar), an industry gauge that measures how much money hotels are bringing in per available room, increased 2.5 percent to \$75.80 in September compared to the year-ago month. Through the first nine months of this year, RevPar in Broome County was up 3.5 percent to \$68.76.

Average daily rate (ADR), which represents the average rental rate for a sold room, slipped 0.4 percent to \$115.89 in the county this September, versus the same month in 2022. So far this year through Sept. 30, ADR was up 4.9 percent to \$114.45.

**New York egg production dips in September**

Farms in New York state produced 142.3 million eggs in September, down 1.4 percent from 144.3 million eggs in the year-ago month, the USDA's National Agricultural Statistics Service (NASS) recently reported.

The total number of layers in the state averaged an even 5.6 million in the ninth month of the year, off 2.7 percent from almost 5.76 million layers in the year-prior month. Egg production per 100 layers increased nearly 1.4 percent to 2,541 eggs in September compared to 2,507 eggs in September 2022.

In neighboring Pennsylvania, egg production jumped more than 6 percent to almost 685 million eggs in September from nearly 645 million eggs a year before.

U.S. egg production totaled more than 9.16 billion eggs in September, up 3 percent from nearly 8.9 billion eggs in September 2022.



# Buffalo-Rochester-Syracuse region to pursue huge federal investment

New federal tech-hub designation is the catalyst

BY ERIC REINHARDT  
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DeWITT — Now that Buffalo-Rochester-Syracuse has a federal Tech Hub designation that was created in the CHIPS & Science Act, the next step is to pursue the funding.

With the designation, the region will now be in an “exclusive group of only 31 regions in America to compete for potentially billions in federal funding to transform Upstate NY as a global hub for workforce training, innovation, and manufacturing of semiconductor technology,” per the Oct. 23 announcement from the office of U.S. Senate Majority Leader Charles Schumer (D-N.Y.).

The region’s proposal — called the NY SMART I-Corridor Tech Hub — will build on the investments that have “spurred a boom” in semiconductor manufacturing and innovation across upstate New York, Schumer’s office said.

Schumer (D-N.Y.) announced the designation during an Oct. 23 visit to Saab Defense and Security at 5717 Enterprise Pkwy in DeWitt.

The Democrat sees the tech-hub designation as “putting Upstate NY further on the road to becoming America’s semiconductor superhighway.”

“There’s an application as to here’s what we’d use the money for, and they have a lot of good uses. We’ve discussed them,” Schumer said in answering a reporter’s question. “I’ll leave it to them to make that public when the application is actually filed.”

Schumer said he’s working hard to secure the funding, and he would call himself “very optimistic” that the regional tech hub will get it.

NY SMART I-Corridor is short for New York Semiconductor Manufacturing and Research Technology Innovation

Corridor.

The NY SMART I-Corridor Tech Hub proposal will now be able to compete for the next phase of the Tech Hubs program that will invest between \$50 million and \$75 million in each of 5 to 10 designated hubs.

“This is an amazing, seminal, turn-around day for Central New York and upstate New York,” Schumer said to open his remarks at the event at Saab. “I am thrilled to announce that thanks to the CHIPS & Science Act, which I authored, the Buffalo-Rochester-Syracuse region has just been designated one of the first federal tech hubs in America and we will transform the I-90 corridor into the semiconductor superhighway.”

## What it means

As Schumer’s office explained it, the NY SMART I-Corridor Tech Hub proposal seeks to propel the Buffalo-Rochester-Syracuse corridor by attracting new suppliers to the region, including onshoring companies from overseas; advancing research & development programs for the semiconductor industry; training the next generation of upstate New York’s manufacturing workforce; and “specifically helping ensure that underserved populations are connected to the tens thousands of good-paying jobs expected to be created in this growing industry in the region.”

Schumer said that with this designation, the NY SMART I-Corridor will bring together the combined assets of Buffalo, Rochester and Syracuse to help the region become a “globally recognized” semiconductor-manufacturing hub in the next decade, with innovation focused on “improving the quality and quantity” of semiconductor manufacturing and, along with it, augmenting the region’s microelectronics and microchip supply chain ecosystem.

The Buffalo-Rochester-Syracuse consortium includes more than 80 members from across the public sector, industry, higher-ed, economic and workforce development, and labor. This includes over



ERIC REINHARDT / CNYBJ

U.S. Senate Majority Leader Charles Schumer (D-N.Y.) on Oct. 23 held up a cardboard graphic for NY SMART I-Corridor Tech Hub, a federal designation for the Buffalo-Rochester-Syracuse region and its semiconductor-manufacturing activity. He announced the designation during an Oct. 23 visit to Saab Defense and Security at 5717 Enterprise Pkwy in DeWitt.

22 industry groups and firms, 20 economic-development organizations, eight labor & workforce training organizations, and 10 institutions of higher learning.

This application-development process was led by three designated conveners, one from each region: The John R. Oishei Foundation in Buffalo, ROC2025 in Rochester, and CenterState CEO in Syracuse.

In his remarks, Robert Simpson, president and CEO of CenterState CEO, acknowledged all those involved from the business and higher-education sectors who have been working toward this goal a long time.

“What is so exciting about the tech hubs opportunity is that we’re taking that same mindset of collaboration and partnering with Rochester, and with Ithaca, and with Buffalo,” Simpson said in his remarks. “And together, we are being reminded that when we work together, we win.”

Sanjay Mehrotra, CEO of Boise, Idaho-based Micron Technologies Inc. (NASDAQ: MU) told the gathering that he’s “very excited” to see the region secure the designation as a tech hub.

Micron on Oct. 4, 2022 announced it

would build the largest semiconductor facility in the U.S. in the White Pine Commerce Park in the town of Clay. Micron plans to invest more than \$100 billion over the next two decades building a semiconductor campus that will employ 50,000 people.

“We anticipated that our \$100 billion investment would help inspire other technology leaders to choose New York. In fact, we see the [opportunity] for a 300-mile tech corridor stretching from Buffalo to Hudson Valley and even to New York City,” Mehrotra said.

Besides Mehrotra and Simpson, several additional local government, higher education, and business leaders joined Schumer for the announcement. They included Erik Smith, president and CEO of Saab U.S.; Catherine Gridley, executive VP and president of aerospace at TTM Technologies in DeWitt; Mike Haynie, vice chancellor of Syracuse University; Warren Hilton, president of Onondaga Community College; Onondaga County Executive Ryan McMahon, Syracuse Mayor Ben Walsh, and Greg Lancette, president of the Central and Northern New York Building and Construction Trades Council. ■

# New York home sales slip more than 22 percent in September

BY ERIC REINHARDT  
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ALBANY — New York realtors sold 9,564 previously owned homes in September, a decline of 22.5 percent from the 12,335 existing homes sold in September 2022.

Pending sales also fell more than 8 percent in the ninth month of 2023, pointing to further declines in closed home sales in the next couple months.

The data comes from the September monthly housing report that the New York Association of Realtors (NYSAR) issued on Oct. 19.

“Mortgage rates reached their highest point in over two decades while inventory continues to dwindle across the Empire State,” NYSAR said to open its housing report.

NYSAR cited Freddie Mac as indicating interest rates finished September at 7.31 percent on a 30-year fixed-rate mortgage. This is the highest level since the year 2000. In the latest month, the average on a 30-year fixed rate mortgage rose from a 7.07 percent average in August to 7.20 percent in September.

## New York sales data

New listings of homes for sale fell 10.2 percent to 12,592 this September from 14,017 in the year-ago month, per NYSAR’s data.

Pending sales totaled 9,232 in September, off 8.1 percent from 10,049 pending sales in September 2022.

Home prices continued to climb amid the tight inventory. The September 2023 statewide median sales price was \$390,000, up 6.8 percent from the year-

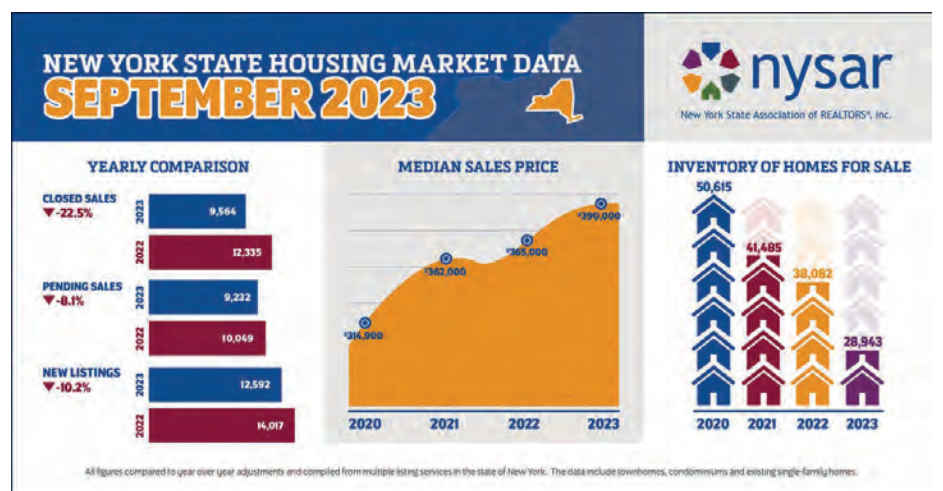


ILLUSTRATION CREDIT: NYSAR

ago median sales price of \$365,000.

The months supply of homes for sale at the end of September stood at 3.1 months, down more than 9 percent from 3.4 months at the end of September 2022, per NYSAR’s report. A 6-month to 6.5-month supply is considered a balanced market, the association said.

The total inventory of homes for sale totaled 28,943 in September, down 24

percent compared to the September 2022 figure of 38,082. It marks 47 straight months that the number of homes available for sale has fallen in year-over-year comparisons, NYSAR said.

All home-sales data is compiled from multiple-listing services in New York, and it includes townhomes and condominiums in addition to existing single-family homes, according to NYSAR. ■



# Pinkies Dog House opens for business near Binghamton

BY TRACI DELORE  
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CHENANGO — Dan Napierala is getting back to his culinary roots with his latest restaurant venture Pinkies Dog House, which opened on Oct. 17 at 1237 Upper Front St. in the town of Chenango, north of Binghamton.

Months in the making, the hot dog restaurant takes over the space previously occupied by Pinkies Bakery & Cafe before the bakery moved to the former Friendly's restaurant at 1148 Upper Front St. Both locations are less than half a mile away from Napierala's original restaurant, Pinkies BBQ at 1166 Upper Front St.

Napierala's first venture into the restaurant world was when he operated a hot dog cart about 25 or 30 years ago, he recalls. After spending some time in the corporate world, he felt his family's roots in the food industry calling him. His grandfather and uncle owned a meat market and butcher shop in the Binghamton area.

In 2010, he decided to answer the request for hot food at an area farmer's market by opening the Hilltop BBQ food

truck. The truck was well-received and, in 2017, Napierala and his wife and business partner, Rachel Richmond, decided to open a brick-and-mortar restaurant. The eateries operate under Pinkies Barbeque and Catering LLC.

"Things were going along well," he says of Pinkies BBQ, so the couple began talking about opening another business. Richmond has a culinary background, specifically in baking, so the pair signed a lease in the fall of 2019 with plans to open Pinkies Bakery & Cafe the following spring. Less than two weeks after the bakery opened in March 2020, much of the state shuttered amid the COVID pandemic.

The bakery was eventually able to fully open and really took off, Napierala says. "We quickly outgrew the space," he says. "It was pretty small." When the opportunity arose about a year and a half ago to lease the former Friendly's location, he jumped on it. After more than \$100,000 in renovations and additional investment in new doughnut-making equipment, Pinkies Bakery & Cafe moved in October 2022.

Pinkies still held the lease on the bak-



PHOTO CREDIT: PINKIES BARBEQUE AND CATERING, LLC

Dan Napierala and Rachel Richmond's restaurant operations include Pinkies Bakery & Cafe and Pinkies BBQ, situated on Upper Front Street in Chenango.

ery's old location, Napierala says, so it just made sense to dream up a third concept to fill that spot. "We thought, 'Hey, let's do a hot dog joint,'" he recalls. "Most people love a hot dog."

Work to prep the site was minimal and mostly involved moving in equipment Pinkies already owned, he says. The décor was updated with a fun pop-art feel. Napierala also added a self-order kiosk.

"It was a hard decision for me because I'm big on customer service," he says of the kiosk. The decision was a business one, especially since it's hard to find employees, he says. Customers have received it well, and he's considering adding a second kiosk.

Rather than just your basic dogs, Pinkies puts a spin on things, serving up specialty dogs including a Chicago dog with ingredients brought in from

Chicago. A Korean dog adds kimchi and gochujang sauce and the Pinkies cowboy dog features Pinkies BBQ pulled pork and barbecue sauce. The restaurant also serves a variety of poutine dishes.

"We're taking a simple thing and just elevating it," Napierala says. He follows the same concept at all his locations. The bakery is known for its over-the-top doughnut creations.

Food can bring back memories, he says, recalling how his mother brought him along shopping on Saturdays when he was a child.

"If we were good, we'd stop at this one bakery and get a brownie or a halfmoon cookie," he says. "We're trying to create memories for a new generation."

Between the three restaurants, Pinkies employs between 25 and 30 people and is looking to hire more staff. ■

## ●● BUSINESS JOURNAL INDEX ●●



Featuring stocks of local interest shown every weeknight on **Spectrum News**

**SPECTRUM NEWS**

The Central New York **BUSINESS JOURNAL**

## Lockheed Martin to pay Q4 dividend of \$3.15 per share in late December

BY JOURNAL STAFF  
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The Lockheed Martin Corp. (NYSE: LMT) board of directors has declared a fourth-quarter, 2023 dividend of \$3.15 a share.

The dividend is payable on Dec. 29, to holders of record as of the close of business on Dec. 1, according to an Oct. 6 company news release. At Lockheed's current stock price, the dividend yields about 2.9 percent on an annual basis.

This marks the 21st straight year of dividend increases for the defense contractor.

Lockheed also announced that its board has authorized the purchase of up to an additional \$6 billion of the company's

common stock under its share-repurchase program. That nearly doubled total authorization of the current stock-buyback program to \$13 billion for future purchases. The number of shares bought and the timing of purchases are at the discretion of Lockheed management and subject to compliance with applicable laws and regulations, the release stated.



Lockheed Martin — a Bethesda, Maryland-based global security and aerospace company — has two plants in Central New York, in Salina and in Owego,

respectively. The firm has about 116,000 workers worldwide, primarily engaged in the research, design, development, manufacture, integration, and sustainment of advanced technology systems, products, and services. ■

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# Oneida County awards \$250K to Thea Bowman House for elevator

BY TRACI DELORE  
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UTICA — Oneida County has awarded \$250,000 in American Rescue Plan Act funding to Thea Bowman House for construction of an elevator at its DeSales Center.

The elevator will improve accessibility for childcare services and expand growth opportunities.

“The Thea Bowman House has been delivering crucial services to at-risk families in Utica for over 30 years, providing quality care to some of our community’s most vulnerable children and youth,” Oneida County Executive Anthony J. Picente, Jr. said in a recent news release. “Its DeSales Center is in desperate need of improvement, and Oneida County is happy to assist by funding the construction of an elevator that will finally provide access to all four floors of the facility.”

Located at 309 Genesee St. in Utica, the 92-year-old facility currently has a chair lift that provides only limited access to a small section of the first floor.

The addition of an exterior elevator will provide access to all levels of the building, assist in transporting food from the ground-floor kitchen, and improve the chances of filling the vacant third and fourth floors with

more nonprofit organizations. Many organizations have expressed interest but haven’t committed due to the lack of accessibility.

“This generous grant will provide opportunities for growth at the DeSales Center,” Jane Domingue, executive director of Thea Bowman House, said in the release. “It will significantly fund an exterior elevator that will be constructed for our four-story building. The elevator will make it possible for persons with handicapping conditions to fully utilize our serves, as well as to allow affordable rental space for not-for-profits with compatible missions to occupy the top floor of the building.”

The DeSales Center serves more than 400 children, ages 20 months to 12 years, every day through its childcare center for low-income and culturally diverse children, its universal pre-kindergarten program through the Utica City School District, and Academics First, a separate childcare agency that accommodates families with non-traditional working hours.

The building is also home to a program for teenagers and the DOVE program dedicated to helping children with social-emotional needs. Various community groups use the facility’s auditorium for special meetings and events and the Levitt AMP Concert Series uses the space and parking lot for summer concerts. ■



PHOTO CREDIT: ONEIDA COUNTY GOVERNMENT

Oneida County Executive Anthony J. Picente, Jr. (right), standing with Thea Bowman House Executive Director Jane Domingue (left), announced the county has awarded \$250,000 to the nonprofit for the construction of an elevator at its DeSales Center in Utica.

# New president of Utica University tells its story

Todd Pfannestiel was inaugurated in late September

BY TRACI DELORE  
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UTICA — In the three months since he’s taken over as Utica University’s 10th president, Todd Pfannestiel welcomed new and returning students on campus, learned the “Gwiddy” for a TikTok dance video, and walked into his inauguration on Sept. 29 to a rousing chorus from the student body.

“That was truly one of the happiest days of my entire adult life,” he says in an interview.

While the lighthearted moments may seem as boundless as Pfannestiel’s energy, there is no doubt about his commitment to the institution he now leads.

It’s a role that Pfannestiel has been preparing for over the past six months, following the Feb. 27 announcement he would step into the role vacated by the retiring Laura Casamento.

The reality, Pfannestiel says, is that he’s been preparing for this moment his entire 25-year career in higher education. The last five years of that career have been at Utica University, where he served as provost and senior VP for academic affairs.

In that role, his interactions with students were limited, so he’s embracing the opportunity as president to connect with the students. Their warm reception at his inauguration is testament to the relationship he has already forged with them.

While he’s not leaving the fun behind him, Pfannestiel is already hard at work in his new role. One of the keys to being a successful president is being able to tell Utica’s story, he says. “And I know this story.”

In the current higher-education climate, it’s more important than ever to be able to tell — and sell — that story to prospective students, their families, donors, and other supporters.

“We’re a small private institution, and we see what’s

happening around us,” Utica University’s new president says. Facing mounting financial hurdles, Cazenovia College closed its doors on June 30. Even public institutions are facing difficulties. SUNY Potsdam recently announced layoffs as it battles a \$9 million budget gap and enrollment that has declined 43 percent since 2010.

“There are a lot of headwinds,” Pfannestiel says. First-year deposits at Utica University are higher than they’ve been in a decade, but universities are still recovering from the pandemic and with people looking to spend their education dollars wisely. It’s important that Utica University asks itself the hard questions, manages the headwinds, and finds its path to a sustainable future, he says.

That future is already happening today as Utica University evolves to become an institution that not only prepares students for the careers of today but also for the careers of tomorrow.

“I need to be sure [our students] can think well, write well, compute well,” Pfannestiel says. It’s about having the right mix of classroom learning and hands-on experiences — through simulation labs and internship experiences — to make sure students are ready for the “real world” that faces them after college.

A planned cyber range and crime-scene lab will help provide some of that experience, but Pfannestiel wants to take it even further, making sure the university is providing meaningful internship opportunities for all students.

“I want all of our students that have hit all the markers to have the opportunity from freshman and sophomore year,” he says. The earlier the better, he says, because sometimes that’s where people figure out “this isn’t what they want to do.”

If that does happen, Pfannestiel says it’s his job to make sure those students who do change their majors can still graduate in four years. To help in that regard, the university revamped its general-education requirements — going from 54 required credits down to 36.

“We basically gave those back to the students,” he says of the 18 credits, about equal to a semester’s courseload. “That’s a great gift.” It opens opportunities for many things like adding a minor, studying abroad, or doing an internship and still being able to graduate within four years, he says.



PHOTO CREDIT: UTICA UNIVERSITY

Todd Pfannestiel became Utica University’s 10th president on Aug. 1 and celebrated his inauguration on Sept. 29.

Pfannestiel also realizes that Utica University, and its students, can’t reach their full potential alone. That’s why he’s actively researching partnerships with other institutions and organizations that could provide opportunities for firsthand learning or even joint degrees. “We can be a better institution when we partner,” he says.

Utica University already has some partnerships like at the Utica University Nexus Center. Through that partnership, which costs the university \$150,000 annually for the next decade, its hockey teams have a practice and playing facility and students in the sports-management program have a hands-on learning environment.

The new Wynn Hospital provides another opportunity, Pfannestiel says, and Utica University is in discussions with Mohawk Valley Health System.

“I want our students to benefit from the community and be of benefit to the community,” he says.

Before joining Utica University, Pfannestiel served on the faculty of Clarion University of Pennsylvania for 20 years as a professor of history, as well as dean of the College of Arts, Education, and Sciences, interim provost, and acting president. He holds a Ph.D. in history from the College of William and Mary and a bachelor’s degree in history and economics from the University of Arkansas.



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# OCC to soon start construction of Micron cleanroom simulation lab

BY ERIC REINHARDT  
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ONONDAGA — Onondaga Community College (OCC) expects construction will begin in November on the upcoming Micron cleanroom simulation lab, which will be located in the school's Whitney Applied Technology Center.

OCC on Oct. 19 hosted an event at which it released renderings and outlined plans for the lab. The school expects the construction effort will finish in 2025. PAC General Contractors of Oswego is the general contractor on the project, OCC tells CNYBJ in an email.

"Our Micron cleanroom-simulation laboratory will be a place where our students will learn, and it will be a showcase for our entire community," Warren Hilton, president of OCC, said in his remarks during the ceremony. "This cleanroom-simulation laboratory will be built in the very space we are gathered in today."

The facility will also be available for K-12 students across the region, Hilton adds.

Boise, Idaho-based Micron Technology, Inc. (NASDAQ: MU) plans to build a massive semiconductor campus in the town of Clay.

A cleanroom is used to keep contaminants out of the manufacturing process so that it can create chips that are free of defects and provide the reliability that is needed in devices, OCC Professor Mike Grieb, chair of OCC's applied technology programs, explained in speaking to reporters following the ceremony.

The cleanroom-simulation lab will be a 5,000-square-foot facility. It'll also have

a designation as an ISO (International Organization for Standardization) class 5 and class 6 facility, where students will be trained for careers in the semiconductor and microelectronic industries.

Micron, Onondaga County, and New York State are each contributing \$5 million to help pay for the cleanroom-simulation lab, OCC said. Ashley McGraw Architects of Syracuse designed the lab.

## Simulation lab purpose

Manish Bhatia, executive VP of global operations at Micron, called the lab "a down payment" on Micron's future in Central New York.

Bhatia told the gathering that the lab will be able to simulate all manner of operations. That includes processing of wafers, installation and maintenance of equipment, installation and maintenance of facilities, and understanding the execution systems that will be able to move wafers between steps to complete the process flow.

"All of that will be able to be simulated here for students at OCC to be able to learn more about the most advanced manufacturing process in the world," Bhatia added.

He recalled his visit to OCC in 2022 when he discussed "how there is no manufacturing process on the planet that is more complex than building semiconductors at the leading edge."

Nanoscale features and devices on wafers cannot have "even the most microscopic defects" fall on them, otherwise quality, reliability yield "will be compromised," Bhatia noted in his remarks.

"And this cleanroom will be able to



ERIC REINHARDT / CNYBJ

Manish Bhatia, executive VP of global operations at Boise, Idaho-based Micron Technology, Inc. (NASDAQ: MU), on Oct. 19 addressed a gathering as Onondaga Community College unveiled plans for its upcoming Micron cleanroom simulation lab. It will be located in the school's Whitney Applied Technology Center when completed in 2025.

simulate all of the precision that goes into building these incredible, magical pieces of silicon that power our world, whether it's the phone in your pocket, the [personal computer] on your desk, all the things we do in the cloud, the increasingly autonomous vehicles ... all of them need memory ... and students will be able to get the benefit of first-hand knowledge of how these are built," Bhatia added.

SUNY campuses have 35,000 students enrolled in programs that are connected to the semiconductor industry and thousands more in programs that are indirectly connected as well, SUNY Chancellor John King, Jr. said in addressing the gathering.

"This [upcoming simulation lab] is an exciting enhancement of the learning for our students and this is important to us at SUNY as we try to prepare thousands of New Yorkers for jobs in the semiconductor industry," King said.

Besides Hilton, Bhatia, and King, ad-

ditional speakers at the event included Onondaga County Executive Ryan McMahon and April Arnzen, Micron executive VP and chief people officer and president of the Micron Foundation.

The Oct. 19 ceremony happened nearly a year after U.S. President Joseph Biden visited OCC for a Micron-related event. Following Biden's visit, OCC created two Micron-related programs, which it began offering to students in the current (fall 2023) semester. They include an associate degree in electromechanical technology and an electromechanical technology certificate program, OCC said.

In his remarks, Hilton used four words — faster alone, further together. "Because we have all worked together, we have made this moment possible, and by continuing to work together, we can accomplish anything for the good of our students and the good of our entire region," Hilton said. ■

# CNY airports among 36 in upstate getting state funds for projects

BY ERIC REINHARDT  
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The state has awarded funding to 36 public-use airports from St. Lawrence County to Broome County for use in various improvement projects and purchases.

Airports serving Syracuse, Rome, Oswego, Ithaca, Watertown, Elmira, and Binghamton are among the three dozen facilities awarded state funding.

The facilities will use about \$49 million for "strategic infrastructure enhancements," the office of Gov. Kathy Hochul announced.

The projects will focus on safety, facilitate innovation, leverage existing resources, advance business development, and promote sustainability and resiliency.

Administered by the New York State Department of Transportation, projects funded through the aviation capital-grant program include the construction and rehabilitation of new and existing hangars; electrification and carbon-reduction programs; new and upgraded snow-removal equipment; and updated security systems.

These investments will "serve to make the surrounding communities more economically competitive with neighboring states," Hochul's office contends.

## Airports, funding awards

### Central New York

The state awarded Syracuse Hancock

International Airport \$2.5 million for the construction phase of a redesigned de-icing pad and control center to address current capacity and safety concerns.

Cortland County Airport, Chase Field will use \$2.5 million to help pay for construction of a new conventional aircraft-storage hangar building that includes offices and an expansion of the existing landside vehicle parking lot.

Oswego County Airport will use its \$500,000 award to help purchase aviation-fuel trucks.

### Mohawk Valley

Griffiss International Airport will use its \$2.5 million award to renovate and outfit an existing building to accommodate Navmar Applied Sciences Corporation's expansion that will have it leasing the building long term, per Hochul's office.

### Southern Tier

The state awarded Ithaca Tompkins International Airport \$1.4 million that it will use toward the construction of a 2,600-square-foot emergency-operations facility. It would be co-located within a proposed airport rescue and firefighting/snow-removal equipment (ARFF/SRE) facility that the FAA is funding.

In addition, Tri-Cities Airport in Broome County will use a \$1.2 million funding award to help pay for the replacement of its existing refueling facility and the



Syracuse Hancock International Airport is among 36 public-use airports across upstate New York that will use a total of \$49 million in state funding for infrastructure-improvement projects.  
PHOTO CREDIT: ZOEYADVERTISING.COM

installation of new fuel tanks, along with a new self-service credit-card reader and tank-monitoring system.

Greater Binghamton Airport/Edwin A. Link Field in town of Maine was awarded \$800,000 to help pay for the acquisition of several pieces of ground-service equipment. They including electric vehicles in the form of pushback tractor/tugs (large and small) in order to prepare for an electric fleet "in a strategic manner," per Hochul's office.

New York also awarded Elmira Corning Regional Airport \$800,000 to purchase electrified equipment and associated charging infrastructure.

The Lt. Warren E. Eaton Airport in Chenango County will use a \$600,000 funding award to help pay for the acquisition of

a new snowplow, and attachments including snowplow and wing combination, and slide-in hopper with spreader for deicing and traction materials.

### North Country

Watertown International Airport will allocate \$2.1 million toward the rehabilitation of a portion of Hangar D to extend its useful life. The work will include reinforcing the building envelope to reduce areas where deficiencies were identified.

The state also awarded Massena International Airport in St. Lawrence County \$100,000 toward the purchase of a batwing trailed mower and a snow-removal support vehicle that includes a commercial grade pick-up truck with material spreader and plow blades. ■



SPECIAL REPORT:

# LABOR & EMPLOYMENT LAW



Assemblymember Marianne Buttenschon (D–Marcy), at podium, speaks at an Oct. 12 news conference in Utica, calling on Gov. Kathy Hochul (D) to sign a bill that would have health insurers directly pay ambulance-service providers. The Utica event was among several similar press conferences held statewide to push for the same legislation.

PHOTO CREDIT: OFFICE OF MARIANNE BUTTENSCHON

## Ambulance services, lawmakers urge Hochul to sign direct-pay bill

BY ERIC REINHARDT  
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Ambulance-service providers want Gov. Kathy Hochul to sign a bill that would “change the pay model” so that they’re paid directly by health insurers.

Those pushing for passage refer to it as the “direct pay” legislation, per an Oct. 12 news release about the efforts from supporters.

Ambulance-service providers and a bipartisan coalition of state legislators from across New York held Oct. 12 press conferences in their respective districts, urging the Democratic governor to sign the legislation.

The press conferences were held in Syracuse at American Medical Response of CNY at 101 Richmond Ave.; in Utica at the State Office Building at 207 Genesee

St.; and in Binghamton at the Broome County Emergency Services at 153 Lt. VanWinkle Drive.

The bill passed both the New York Senate and state Assembly unanimously this past legislative session. It will ensure ambulance-service providers receive the resources needed to continue doing their jobs “safely and effectively” for patients across New York, supporters say.

As of press time on Oct. 25, Hochul’s office hadn’t announced any signing of this bill.

“No longer will ambulance providers have to wonder if they will be paid for the services they are mandated to provide, nor will New Yorkers be held accountable for paying for out-of-network emergency medical services,” Assemblyman Bill Magnarelli (D–Syracuse), a bill sponsor, said in a news release. “This legislation will strengthen the Ambulance/EMS system

and provide relief to patients during some of the most stressful situations. I am proud that my colleagues and I were able to end the legislative session with this measure approved. Now we strongly urge Governor Kathy Hochul to sign it into law.”

Jeffrey Call, chairperson of the United New York Ambulance Network, was among those requesting the governor’s signature.

“On behalf of the United New York Ambulance Network (UNYAN) and our over 40 members who provide vital ambulance services for the entire state, I ask Governor Kathy Hochul to sign this crucial legislation so that it becomes law. It will provide for a more efficient system in delivering the reimbursement to the providers who are entitled to it, strengthening the EMS system and ensuring better healthcare for all New Yorkers,” Call said.

Assemblymember Marianne Buttenschon

(D–Marcy) said the bill guarantees emergency medical services agencies are compensated for the essential service they are providing.

“Our ambulance service providers are there for us when we dial 911 and play a vital role in public health and safety across the Mohawk Valley. We must prioritize critical health care service providers and mandate that those that receive those services pay for them. This bill requires direct reimbursement from the insurance companies to the EMS providers,” Buttenschon said in the release.

Buttenschon hosted the press conference in Utica and was joined by State Senator Joe Griffo (R–Rome), Oneida County Executive Anthony Picente (R), and Utica Mayor Robert Palmieri (D), as well as representatives from local emergency medical services and ambulance-service providers. ■



# Oneida County, public-service employees union reach agreement

BY TRACI DELORE  
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UTICA — Oneida County and the United Public Service Employees Union (UPSEU) Blue Collar Unit announced on Oct. 19 that they had reached a collective-bargaining agreement that includes salary increases for new and existing employees.

The five-year labor pact came after six weeks of negotiations between the county and union.

The UPSEU Blue Collar Unit represents employees in public works, water quality, water-pollution control, Griffiss International Airport, Mohawk Valley Community College (MVCC) buildings

and grounds, and MVCC public safety.

“I thank the UPSEU leadership for coming to the table with our team early and getting a fair and equitable deal done in such quick and efficient manner,” Oneida County Executive Anthony J. Picente, Jr. said in a release. “The county employees represented by the union are a valuable workforce that maintains our infrastructure and ensures public safety. I believe this agreement will help to retain these dedicated workers and recruit new ones.”



The five-year contract runs from Jan. 1, 2024, through Dec. 31, 2028.

The deal includes a new salary schedule for the entire unit that raises starting salaries as well as salaries at various steps, provides longevity raises, and offers shift-differential increases in the majority of departments. The pact also brings enhanced salary provisions for promotions, and \$5,000-per-year incentive payments for employees holding and utilizing specialized licenses such as CDL A licenses, professional engineer and land-surveyor

licenses, and certified motor-vehicle inspector licenses.

Negotiations began Aug. 29 and concluded on Oct. 10. Amanda Cortese-Kolasz, commissioner of personnel; Thomas Keeler, budget director; Matthew Baisley, commissioner of public works; Alfred Barbato, purchasing director; and Crystal Marceau, MVCC executive director of human resources negotiated on behalf of the county. UPSEU’s negotiators included Cary Hickey, UPSEU executive VP/regional director; Tim Cottrell, UPSEU labor relations representative; Mike Wakefield; Jarett Carpenter; Steven Jeffers; Frederick Wehrenberg; and Robert Miller. ■

## Employers Who Promote Self-Care are Winning

Many businesses have been pushing their employees to perform at new levels since the COVID-19 pandemic hit in March 2020. Consider these statistics recently shared by the *Harvard Business Review* on how workloads increased between February 2020 and February 2022:



LAUREN WINANS  
Viewpoint

- Weekly team meetings increased by 252 percent
- Six billion more email messages were sent
- Average after-hours work increased by 28 percent

Running at this increased pace has cost businesses, with more than 50 million people leaving their jobs in 2022 alone as part of a phenomenon that has come to be known as the Great Resignation. One in five workers who quit during the Great Resignation cited too many work hours as the reason, while one in three said they felt disrespected at work.

As organizations struggle to deal with this new reality, many are finding that programs promoting self-care can be valuable tools for attracting and retaining top talent. By promoting and supporting self-care practices, organizations create a workplace environment that encourages and empowers employees to be engaged, productive, and loyal.

### What does self-care involve?

In general, self-care involves taking steps to prioritize mental, emotional, and physical well-being. Those steps include a wide variety of practices, from getting a good night’s sleep to maintaining a healthy diet and pushing back when people or practices violate our boundaries. The goal of self-care is to establish and maintain a healthy and satisfying lifestyle.

Organizations promote self-care through practices, policies, and a culture that encourages employees to prioritize their mental, emotional, and physical wellbeing. Implementing the following strategies can help organizations to support employee self-care.

### Promote work-life balance

Work-life balance has become a key consideration for job hunters in the af-

termath of the pandemic. Recent stats show that 72 percent of those seeking employment see work-life balance as an important factor. Furthermore, 57 percent say they won’t consider a job that doesn’t allow for a healthy work-life balance.

The first step toward promoting a healthy work-life balance is clear communication regarding working hours. This allows employees to understand priorities, plan effectively, and perform without the

stress that can flow from ambiguity.

Organizations can promote healthy work-life balance by promoting flexible work arrangements when feasible. A culture that values time off and respects personal boundaries will also promote work-life balance.

Patagonia is a company that is well known for its commitment to work-life balance and employee well-being by offering flexible work arrangements, including

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## Join us for a FREE Webinar on “Avoiding the Most Common Overtime Classification Mistakes”

Michael L. Dodd, Esq.  
Ferrara Fiorenza PC

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flexible schedules and the option to work remotely. The company also provides on-site childcare, encourages outdoor activities during work hours, and supports employee activism.

### Provide wellness programs

Employer-sponsored wellness programs support employee self-care by providing health education and resources. They can include initiatives such as gym memberships, yoga, or meditation classes, health screenings, stress management workshops, or employee-assistance programs. Organizations that provide wellness programs demonstrate a commitment to employee health and encourage employees to prioritize self-care.

Google is renowned for its employee wellness programs and benefits, including on-site fitness centers, access to healthy meals, mindfulness and meditation classes, and encouraging employees to take breaks and prioritize work-life balance. Google also provides resources for stress management and mental-health support.

### Lead by example

One impactful way employers can promote self-care is by providing inspiring role models. Leadership should set a positive example by prioritizing their own self-care and encouraging others to do the same. When leaders model healthy work habits, it reinforces the importance of self-care and creates a supportive culture within the organization.

Managers can reinforce the value of self-care by conducting regular check-ins with their employees to discuss workload, stress levels, and overall well-being. This provides an opportunity to receive feedback, address any concerns, and offer support or resources as needed.

Promoting self-care for your employees requires an investment, but is one that has been proven to pay dividends. Creating a culture of wellbeing not only benefits individual employees, but also contributes to improved morale, productivity, and overall organizational success.

By taking the time to develop a strategy that addresses your organization’s unique self-care needs and preferences, you better position yourself for success in today’s business landscape. ■

Lauren Winans is CEO and principal HR consultant for Next Level Benefits, an HR consulting practice offering clients access to HR professionals for both short-term and long-term projects.



# Labor-law changes have been plentiful in 2023

BY TRACI DELORE  
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BINGHAMTON — As 2023 heads into the fourth quarter, it's time for employers to make sure they are up to date on pending and proposed labor-law changes for the new year, one area labor attorney advises.

One such proposal is a proposed rule by the Federal Trade Commission (FTC) to ban noncompete clauses, says Dawn Lanouette, a labor attorney with Hinman, Howard & Kattell, LLP in Binghamton.

The FTC proposed the ban last January and solicited public comments through March 20 on the matter. As of press time, the proposed ban had not gone into effect.

"Probably the change employers seem to be the most concerned about is what's going to happen with non-compete agreements," Lanouette says.

On top of the FTC proposed ban, the New York Legislature also passed a bill that would limit non-competes in most cases, she says, and it seems likely that Gov. Kathy Hochul will sign the bill into law.

Non-competes are often used by businesses in specialized fields with proprietary information they want to protect if an employee leaves, as well as in the sales industry, according to Lanouette. Businesses that use non-competes should already be preparing for the ban, when those agreements will no longer be allowed and existing ones may not be enforceable, she adds.

For employees in sales, businesses will still be able to use and enforce non-solicitation agreements, which prevent a former employee from "poaching" clients for a specified period of time. "That provides some protection to the employer," Lanouette says.

Another upcoming change is the latest minimum-wage increase, which goes into effect on Dec. 31, she says. This year, the minimum wage increases to \$15 for most of the state and \$16 in New York City, along with Nassau, Suffolk, and Westchester counties. In 2024, it will climb to \$15.50 before increasing to \$16 in 2025. The state will publish any future increases

on or before Oct. 1 of each year.

"There are all these new rules with regard to nursing mothers," Lanouette says of more changes to workplace rules.

New obligations came with amendments to the state's Nursing Mothers in the Workplace Act that revise or expand the accommodations employers must provide for nursing mothers. Employers must now offer nursing accommodations for up to three years after the birth of a child and the nursing or pumping location can't be a restroom, must be close to the employee's work area, must be shielded from view and free from intrusion, include a chair and an open surface, have close access to running water, and contain at least one electrical outlet.

Employers are required to provide a copy of the nursing-mothers policy to each employee upon hiring, annually, and upon return from the birth of a child.

To stay in the loop on these and any proposed or pending changes to labor laws, Lanouette recommends employers or their human-resource employees access newsletters, programs, and events



Dawn Lanouette

SUBMITTED PHOTO

offered by chambers of commerce and other groups.

"Laws relating to employers and employees have been passing at an exponential rate lately," she says. The onus is on employers to keep up. ■

# Proposed FABRIC Act seeks to boost garment-workers' rights

BY ERIC REINHARDT  
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U.S. Senator Kirsten Gillibrand (D-N.Y.) on Sept. 14 announced the re-introduction of her labor bill, the Fashioning Accountability and Building Real Institutional Change (FABRIC) Act.

The FABRIC Act would protect nearly 100,000 American garment workers and help "revitalize" the garment industry in the U.S. by improving working conditions and reforming the piece-rate pay scale, Gillibrand's office contended in its announcement.

The Democrat senator says women are leaders in the cut-and-sew apparel manufacturing industry, making up 67 percent of workers. Following heavy job losses for women during the pandemic, investing in these workers is "crucial" for the future of the industry, Gillibrand stipulates.

U.S. Representative Jerry Nadler (NY-12) leads this legislation in the U.S. House of Representatives.

"For far too long, garment workers in the once-bustling American apparel manufacturing industry have been exploited and overlooked," Gillibrand

said in a news release. "The popularization of the fast fashion business model has perpetuated abuse of an already underpaid and overworked workforce, promoting profits over people, overconsumption, and rampant wage theft. From designers to workers, women, people of color, and immigrants shoulder this burden. I'm reintroducing the FABRIC Act, a one-of-a-kind federal bill to thread the needle of protecting workers' rights, putting an end to the misuse of piece-rate pay, and making historic investments in domestic garment manufacturing. It's time to take bold action at the federal level to change the fabric of the American garment manufacturing industry so we can protect these vital workers and not only make American, but buy American."

This legislation has received technical assistance from the U.S. Department of Labor Wage and Hour Division and legal experts at the Cornell University School of Industrial and Labor Relations, Gillibrand's office noted.

## Proposal specifics

The FABRIC Act would amend the Fair Labor Standards Act of 1938 to create a

new set of labor protections for workers in the garment industry "designed to curb many of the abuses inherent to industry bad actors."

The protections include creating a new \$50 million per year domestic garment manufacturing support program that the U.S. Department of Labor would administer. It would provide grants and technical assistance to help manufacturers address facilities and equipment costs, make safety improvements, and do training and workforce development.

The measure would also prohibit predatory payment-by-piece-rate compensation schemes as base pay where workers are not already paid minimum wage or covered by a collective bargaining agreement, per Gillibrand. Piece-rate pay enables bad actors in the garment industry to avoid paying workers a fair wage, she contends. The bill works to ensure manufacturers provide minimum wage as a pay floor with the option to pay piece rate above and beyond initial wages.

The protections would also include holding brands accountable for the labor practices of their manufacturing partners. This would help increase accountability in the garment industry and



ERIC REINHARDT / CNYBJ

U.S. Senator Kirsten Gillibrand (D-N.Y.) — pictured here during an October 2022 visit to Syracuse — on Sept. 14 announced the re-introduction of her labor bill, the Fashioning Accountability and Building Real Institutional Change (FABRIC) Act.

"compel major retailers to become allies" in combating workplace violations, per the senator.

The proposal would also create a new undersecretary of labor of the garment industry to oversee enforcement of these provisions as they apply to the industry. It would also create a nationwide garment industry registry to ensure manufacturers and contractors "operate according to these labor standards," Gillibrand's office said. ■

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# New NYS Labor Law Shines Light on Employee-Driven Innovation

On Sept. 15, 2023, New York State Gov. Kathy Hochul signed an amendment to a New York Labor Law that would invalidate certain intellectual-property provisions in employment agreements, effective immediately. Under this amendment, Section 203-f, any provision in an employment agreement that requires employees to assign the rights to inventions to their employer will now be unenforceable if the invention was developed by the employee using the employee's own property and time. The introduction of Section 203-f has significant implications for employers wishing to secure patent protection of inventions made by employees while under an employment contract. To obtain the best protection possible, it is recommended that New York employers review their employment agreements regarding restrictions and assignment clauses to ensure compliance with this new labor law.

## Section 203-f protects companies if the work is "related" to the business

Employers should be aware of two important exceptions in Section 203-f that limit its reach and provide additional safeguards to companies. Specifically, employment agreement provisions requiring an employee to assign their rights to an invention will not apply to inventions that:

- (A) relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or
- (B) result from any work performed by the employee for the employer.

Under the first exception, employment agreements may require employees to assign over rights to inventions if the invention "relates to" the employer's business, any ongoing research and development (R&D), or any anticipated R&D. Whether an invention "relates to" one of these categories is judged based on the time of the invention's conception or its reduction to practice. "Conception" generally refers to when an invention reaches a certain level of definiteness in the mind of the inventor, whereas "reduction to practice" generally refers to the physical construction of the invention. However, the filing of a patent application for an invention is sufficient to trigger both the conception and reduction to practice standards.

Under the second exception, employees can still be required to assign over rights to inventions if the invention "results from" work performed by the employee for the employer. Unlike the first exception, this exception is not judged based on when the invention was conceived or reduced to practice.

Because New York State courts have yet to determine the exact bounds of this newly enacted law and what constitutes "relating to" and "resulting from," it is recommended for all employers to seek guidance in determining whether specific employee-inventions are covered by these exceptions, as well as guidance in proactively addressing these concerns in new employment agreements.

## Potential negative effect on current agreements

It is important for employers to consider whether their employment agreements

contain a provision regarding employee inventions that is more restrictive than Section 203-f allows — i.e., does the agreement have a provision that would require an employee to assign to the company any invention invented by the employee regardless of whether the employee was using company time or property? If so, the entire agreement may be unenforceable.

One provision that could save an employment agreement from being entirely unenforceable is a severability clause. A severability clause may render only the provision violating Section 203-f unenforceable, while allowing the rest of the agreement to remain in effect. However, since contract language varies, employers must individually assess their employment contracts to determine if a severability clause is applicable.

With this new law in effect, it is crucial for employers to examine their employment agreements and seek legal advice to determine what level of action is necessary following the passage of Section 203-f.

## Protecting confidential / proprietary information

Even if the employment agreement is not entirely unenforceable because of Section 203-f, employers may want to use this opportunity to consider whether their investments in innovation are adequately protected. For example, it is notable that Section 203-f protects a company's trade secrets from being misused by an employee, but there is no protection for the company's confidential or proprietary information. Because not everything qualifies as a trade secret, this potentially leaves companies vulnerable. To adequately protect its confidential and/or proprietary information, employers should consider creating policies that define appropriate use of confidential and/or proprietary information.



**BRENDAN J. GOODWINE & NATALIE C. VOGEL**

*Viewpoint*

## Conclusion

Businesses that engage in R&D and have employment agreements governed by New York State law should review their agreements to ensure there are no provisions that are more restrictive than allowed under Section 203-f. In some cases, employers may consider revising or supplementing their existing agreements, especially where the existing agreement is rendered entirely unenforceable because of Section 203-f. Furthermore, Section 203-f is an important reminder for employers that their employment agreements should include provisions protecting the company's confidential and/or proprietary information. ■

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# Electricians to hold year-long recruitment of apprentices

BY ERIC REINHARDT  
ereinhardt@cnybj.com

CLAY — The Central New York Electrical Training Alliance (ETA) says it will conduct a recruitment from Nov. 15, 2023 through Nov. 14, 2024 for 30 electrician apprentices,

The 30 openings listed for apprentices represent the total number for the Central, Finger Lakes, Mohawk Valley, and Southern Tier regions of the state, the New York State Department of Labor (NYSDOL) said in its Oct. 13 announcement.

Apprentice programs registered with the NYSDOL must meet standards established by the commissioner, per the announcement. Under state law, sponsors of programs cannot discriminate against applicants because of race, creed, color, national origin, age, sex, disability, or marital status.

Women and minorities are encouraged to submit applications for appren-

ticeship programs, the NYSDOL noted. Sponsors of programs are required to adopt affirmative-action plans for the recruitment of women and minorities, the department added.

Applications are available online every day of every month during the recruitment period only at [www.cnyeta.org](http://www.cnyeta.org).

Applicants who do not have access to a computer may call (315) 546-0221 to schedule using a computer at the sponsor's training center at 4566 Waterhouse Road in the town of Clay. A computer will be made available Mondays through Fridays during normal business hours of 8 a.m. to 12 p.m. and 1 p.m. to 5 p.m.

Applicants who do not have internet access may also want to visit their local library, the NYSDOL noted.

Each applicant who meets the basic requirement will be granted an inter-



Department  
of Labor

view conducted by the Central New York ETA. Apprentice candidates will be selected in order of their ranking. All applications must be received no later than Nov. 14, 2024.

For further information, applicants should contact Central New York Electrical Training Alliance at (315) 546-0221. Additional job search assistance can be obtained at your local New York State Department of Labor Career Center (see: [dol.ny.gov/career-centers](http://dol.ny.gov/career-centers)).

## Candidate requirements

The sponsor requires that applicants must be at least 18 years old. They must also have a high-school diploma or a high-school equivalency diploma (such as TASC or GED), including one year of algebra, math course 1, or high-school regents math.

Proof will be required after selection and

prior to appointment, the NYSDOL said.

Applicants must also take the American Institute for Research's Electrical Aptitude Test. A \$20 testing fee will be required. The NYSDOL also noted that an applicant can request that this fee be waived. Fee waivers will be approved "upon showing verifiable proof of financial need."

In addition, applicants must attest in writing that they are physically able to perform the work of an electrician, which may include climbing and working from ladders, scaffolds, poles, or towers of various heights and working in confined spaces.

Applicants must also pass a drug test, at the expense of the sponsor, at the time of appointment.

They must also be able to read, hear and understand instructions and warnings given in English and have reliable transportation to and from various work sites and required classes at the approved school, the NYSDOL said. ■

# Tenney pushes bill to help tiny firms to offer retirement plans

BY ERIC REINHARDT  
ereinhardt@cnybj.com

It's a proposal to incentivize micro-businesses with fewer than 10 employees to adopt retirement plans, helping more workers save for retirement.

U.S. Representative Claudia Tenney (R-Canandaigua) on Oct. 23 introduced the Retirement Investment in Small Employers Act (RISE Act), along with Rep. Dan Kildee (D-MI).

## Background

As Tenney's office explained it, the SECURE 2.0 Act of 2022 enhanced the retirement plan startup tax credits for small businesses with fewer than 50 employees

to create incentives to adopt new plans.

SECURE 2.0 allows for 100 percent of retirement-plan administrative and startup costs to be covered for new plans, up to \$5,000 per year. However, the law did not amend the formula relied upon to determine the amount an employer may claim in retirement plan startup tax credits, leaving the smallest micro-businesses and their employees "unable to take full advantage of the credit," according to Tenney.

The RISE Act would fix that, "ensuring that micro-businesses benefit in the same manner as larger businesses," she says.

"Congress must empower and reaffirm our commitment to small businesses across the country by taking steps to grant them a competitive edge in our economy,"

Tenney said in a news release. "I introduced the Retirement Investment in Small Employers Act along with Congressman Kildee today to enable micro-businesses across NY-24 and the nation to offer their employees robust retirement plans and allow their employees to save for the future. I remain committed to advocating for tax policies that work in favor of our small businesses and hardworking families."

All businesses, regardless of size, deserve the same opportunity and access to tax credits to help offset the costs of offering a retirement plan to their employees, Michael Majors, Paychex VP of HR solutions, said in the Tenney release.

"Paychex is proud to endorse Rep. Claudia Tenney's and Rep. Dan. Kildee's

legislation to expand tax credits for micro-sized businesses which give incentives to offer retirement plans to help their employees save for the future," Majors added.

"In mid-Michigan, small businesses support thousands of good-paying jobs and fuel our local economy," Kildee said in the release. "I am proud to work introduce legislation with Congresswoman Tenney to help more employers set up retirement plans, ensuring more Michigan workers can save for retirement. This bipartisan bill is a win for all small business owners and workers alike." ■



Tenney

# Ask Rusty: About Federal Taxation of Social Security Benefits

*Dear Rusty:* Why are my Social Security benefits being taxed at all? The Social Security FICA payroll taxes taken out of my paycheck while I was working were paid with taxable income.

*Signed: Disgruntled Taxpayer*



RUSSELL  
GLOOR  
Viewpoint

*Dear Disgruntled Taxpayer:* Many Americans share your belief that federal taxation of Social Security benefits is unfair because we pay into the program through payroll taxes on our taxable earnings. Unfortunately, Congress took a different

view in 1983 when taxation of Social Security benefits was first enacted at a time Social Security was having financial issues. Congressional logic back then was that a beneficiary only personally pays 50 percent of the Social Security contributions made (the other half is paid by the employer) so, since your Social Security entitlement was only half paid for by you and the other half by your employer, the portion of your benefit

attributable to your employer's contributions should be taxable. So, it's that other half — the portion of your benefit which resulted from employer contributions — which the 1983 Congress decided should be taxed. So, starting in 1984, if a beneficiary's overall annual income from all sources exceeded \$25,000 for a single filer or \$32,000 for those filing married-jointly, half of that person's Social Security benefits became part of their income taxable by the IRS.

That was how it worked until 1993 when a new and different Congress added another threshold which, if exceeded, resulted in up to 85 percent of Social Security benefits received during the tax year becoming taxable. The logic used for the 1993 law was that beneficiaries, on average, would only personally pay for about 15 percent of the lifetime benefits they would eventually receive. That led that Congress to conclude that if your combined income from all sources exceeded the higher threshold (\$34,000 for single filers and \$44,000 for those filing married/jointly), up to 85 percent of your benefits should be taxable. Please understand that I'm not defending nor endorsing those historical Congressional

views, but I have researched why Social Security benefits are taxable at all, and the above is what I have learned from that research.

Please note, the Association of Mature American Citizens (AMAC) has long advocated for eliminating federal taxation of Social Security benefits or, at the very least, raising the thresholds at which benefits become taxable. The income thresholds for taxing Social Security benefits were established in 1983 and 1993, but those thresholds have never been adjusted for inflation. When taxation of Social Security started in 1984, less than 10 percent of beneficiaries paid income tax on their benefits, whereas today that percentage is over 50 percent and growing. If you want to add your voice to those who oppose federal taxation of Social Security benefits, you may wish to contact your Congressional representative to do so. And it is worth noting that 11 U.S. states, to varying degrees, also levy income tax on Social Security benefits. ■

*Russell Gloor is a national Social Security advisor at the AMAC Foundation, the nonprofit arm of the Association of Mature American Citizens (AMAC). The 2.4-mil-*

**"When taxation of Social Security started in 1984, less than 10 percent of beneficiaries paid income tax on their benefits, whereas today that percentage is over 50 percent and growing."**

*lion-member AMAC says it is a senior advocacy organization. Send your questions to: [ssadvisor@amacfoundation.org](mailto:ssadvisor@amacfoundation.org).*

*Author's note:* This article is intended for information purposes only and does not represent legal or financial guidance. It presents the opinions and interpretations of the AMAC Foundation's staff, trained and accredited by the National Social Security Association (NSSA). The NSSA and the AMAC Foundation and its staff are not affiliated with or endorsed by the Social Security Administration or any other governmental entity.



## OFFICE EQUIPMENT & FURNITURE DEALERS

### Ranked by No. of CNY Employees

Rank	Name Address Phone/Website	CNY Employees CNY Locations	Services Offered	Types of Furniture Available	Key Management	Year Estab.
1.	<b>Stickley, Audi &amp; Co.</b> 300 Towne Drive Fayetteville, NY 13066 (315) 637-7770/shopstickley.com	900 1	interior design	custom-made, new	Aminy I. Audi, Chairman & CEO Edward J. Audi, President	1900
2.	<b>Hummel's Office Plus</b> 25 Canal St. Mohawk, NY 13407 (315) 574-8300/hummelsop.com	90 5	office design, installation, space planning, ergonomic assessment	custom-made, new, pre-owned, remanufactured	Justin Hummel, CEO Solace Hummel, Chief Administrative Officer Harrison J. Hummel, IV, COO Daniel Stalteri, VP of Contract Furniture	1934
3.	<b>Sedgwick Business Interiors</b> 100 W. Court St. Syracuse, NY 13204 (315) 424-1500/sedgwickbusiness.com	40 2	installation, leasing, office design, rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Douglas Sedgwick, President & Owner	2002
4.	<b>Syracuse Office Environments</b> 375 Erie Blvd. W. Syracuse, NY 13202 (315) 476-9091/soesy.com	26 1	installation, leasing, office design, rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Kevin Sweeney, President Scott MacCaull, Partner Rich Conway, VP of Sales	1958
5.	<b>Just The Right Stuff</b> 103 Twin Oaks Drive Syracuse, NY 13206 (315) 433-1309/justtherightstuff.com	23 1	business, health care, and educational furniture; delivery, installation, space planning, design	custom-made, new, pre-owned, refurbished, remanufactured	Dave Conostas, President/CFO Neil Greenson, VP	1935
6.	<b>roi Office Interiors</b> 144 Hangar Road Rome, NY 13441 (315) 334-1388/roiofficeinteriors.com	16 3	interior design, furniture installation	custom-made, new	Lynne Angelicola, President	1995
	<b>Intivity</b> 6804 Manlius Center Road East Syracuse, NY 13057 (315) 479-5595/intivity.com	16 1	installation, leasing, office design, rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Fabricio S. Morales, President & CEO Ann Miller-Michaels, Chief Sales Officer	1956
8.	<b>Parlor City Furniture</b> 4301 Vestal Road Vestal, NY 13850 (607) 722-9234/parlorcityfurniture.com	10 1	installation, leasing, office design (3D drawings, layouts), rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Nate Rose, Founder, Owner William Brennan, Founder	1987
	<b>Syracuse Business Center, Inc.</b> 750 W. Genesee St. Syracuse, NY 13204 (315) 422-1076/syracusebusinesscenter.com	10 1	installation, leasing, office design, rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Pamela Susan Losty, President	1994
10.	<b>Arlott Office Products, Inc.</b> 820 Charlotte St. Utica, NY 13501 (315) 732-5106/arlott.com	8 1	installation, leasing, office design, space planning	new	James D'Onofrio, President & Owner	1930
11.	<b>Sustainable Office Solutions, LLC</b> 3599 Eastbourne Drive Syracuse, NY 13206 (315) 579-7283/ sustainableofficesolutions.com	6 1	installation, leasing, office design, rental, space planning	custom-made, new, pre-owned, refurbished, remanufactured	Andrew J. Picco, Owner Keith Kalette, Operations Manager JJ (Frank) J. Picco, GM of Sales and Design	2009
12.	<b>Office World LLC</b> P.O. Box 705 Fayetteville, NY 13066 (315) 632-1151/officeworldny.com	5 2	distributor of office supplies, commercial furniture, promotional products including wearables	new	Gwynn Hall, CEO/President Tim Hall, VP of Sales	1999

## THE LIST

Research by Vance Marriner  
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### ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. Other groups may have been eligible but did not respond to our requests for information. Organizations had to complete the survey by the deadline to be included on the list. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

### WANT TO BE ON THE LIST?

If your company would like to be considered for next year's list, or another list, please email: vmarriner@cnybj.com

# CNY BUSINESS JOURNAL INTERVIEWS

## This Season's Interviews Will Include:

- **John (Jay) Murphy IV**  
Murphy & Nolan Inc.
- **Cathy Cucharale**  
Cucharale Consulting
- **Lynn Loomis**  
First Choice Group
- **Sandy Kirnan & Jason Yagan**  
Kirnan Real Estate, Inc.
- **Cyndy Andela**  
Andela Products & Ruby Lake Glass, LLC
- **Matthew Funicello**  
JF Real Estate

**Check out all of our interviews  
at [cnybj.com/theinterview](http://cnybj.com/theinterview)**





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# Public-safety solutions exist: time to take action

**L**iving on edge, fearful they could be the next statistic in a surge of criminal activity in communities across the state — this should not be a New Yorker's story. Unfortunately, following the misguided criminal-justice reforms championed by progressives, too many people fall victim to the corruption of career criminals thriving in a seemingly lawless state.



**WILL BARCLAY**  
*Opinion*

Law-enforcement officials and district attorneys are desperate for the New York Legislature to act. So far, progressives have allowed their political stubbornness to halt any substantial solutions from being enacted. Inaction has shamefully allowed criminals of all ages and backgrounds to continue jeopardizing public safety.

Remarkably, the city of Syracuse has seen a 55 percent spike in shoplifting since 2021. The Onondaga County District Attorney has echoed the sentiment from law-enforcement officials across the state, citing repeat offenders as a cause. Some individuals have been arrested for the same incidents as many as 29 times. For context, in New York City, nearly one-third of all shoplifting arrests were committed by the same 327 individuals, who were arrested more than 6,000 times. As legislators, we must recognize the problems impacting our communities and resolve them with common-sense solutions.

Earlier this year, in the wake of these concerning statistics from New York City, Assemblyman Mike Reilly (R,C–Staten Island) introduced legislation (A.5029) to increase penalties for persistent offenders. The bill would give district attorneys the power to consider the aggregate value of misdemeanor petit larcenies for up to 18 months after the first conviction in order to enforce stricter penalties. If that value is between \$1,000 and \$3,000, district attorneys would be allowed to charge an individual suspected of the thefts with the felony crime of “grand larceny in the fourth degree.”

Additionally, as noted by Syracuse Police Spokesman Lt. Matthew Malinoski highlighting the 65 percent surge in car thefts from last year, “often, the thieves are juveniles.” This has been part of a growing concern since the legislature passed “Raise the Age” in the 2017-2018 budget. Members of the Assembly Minority Conference and district attorneys have repeatedly warned of major flaws in the legislation, which provided an avenue for younger individuals to keep committing violent crimes with little to no consequences. Albany County District Attorney David Soares recently called the refusal by the legislature to fix the law “legislative malpractice.”

Even the strongest proponents of the “Raise the Age” law should be willing to undertake attempts to fix the glaring shortfalls and dangers that have resulted. The failure to provide accountability for youthful offenders of violent crimes is a disservice to public safety. There used to

be mechanisms in place to identify troubled youth and provide opportunities for intervention before they progress to more violent criminal acts.

The Assembly Minority Conference has made a number of recommendations to address faults in the current law. Our legislation would:

- Require any violent felony offense — especially gang assault and possession of a weapon — committed by 16-year-old or 17-year-old adolescent offenders to be maintained in the youth part of criminal court unless all parties agree to move the case to family court.

- Include and define “circumstances” that would prevent a non-violent felony case from being moved to family court, should a district attorney prove one or more circumstances exist.

- Amend Criminal Procedure Law and the Family Court Act to ensure judges, prosecutors, and defense counsel can access records pertaining to arrests and juvenile-delinquency proceedings.

- Require a victim of a crime committed by a person under the age of 18 to be notified of the case outcome.

It's time to start prioritizing public safety and putting an end to the career-criminal lifestyle. However well-intended progressives' criminal-justice reforms may have been, the result is causing chaos. The legislature has a responsibility to work with stakeholders across the criminal-justice system to deliver meaningful change to restore order in our communities. Members of the Assembly Minority Conference remain ready and willing to begin the conversation. ■

*William (Will) A. Barclay, 54, Republican, is the New York Assembly minority leader and represents the 120th New York Assembly District, which encompasses all of Oswego County, as well as parts of Jefferson and Cayuga counties.*

# Loss of local news is a crisis for democracy

**A** report from Northwestern University's Medill School puts it bluntly: The loss of local journalism that we're seeing in the United States is “a crisis for our democracy and our society.” I couldn't agree more.

We rely on free and vigorous news media for the effective functioning of our democracy, at all levels of government. An informed citizenry is an empowered citizenry.

When we lose news coverage, we lose oversight of our public officials. We need the press to be constantly looking in every nook and cranny where our politicians are working. America's founders recognized this, enshrining freedom of the press in the First Amendment.

Early American newspapers, of course, were often partisan and aligned with political factions, but they played a crucial role in creating an identity for the new nation. The French political philosopher Alexis de Tocqueville, a keen observer of the young American republic, wrote that its newspapers were “the power which impels the circulation of political life.”

We still rely on news media to understand the workings of government. Newspapers, especially, play a key role in civic education and community engagement, which are essential to good gov-

ernance. While serving in Congress, I learned that visiting a local newspaper office was a great way to learn what constituents were thinking.

But trends in business and technology have devastated local news. With the rise of the internet, Americans increasingly got their news online; many concluded they didn't need to read the local paper. Newspapers relied primarily on advertisers to make money, but businesses found they could better target their ad dollars online. Newspaper revenue declined precipitously.

Closings and mergers followed. The U.S. has lost more than a quarter of its newspapers since 2005, according to the Medill School. Most of the newspapers that have shut down were weeklies serving small towns and rural communities. That's been the trend here in Indiana, where a third of all weeklies disappeared in a recent 15-year period. Readership of the state's newspapers shrank by half.

More than one in five Americans now live in what scholars refer to as news deserts, communities that lack or are at risk of losing local news sources. Seventy million people live in counties without a newspaper or served by only one paper. The newspapers that remain employ fewer journalists.

Studies have shown that, without strong local news, there's more corruption in government, and taxes and municipal-bond costs are higher. Not surprisingly, voting rates are lower when no one is covering elections. As Americans increasingly get their information online or from partisan

cable TV, political polarization grows more extreme. Fake news and conspiracy theories proliferate. This is an important cause of the dysfunction we're currently seeing in Congress.

It's true that news media have evolved throughout our nation's history. Radio and TV disrupted the news business before the internet; and, if print newspapers go extinct, people will still seek out news.

We are seeing some encouraging signs with the growth of high-quality, reliable online news organizations, some of them following a nonprofit model. But digital-news outlets employ relatively few journalists compared to the newspapers of the past, and they tend to be concentrated in affluent urban areas and state capitals. Rural communities and small towns are increasingly left without local news.

On a positive note, the situation is widely recognized as the crisis that it is. Universities, nonprofits, and advocacy groups are working to find solutions. Major philanthropies such as the MacArthur and Knight foundations are pledging hundreds of millions of dollars to revitalize local news. Civic-minded individuals and organizations are stepping up to buy local newspapers or start new ones.

It's essential that these efforts succeed. The future of our democracy and our society depends on it. ■

*Lee Hamilton, 92, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at the IU Hamilton Lugar School of Global and International Studies, and professor of practice at the IU O'Neill School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years (1965-1999), representing a district in south-central Indiana.*



# BUSINESS CALENDAR

Email us at [movers@cnybj.com](mailto:movers@cnybj.com)

## NOVEMBER 1

■ **16th Annual CNY BEST Talent Development Awards Ceremony** from 5-8:15 p.m. at the DoubleTree by Hilton Syracuse at 6301 Route 298 in DeWitt. CNY ATD will recognize excellence in talent development in the Central New York area. The keynote speaker is Michael Hausladen, general manager at Lotte Biologics, on the topic, "Betting on Our Future." Reception from 5-6 p.m.; dinner and awards ceremony from 6-8:15 p.m. For more information, including registration details, visit [cnyatd.org](http://cnyatd.org), or call (315) 546-2783, or email: [info@cnyatd.org](mailto:info@cnyatd.org).

## NOVEMBER 2

■ **2023 40 under Forty Awards** event from 5-8 p.m. at the Oncenter in Syracuse. This is the 26th annual celebration of this popular event. The 40 under Forty Awards recognize 40 people under the age of 40 with strong accomplishments in business, the workplace, and the community. For more information, including the list of honorees, and a link to ticket information, visit: <https://www.cnybj.com/2023-40-under-forty/>

■ **CenterState CEO Business After Hours** event from 5-7 p.m. at Mansion On James, 930 James St., Syracuse. Join CenterState CEO for this unique opportunity to network while

embracing Syracuse history. The Mansion on James was built in 1853 by a prominent lawyer and was also the famous Women's Corinthian Club during the 20th century. Attendees will enjoy food, beverages, and guided tours of the Mansion. Cost is \$10 for members; \$20 for nonmembers. For more information, visit: <https://centerstateceo.com/events/11/2023/business-after-hours>

## NOVEMBER 9

■ **LEARN Series Presents: How do words make or break your business?** from 8:30-10:30 a.m. (workshop starts at 9:15 a.m.) at the Tompkins Chamber office at 124 Brindley St., Ithaca. The chamber is hosting this informative workshop in collaboration with chamber member Jennifer Karchmer, CEO and owner of Over the Shoulder Editorial. In this 60-minute in-person workshop, Karchmer will give attendees a step-by-step process to help ensure their digital and print communications are professional and typo-free, provide self-editing and proofreading techniques, and much more. For more information and to register, visit: <https://business.tompkinschamber.org/events/details/learn-series-presents-how-do-words-make-or-break-your-business-marketing-tips-for-your-digital-and-print-communications-192292>

## NOVEMBER 14

■ **Greater Binghamton Chamber 27th Annual Community Thanksgiving Luncheon** from 12-1:30 p.m. at DoubleTree by Hilton Binghamton, 225 Water St., Binghamton. The chamber holds its annual Thanksgiving Luncheon to give thanks for the positive events that have occurred in the Greater Binghamton community throughout the year. It recognizes area service clubs, company executives, and senior management officials new to the community, and presents three awards to business, nonprofit, and community leaders. Tickets cost \$40. Doors open at 11:15 a.m. and program starts promptly at noon. For more information, visit: <https://business.greaterbinghamtonchamber.com/events/details/27th-annual-community-thanksgiving-luncheon-9006?calendarMonth=2023-11-01>

■ **Greater Utica Chamber of Commerce Business After Hours** event from 5-7 p.m. at Utica Public Library, 303 Genesee St., Utica. Join the chamber for this Business after Hours gathering, as it shows off the library's refurbished floors, rooms, and other spaces. The cost is \$10 for members, \$20 for nonmembers. For more information and to register, visit: <https://greateruticachamberofcommerce.growthzoneapp.com/chamber-events/Details/november-2023-business-after-hours-hosted-by-the-utica-public-library-980133?sourceTypeId=Hub>

## NOVEMBER 15

■ **AFP-CNY National Philanthropy Day**

**Breakfast — A Morning to Remember** from 8-10:30 a.m. at Drumlins Country Club in DeWitt. Each year, the Central New York Chapter of the Association of Fundraising Professionals (AFP-CNY) recognizes outstanding achievements by individuals, foundations, corporate philanthropists, fundraising volunteers, and professional fundraisers. This year it is honoring: Outstanding Fundraising Professional: Kate Houck; Outstanding Philanthropist: Pierre Morrisseau; Outstanding Corporation: Northland Communications; Outstanding Volunteer Fundraisers: Ozzie and Dede Crisalli; and Outstanding Foundation: The Gifford Foundation. For more information and to register, visit: <https://community.afpglobal.org/afpnycnycentralchapter/events/npd>

## NOVEMBER 16

■ **2023 Economic Champions Celebration** from 11 a.m.-1:30 p.m. at the Oncenter Nicholas J. Pirro Convention Center, 800 S. State St., Syracuse. Celebrate with CenterState CEO as it recognizes the region's outstanding businesses and organizations as Economic Champions for driving the economy forward in the past year. The event honors contributions to the growth of the Central New York economy, including new jobs, new businesses, DEI commitments, company milestones, business expansions, and investments in operations, and more. For additional information, including registration details, visit: <https://centerstateceo.com/events/11/2023/economic-champions-celebration>

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# PEOPLE ON THE MOVE NEWS

## ADVERTISING, MARKETING & PR

**MARY WILSON** was recently hired as account coordinator at ABC Creative Group. She is an expert marketer with years of experience in the field, including account service, social-media management, and copywriting, the firm said. She has a hand in all accounts as a client contact and project manager, ensuring concepts and creative are developed and deployed efficiently. Wilson earned a bachelor's degree in marketing and strategic communications, as well as an MBA, from St. John Fisher University.



Wilson

Pinckney Hugo Group has hired **JILLIAN HENSON** and **MICHAEL GEORGE** as assistant media buyers. Prior to joining Pinckney Hugo Group, Henson was a digital-marketing specialist at Terakeet, according to her LinkedIn profile. Before that, she was a marketing associate at Aging Advocates CNY. Henson has an MBA degree, with a concentration in ethical leadership, from Marist College and a bachelor's degree in marketing from the University of Scranton. George has an MBA degree and a bachelor's degree in business administration from the University at Buffalo. He gained experience as a marketing and website intern at the University at Buffalo's School of Dental Medicine, per his LinkedIn profile.



Henson



George

## HEALTH CARE

**TORIE HAIRSTON** has been promoted to senior director of integrated health at Upstate Family Health Center (UFHC). Since starting at UFHC, Hairston has continually demonstrated dedication and expertise in the field of social work and equitable access to integrated health services, the center says. Throughout her career, Hairston has advocated for improved mental health and holistic well-being. Her

extensive experience in managing and implementing integrated health programs in the community, including prior work with the Utica Police Department, has showcased an ability to bridge gaps for clients with behavioral-health concerns. Hairston received her master's degree in social work from Long Island University with a concentration in forensics. She is currently pursuing a doctoral degree in behavioral health management through Arizona State University. Upstate Family Health Center, Inc. is a 501(c)(3), not for profit, federally qualified health center, offering family health-care services to individuals of all ages at various locations, including Utica and Rome, throughout the Mohawk Valley.

Liberty Resources — a nonprofit organization that provides an array of services to nearly 18,000 individuals and families throughout New York, New Jersey, and Texas — recently announced four promotions. **AMY SARGENT** has been promoted to senior director of integrated health operations. In her new role, she ensures the integration of services across the agency's integrated health clinics in Syracuse, Rochester, Fulton, and Oneida. Sargent will also oversee new and ongoing program development. She brings 10 years of experience to her position. Sargent first joined Liberty Resources in 2017 as a health home program director and later became the divisional director of community-based services. **YOLANDA CHERBINI** is stepping into the role of divisional director of community-based services at Liberty Resources. In this role, she will provide direction and quality oversight to the adult and children's health home care management programs and community orientated recovery and empowerment services. She was previously the program director of adult care management. Cherbini joined Liberty Resources in 2014 as a care coordinator and was promoted in 2015 to care management supervisor. She has 20 years of experience



Sargent



Cherbini

working in the human services industry. **ELIZABETH KRELL** has taken on the role of director of integrated health quality. She will provide project management and will oversee and direct quality initiatives in primary care for the Liberty Resources clinics located in Syracuse and Fulton. She was previously the assistant director of process optimization. Krell joined Liberty Resources in 2016 as a registered health information administrator. She has also served the agency as revenue cycle business process manager. **APRIL CONANT** has been promoted to program director of adult care management and will oversee the agency's adult health home program. She was previously the adult care management supervisor for the agency's Onondaga County operations. Conant joined Liberty Resources in 2017 as a children's care coordinator. She has more than a decade of experience in the human-services field.



Krell



Conant

**KHIEM D. NGUYEN**, M.D., a gastroenterologist, has recently joined UR Medicine Finger Lakes Health. Dr. Nguyen will be practicing at Finger Lakes Gastroenterology. He is an active medical-staff member at Geneva General and Soldiers & Sailors Memorial Hospitals. Nguyen completed his fellowship in gastroenterology at Allegheny General Hospital in Pittsburgh, Pennsylvania. He did his residency in internal medicine at Lehigh Valley Hospital in Allentown, Pennsylvania and finished his internship in general surgery at Staten Island University Hospital. Nguyen attended medical school at Eastern Virginia Medical School in Norfolk, as well as Uniformed Services University of the Health Sciences at F. Hebert Edwards School of Medicine in Bethesda, Maryland. Dr. Nguyen concluded his military career with the U.S. Army as a second lieutenant at Walter Reed Army Medical Center in Washington, D.C. Most recently, he practiced at St. Lucie Medical Center in St. Lucie, Florida.



Nguyen

Oswego Health recently appointed **CLARK SARGEANT** as its new executive director of mental health and wellness. In this role, he will oversee operations for inpatient, outpatient adult, outpatient youth, school-based, and assertive community treatment services. In addition, he will establish goals, budget, plan, organize, implement, and coordinate all mental-health programs and collaborate with the local governing unit and senior leadership team to ensure that psychiatric needs are being met for the community. Sargeant is a familiar face to Oswego Health, as he previously worked in the medical surgical unit as a senior registered nurse from 2012-2018. Since then, his jobs in Central New York have included serving as nurse manager at Crouse Hospital from 2018-2020 and after that, as director of primary care operations and integrated health at Liberty Resources. Sargeant earned his MBA degree in health care from the Jack Welch Management Institute in Virginia in 2022, his bachelor's from Utica University in 2017, and his associate degree in nursing from Crouse Hospital College of Nursing in 2012.



Sargeant

## LIBRARIES

**REBECCA H. KINDON** was recently named director of the Upstate Medical University Health Sciences Library. She had served as interim director since March. Kindon joined the Upstate Health Sciences Library in 2005 as an instruction and outreach librarian. She has served in numerous roles with the library, including as coordinator of library instruction, information resources manager, assistant director for customer services, and associate director of libraries. Kindon holds a master's degree in library and information science from Syracuse University and earned undergraduate degrees from Le Moyne College and Cazenovia College. The Upstate Health Sciences Library says it is the only medical library in Central New York, attracting users from all across the region and beyond.



Kindon

# New York milk production increases 2 percent in September

BY JOURNAL STAFF  
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New York dairy farms produced 1.31 billion pounds of milk in September, up 2 percent from more than 1.28 billion pounds in the year-

ago month, according to the monthly milk-production report that the USDA's National Agricultural Statistics Service (NASS) issued on Oct. 19.

Milk production per cow in the state averaged 2,080 pounds in the ninth month of 2023, up 1.2 percent from 2,055 pounds

in September 2022. The number of milk cows on farms in the Empire State totaled 630,000 head in September, up 0.8 percent from 625,000 head in the year-prior month, NASS reported.

Milk prices fell significantly on a year-over-year basis in the latest month. New

York dairy farms were paid an average of \$20.50 per hundredweight of milk in August, down nearly 21 percent from \$25.90 in August 2022. However, the average milk price was up 9 percent from \$18.80 in July 2023.



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