

# B U S I N E S S V O I C E



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October 2007

## Awards for Excellence: NJBIA Honors 10 Companies

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## At Lee Linear, Basic Skills Training Grant Puts Success in Motion for Plant Workers

Alan Haveson, CEO of Lee Linear, a small manufacturing plant in Piscataway, comes to work every day brimming with enthusiasm.

"I love my work," Haveson says. "I can't wait to get out of bed in the morning."

Lee Linear is a small but important player in the global linear motion industry, which makes components that make things glide easily along horizontal tracks, from shopping mall doors to patient platforms in hospital MRI machines.

Haveson gives credit for the company's success to its hardworking personnel, who operate the machines that make the shafts, rails, and other components that go into making the company's patented bearing systems. Like Haveson, they arrive for work at a plain cinder-block building of the kind that houses thousands of small manufacturing plants throughout New Jersey. The shiny blue and white "Lee Linear" sign out front provides the only clue that something interesting might be happening inside.

But Haveson and his partners do not take for granted their current success as a leading provider of linear motion components.

They know that the company's 47-person workforce is only as good as its training and knowledge, and while some employees have sophisticated degrees and technical experience, others have a foot on the lower rungs of their career ladders and need an assist to climb to the next level.

This is why Haveson and his crew on October 2 hosted a news conference and an impressive gathering of VIPs from business and government to help publicize the State's new Basic Skills Workforce Training Program. The program makes \$1.88 million in State training funds available to small companies which, like Lee Linear, have been unable to participate in the State Department of Labor's training programs.

Many employees at Lee Linear soon will undergo training to enhance their skills in written and verbal communications and math and measurement. Haveson would like EVERYONE in the company to brush up on their communications skills. A smaller group of workers needs to improve their math skills so they can graduate to precision metal work, such as drilling precisely

(cont'd on page 6)



Lee Linear CEO Alan Haveson (center) takes NJBIA President Philip Kirschner (left) and State Labor Commissioner David Socolow on a tour of his company's Piscataway plant to explain the benefits of NJBIA's Basic-Skills Workforce Training Program.

## NJBIA Members Learn How to Comply with New Political Contribution Disclosure Laws

All businesses, including nonprofits, which have State, county or local contracts with governmental entities of \$50,000 or more, are now required to file political-contribution disclosure statements with New Jersey's Election Law Enforcement Commission (ELEC).

As 200 NJBIA members learned at the Association's September 18 seminar (*Pay-to-Play Disclosure: Is Your Business Ready?*), the disclosure statements must list the political campaign contributions not only of the business, but also of its officers and their spouses. Failure to properly comply can expose employers to significant fines and penalties.

Providing expert advice at the seminar were the following speakers: Linda Czipo with the Center for Nonprofit Corporations; Lawrence Kerrigan, principal with DevMark Associates; and Laurence Laufer Esq., Rebecca Moll-Freed Esq., Greg Nagy Esq., and Jisha Vachachira Esq., all with Genova, Burns & Vernoia.

NJBIA supports disclosure of campaign contributions. However, as NJBIA Vice President John Rogers explained, the current law is overly burdensome for businesses and nonprofits. (The first disclosure deadline for 2006 reports was September 28, 2007, for businesses; the deadline for nonprofits is October 30. ELEC is reviewing the issue of whether nonprofits should be excluded from the disclosure requirement entirely.)

"What type of disclosure are we really giving the public?" Rogers asked. "If you have a husband and wife that work for two separate businesses that have govern-

ment contracts and also serve on two nonprofit boards, the same \$300 contribution will be included on four different reports! The inference is that the contribution somehow assisted in the award of the contract, but what if one of the businesses received its contract pursuant to a sealed bid? That

same \$300 contribution could not have impacted the award of the contract. This overreporting is not disclosure at all."

The 2007 reports for both businesses and nonprofits are due on March 30, 2008. For more information, contact John Rogers at ext. 209 or [jrogers@njbja.org](mailto:jrogers@njbja.org).

## Proposal Would Delay Site Remediation Projects

The NJ Department of Environmental Protection (DEP) has proposed new public notification regulations that would cause delays and increase costs for site remediation projects.

The regulations would require anyone undertaking remediation of a contaminated property to notify all residents living within 200 feet of the property, even if the remediation poses no significant risk to those properties. The regulations would also require the person performing the remediation to somehow identify residents in the area who do not speak English and notify them in their language.

NJBIA appreciates the importance of communicating with the public about site remediation projects, but DEP's proposal goes too far. The regulations would treat every site remediation project equally, regardless of the level of public risk. With tens of thousands of contaminated sites in New Jersey, this rule would create more unnecessary panic and alarm for the public than useful information. NJBIA believes the DEP should tailor its notification requirements to different levels of risk.

The regulations also would delay important remediation projects and make them more costly. The DEP would have to review and approve notification plans, and, in some cases, municipal governments would also get involved. Public health and safety would be better served by the quick and efficient cleanup of contaminated sites than by tying up cleanup plans in red tape while contamination lingers.

Testifying at a September 7 public hearing on the proposal, NJBIA Vice President David Brogan said those responsible for cleaning up contaminated sites "are committed to meaningful communication programs and they are happening now. We support the Department providing some guidance on effective communication programs, but believe the current proposal is not flexible enough to address the diverse nature of sites throughout New Jersey."

For more information, contact David Brogan at ext. 236 or [dbrogan@njbja.org](mailto:dbrogan@njbja.org).

# Paid-Family-Leave Proposal Could Be Scaled Back But Could See Legislative Action Soon

Speaking recently to NJBIA members, Assembly Speaker Joseph Roberts predicted that the issue of paid family leave will be “discussed in some detail” this fall. However, Roberts and Senate President Richard Codey said they feel the current bill goes too far and would have to be scaled back before a vote could be scheduled.

This is the clearest indication yet that legislation mandating ten to 12 weeks of paid family leave for employees at all businesses in New Jersey could be scheduled

the second state in the nation to impose such a leave mandate on businesses. (California, the only other state with a paid family leave program, requires six weeks.) Both measures would apply to all small businesses, even those with as few as two employees, and would be funded by an increase in employee contributions to the Temporary Disability Insurance Fund. Businesses would struggle to find replacement workers and meet customers’ demands.

Roberts said he believes the number of weeks in the current bill is too high and the inclusion of all small businesses is too severe. He also said a provision should be added so employees could be required to use their accrued time off before becoming eligible for paid family leave. Nevertheless, Roberts said he saw the bill gaining support, even as he reassured the crowd that he was sensitive to businesses’ concerns.

Codey said he has spoken directly with State Senator Stephen Sweeney, the bill’s sponsor, about scaling back its scope. “I think it is too onerous on businesses,



Dan Daggendorf and Nene Foxhall, both with Continental Airlines, share a laugh with Senate President Richard Codey at NJBIA’s September 26 Meet the Top Two Legislative Leaders event.

and several modifications must be made to the bill before I would post it for a vote,” he said.

Codey and Roberts also discussed the property tax reforms enacted earlier this year, shared their thoughts on health insurance reform, and fielded questions on other issues.

On the topic of healthcare, both Codey and Roberts said they believe health insurance reforms will be driven by what happens nationally and the outcome of the presidential election. Whatever the solution, they said, it is important to get more people on the insurance rolls.



Assembly Speaker Joseph Roberts chats with Robert Revelle of Atlantic City Electric.

for a vote sometime between November and January.

NJBIA is fighting hard to defeat the bill, S-2249 (Sweeney, Buono)/A-3812 (Albano, Panter). NJBIA members are urged to contact their legislators using NJBIA’s easy online Membership Alert system at [www.njbja.org](http://www.njbja.org).

The State’s top two legislative leaders spoke on September 26 at NJBIA’s Meet the Legislative Leaders breakfast. In addressing the issue of paid leave, they were responding to a question from an NJBIA member.

Enactment of the paid-leave law would make New Jersey only

## NJBIA Thanks Its Legislative Leaders Breakfast Sponsors

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| Anheuser Busch   | MyWireless.org                          |
| AT&T   | NJ Cable Telecommunications Association |
| BP   | NJM Insurance Group/<br>NJM Bank FSB    |
| Harrah’s   | PSE&G                                   |
| Insurance Council of NJ                                | United Water                            |
| Jersey Central Power & Light Co.,<br>A FirstEnergy Co. | Verizon                                 |
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## GET THE FULL BENEFIT OF YOUR NJBIA MEMBERSHIP

### Send Us Your E-Mail Address

So we can better serve your needs, please send us your e-mail address. It's an easy ticket to valuable NJBIA benefits and information. Members who have already provided us with their e-mail addresses, for example, were the first to take advantage of NJBIA's new Basic Skills Workforce Training Program. Through this program, your employees can get training in computers, communications, math, and English as a second language at no charge to your company. Visit [www.njbja.org/resources/train](http://www.njbja.org/resources/train) for more information.

In addition, members who subscribe to NJBIA e-mails are the first to know about changes in laws and regulations that directly impact their businesses, and are given the opportunity to quickly respond to legislators on business issues up for vote in Trenton. To sign-up, visit [www.njbja.org/email](http://www.njbja.org/email). The information you provide will be kept confidential and will not be shared with outside groups.

### Save on Credit Card Processing Costs

Want to lower your credit card processing costs? Through NJBIA's partnership with Cornerstone Association Merchant Services (CAMS), you can lower your processing costs and integrate into one system the latest non-cash transaction programs such as PIN-based debit, check guarantee programs and signature capture.

You can also receive free credit-card processing equipment, as well as free gift and program-reward cards. Give a CAMS representative a call. They will need just a few minutes on the phone with you to understand your situation. Be sure to have copies of your most recent credit card statements to review.

For more information or to get a free customized quote, call 877-445-8195. Visit "Money-Saving Programs" at [www.njbja.org/resources](http://www.njbja.org/resources) for more information.

### Join an NJBIA Issue Network!

Sign up for one or more of NJBIA's free electronic Issue Networks to keep up with the latest and most important news and information in your area of interest—and at your convenience.

These e-mail bulletins give you quick, relevant, easy-to-read information in 11 key areas, from healthcare, human resources and energy to taxation, environmental compliance and manufacturing.

As an Issue Network member, you will:

- Find out what's happening before it makes news headlines
- Link to valuable business resources
- Get updates on pending laws and regulations
- Receive compliance guidance on new State laws
- Learn valuable best business practices

To subscribe to one of our Issue Networks, visit our online subscription form at [www.njbja.org/inetwork.asp](http://www.njbja.org/inetwork.asp) or contact Sandy Lavery at 609-393-7707, ext. 221.

### Get the Facts.....Fast

NJBIA's Fast Facts, available only to NJBIA members, are concise briefings designed to help your company avoid liability, purchase health insurance, stay clear of regulatory landmines, take full advantage of State loan and grant programs, and otherwise meet the challenge of doing business in New Jersey.

Featured among our newest Fast Facts is a briefing on how to comply with New Jersey's new political-contribution or "pay-to-play" disclosure requirements. Disclosure must be made by any company with State or local government contracts of \$50,000 or more. (The deadline was September 28, 2007, for the first disclosure statements.)

Order your Fast Facts online now at [www.njbja.org/fast\\_facts.asp](http://www.njbja.org/fast_facts.asp).

# NJBIA Honors Ten Members for Outstanding Achievements at Awards for Excellence Dinner

On Tuesday, October 16, NJBIA presented its Award for Excellence to 10 member companies during a dinner program at the Pines Manor in Edison. The companies were recognized for outstanding achievements in creating new jobs, managing their workforces, protecting the environment, and serving their communities.

Every year, NJBIA honors a small group of employers from among its 23,000 members for their outstanding achievements. Any NJBIA member company in good standing is eligible to be nominated for an award.

"It always gives us great pleasure to recognize the outstanding achievements of our member companies. Each of our winners has a wonderful story that deserves to be told," said NJBIA President Philip Kirschner.

NJBIA wishes to thank the members of its independent panel of judges, who volunteered their time to review the award nominations and select the finalists. The panel was comprised of individuals from NJBIA's policy committees and the Service Corps of Retired Executives (SCORE). The NJBIA policy committee members who participated in the judging were Andrew Borkin, Wayne DeFeo, Toby Hanna, Patrick Ryan and JoAnn Trezza. NJM Insurance Group President and CEO Tony Dickson, and NJBIA President Emeritus Bruce Coe also participated.

NJBIA also thanks Mercadien, P.C., Certified Public Accountants of Princeton, for performing the

**THE 2007 WINNERS**

**Job Creation Award**

Presented to companies that have contributed to the State's economic growth through the creation of new jobs.

**Apex Technology Group, Inc.**

**DataPipe, Inc.**

**Environmental Quality Award**

Presented to companies that have done outstanding work to preserve or enhance the quality of the environment in New Jersey.

**Alcoa Howmet - Dover Operations**

**Ferreira Construction / Live Data Systems**

**K. Hovnanian Homes**

**Outstanding Employer Award**

Presented to companies that demonstrate a creative and forward-looking approach to managing their human resources.

**Enterprise Rent-A-Car**

**INTTRA Inc.**

**KPMG LLP**

**Public Service Award**

Presented to companies for finding solutions to pressing social or economic problems in their communities and for committed leadership in serving those communities.

**Infineum USA L.P.**

**Robert Wood Johnson University Hospital Hamilton**

agreed-upon procedures to verify the information supplied by the award-winning finalists, and the New Jersey chapters of the Service

Corps of Retired Executives (SCORE) for serving for many years on the panel of independent judges that selects the winners.

## Basic Skills Training Grant *(cont'd from page 1)*

measured holes in steel shafts.

“The people working in this company are great people. We just need to train them more in the basics of what they do,” Haveson told reporters at the news conference, adding: “We realize as manufacturers, if we want to be here tomorrow, we must invest in our workforce today.”

This is, of course, the intention of the program, which was initiated by a public-private partnership of three organizations, all represented at the news conference: the NJ Department of Labor and Workforce Development, the New Jersey Business & Industry Association (NJBIA), and the NJ Community College Consortium, representing the State’s 19 county

which will conduct the training sessions for Lee Linear.

Socolow summed up the point of the program succinctly, telling New Jersey Network television reporter Jerry Henry: “In a manufacturing setting, being able to do quick measurements requires a certain facility with math that not all workers (have)...Instead of saying we have a worker shortage, the goal is to take the workers we already have, lift them up, and give them an opportunity to advance.”

In its news advance, the Labor Department noted that the training program is “an important development in the Governor’s economic growth strategy, which, among other things, seeks to extend the State’s workforce training resources to smaller companies, giving them a competitive edge in a global economy.”

Bringing the significance of the program back down to ground level, Mercedes Done, a 13-year employee who is a group leader in Lee Linear’s parts assembly department, said she would like to get computer training so she can be more adept at inventory control. When asked if she would also like training in verbal and written communications, the soft-spoken worker said brightly: “Oh, yes!”

As of early October, 350 companies, most of them NJBIA members, had reached out to the county college Consortium to arrange basic-skills training for their employees. Lee Linear was among the first 115 companies to engage the Consortium for training sessions.

The program provides training in written and verbal communications, computers, mathematics

**“We realize as manufacturers, if we want to be here tomorrow, we must invest in our workforce today.”**

**Alan Haveson, CEO,  
Lee Linear**

and measurement, and English as a second language. The program is free of charge to companies, but they must pay their employees at their regular hourly rate while in training.

Some companies, like Lee Linear, have enough employees to train so they can hold the classes on site. Many other companies will contribute a handful of employees to multi-company classes being organized at nearby county college locations, a new innovation unique to this particular training program.

NJBIA President Philip Kirschner said the program fills a need that has long been identified by the Association in surveys of its 23,000 member companies and in its conversations with many companies, particularly manufacturers.

“This \$1.88 million program is a win-win for employers, employees and the State,” Kirschner said. “It serves as a model of what a public-private partnership should be.”

To sign up for the program or to get more information, visit [www.njbia.org/resources/train](http://www.njbia.org/resources/train) or call Bob Rosa at the Consortium, 609-393-9009.



Charles Ayers, first class machinist with Lee Linear in Piscataway, does precision metal work. His company is just one of many taking advantage of NJBIA’s new Basic-Skills Workforce Training Program.

colleges.

State Labor Commissioner David Socolow, whose agency committed the \$1.88 million in program funding, was among the speakers at the event, as was NJBIA President Philip Kirschner and Dr. Joann La Perla Morales, President of Middlesex County College,

## ASK THE EXPERTS!

By Sara Bluhm, Assistant Vice President, Energy/Federal Affairs



**Q.** If I have a question about saving money on my company's energy bill or about energy regulation, is there anyone at the NJ Board of Public Utilities who can help me?

**A. Yes.** The Board of Public Utilities (BPU), as a result of successful lobbying efforts by NJBIA, has created an Office of the Business Energy Ombudsperson. This Office is dedicated to helping

commercial customers navigate the BPU so they can create energy efficiencies to manage their energy costs, get grants to install renewable solar-power sources or employ best practices to purchase

power. Working with the Governor's Economic Growth team, the Ombudsperson also helps companies obtain energy incentives that wish to relocate or expand in New Jersey.

The BPU regulates rates for water, gas, and electric. They also create and administer programs to encourage more efficient energy use. The agency's actions have a direct impact on the cost of your utility bills.

The creation of the Ombudsperson Office is a needed step forward in the BPU's ability to help businesses communicate with the agency and learn how to save on their energy bills.

NJBIA has also worked with the BPU to make their Web site user friendly for business. Last month, the BPU launched [www.state.nj.us/bpu](http://www.state.nj.us/bpu). The site contains a section dedicated to helping commercial customers, with tips on energy shopping, demand-side management, heat-and-power incentives, and more. If you need energy help, you may call the Ombudsperson Office.

The main contacts are:

**Joseph Sullivan, Ombudsperson**

973-297-1994

[joseph.sullivan@bpu.state.nj.us](mailto:joseph.sullivan@bpu.state.nj.us)

**Ronald Reisman, Manager of Business Outreach**, 973-648-3908  
[ronald.reisman@bpu.state.nj.us](mailto:ronald.reisman@bpu.state.nj.us)

View the BPU's new Energy Shopping Guide at [www.njbia.org/issues\\_energy.asp](http://www.njbia.org/issues_energy.asp)



### Get Workforce Skills Training for Your Employees!

#### Let the **New Jersey Community Colleges** Take Care of All Your Training Needs

#### Take Advantage of the New Basic-Skills Workforce Training Program

A Partnership of the New Jersey Community College Consortium for Workforce & Economic Development, New Jersey Business & Industry Association and the New Jersey Department of Labor & Workforce Development

Through \$1.88 million in State funding, your company can have access to workforce skills training classes aimed at improving your employees' basic competencies in:

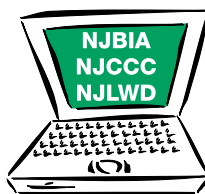
- **Verbal and written communications**
- **Mathematics & measurement**
- **English as a second language**
- **Computer applications (Windows, Microsoft Office)**

Offered to NJBIA member companies at the State's 63 local community-college centers or at your work site! The Community College Consortium will organize the classes and hold the training sessions.

**Registration is as easy as calling 609-393-9009!**

Call and speak with one of the Consortium staff or send an e-mail to Bob Rosa at [rrosa@njworkforce.org](mailto:rrosa@njworkforce.org).

Visit [www.njbia.org/resources/train](http://www.njbia.org/resources/train).



**Basic Skills  
Workforce  
Training Program**

## NJBIA Programs & Benefits

### **TUESDAY, OCTOBER 30** **How to Get the** **Best Deal on Health** **Insurance**

At this seminar, learn from some of the State's top health insurance experts about what to look for when buying a company health plan.

Learn how to limit cost increases and comparison shop. Understand the tax and legal implications of sponsoring a plan. Learn about employer wellness programs and trends in health insurance. This event will be held at Forsgate Country Club in Monroe Township from 8:30 a.m. until 12:30 p.m. The cost is \$109 per person for NJBIA members and \$139 for nonmembers. Register online at [www.njbia.org/events](http://www.njbia.org/events) or contact David Gursky at 609-393-7707, ext. 213.

### **FRIDAY, NOVEMBER 16** **Protecting Your Business** **from Workplace** **Discrimination Liability**

How your company handles allegations related to sexual harassment, age discrimination, or improper handling of disability claims can make the difference between an effective human resource policy and a lawsuit. Find out how to handle these claims and develop policies to avoid them. At this seminar, top human resource lawyers will tell you how to protect your business and your employees from discriminatory behavior.

The seminar will be held at the Sheraton in Eatontown from 8:30 a.m. until 12:30 p.m. The cost is \$109 per person for NJBIA members and \$139 for nonmembers. Register online at [www.njbia.org/events](http://www.njbia.org/events) or contact Dave Gursky at 609-393-7707, ext. 213.

**Tuesday, December 11, 2007**  
**Sheraton at Woodbridge Place • Iselin, NJ**  
Exit 131A Garden State Parkway

## **ELECTION YEAR WATERSHED:**

### **How Will the 2007-2008 Elections Impact Your Business?**

Governor Jon Corzine and Presidential candidates Rudy Giuliani and Hillary Rodham-Clinton are the invited keynote speakers at this networking and public policy event of the year. Our panels of top legislative leaders, seasoned political observers and experts on the economy will tell you what to expect for business in 2008. Hear their predictions for the presidential elections and the economy. The program begins with registration and networking at 7:45 a.m.

#### **8:30 a.m. - 11:00 a.m. Opening Breakfast Program**

##### **PRESENTATION OF PAUL L. TROAST AWARD**

Recipient: **Anthony Dickson**, President & CEO, NJM Insurance Group

##### **SPEAKER**

**Rudy Guiliani**, candidate for Republican nomination for US President (invited)

##### **PRESENTATION OF 2008 BUSINESS OUTLOOK**

**Philip Kirschner**, President, NJBIA

##### **LEGISLATIVE LEADERS PANEL**

**Four top legislative leaders** discuss top business issues, including paid family leave, health insurance and taxes

#### **11:00 a.m. - Noon Concurrent Panel Discussions**

NJ's Political and Economic Outlook

#### **Noon - 2:00 p.m. Luncheon Program**

##### **SPEAKERS:**

Governor **Jon Corzine**

Senator **Hillary Rodham-Clinton**, candidate for Democratic nomination for US President (invited)

The program will be held at the Sheraton at Woodbridge Place, Iselin (Exit 131A, Garden State Parkway). The cost is \$170 per person for NJBIA members and \$230 for nonmembers. Breakfast and lunch are included. Register online at [www.njbia.org/events](http://www.njbia.org/events) or call Katie Wittkamp at 609-393-7707, ext. 239. Gain high-profile exposure by becoming a sponsor! Put your company's name in front of New Jersey's business and government leaders – contact Sherry Esteves, ext. 219.