

March 2024



Please note: all **blue colored text** as well as some photos are a hyperlink.

Announcements

February and March have been busy months for the GLBMA and it's members. Be sure to see all the accolades our members have collected.

2024 GLBMA Calendar of Events available [here](#).



What's in the newsletter this month!

- Welcome
- Poll
- GLBMA Events/Programs
- Partner News/Events
- Automation Alley
- Michigan Manufacturers Association News/Events

Welcome - New Members



Dart Bank

Dart Bank knows no two businesses are exactly alike. We offer a variety of business banking solutions to help you manage your finances.

Our business services include the standard commercial banking as well as employees benefits and treasury management. Reach out to today to learn more.



U. S. Graphite

GRAPHITAR carbon and graphite materials, crafted and delivered by USG, serve as the cornerstone of the company's friction and wear solutions. With a rich legacy spanning over a century, USG is a trusted provider of cutting-edge mechanical carbon and graphite materials across various sectors including Aerospace, Nuclear, Petrochemical, and industrial fluid handling. Committed to excellence in both quality and service, we relentlessly innovate to deliver cost-effective, bespoke solutions for the diverse tribological demands of industry.

Reach out if you have a need that U.S. Graphite can fill.



FPCU

Joining a credit union isn't just about having a place to manage your finances; it's about becoming part of a community that genuinely cares about its members. Founded by auto workers rooted in Genesee County, Financial Plus Credit Union has grown to proudly

Constant Contact

serve the entire state of Michigan. If you appreciate personalized conversation and 24/7 access to a variety of banking products and services—Financial Plus is the credit union for you. Reach out today to learn more.

Masud Labor Law



Masud Labor Law Group is the only Great Lakes Bay Region law firm which practices exclusively in the area of labor and employment law on behalf of employers only. The firm consists of seven attorneys, each specializing in labor and employment matters, allowing the firm to handle a varied and expanding clientele, which extends throughout the United States. The firm's clientele is comprised of employers from both the private and public sectors, including manufacturers, broadcasters, construction contractors, health care professions and transportation, as well as cities, townships, school districts and commissions, among others. The firm's continued dedication to its founding principle of providing aggressive, high-quality representation has made Masud Labor Law Group one of Michigan's premier labor and employment law firms.

Reach out if you have a labor issue you need resolved.

Do you currently partner with your local school district for talent?

Yes

No

On an occasion

I would like to know more about

Comments can be emailed to tblehm@gmail.com. Results will be shared next month.

Last months results are shown below.



GLBMA News

Thank you to all who attended the GLBMA 2023 Annual Meeting

Thank you to the sponsors for the Annual meeting. We had a great turn out for the event. We had many people engage in the Industry 4.0 Showcase presented by the MMTc. National guest speaker, Rachel Mann shared how AI is changing the workforce, training, and manufacturing.



Gift Sponsor

Save the date for our next Annual meeting to be held October 10, 2024.



Speaker Sponsor



Beverage Sponsor



Beverage Sponsor



Centerpiece Sponsor



Centerpiece Sponsor



Dessert Sponsor



Menu Card Sponsor



Registration Sponsor



Mint Sponsor

The GLBMA Ken Horn Manufacturing Scholarship is now accepting applications

The GLBMA Ken Horn Manufacturing scholarship is now open. Please share with your employees and encourage their high school seniors to apply if they plan to attend a local college in a skilled trades area of study. The link to get started is [here](#).

Be sure to share this any parent of a high school senior within your company! Deadline is March 30, 2024.

Would you like to support the Ken Horn Manufacturing Scholarship and help us establish the endowment? Show your support [here](#).



Thank you to those who join us for the tour at the Dow and learned more about Changeover!

The time-lapse video showcasing the changeover process at the Dow Event Center is available on the GLBMA's website homepage. Special thanks to Chuck Werner from the Michigan Manufacturing Technology for providing valuable insights. This video sheds light on the comparison between Dow's changeover process and manufacturing practices.

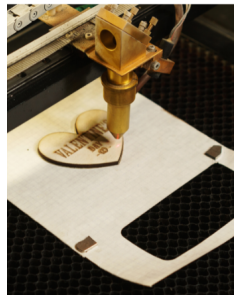


Thank you to everyone who joined us. Our next scheduled tour will be at Amigo Mobility International on August 22. Watch for more information and other plant tours that maybe added between now and August.

Thank you to the Dow Event Center for hosting this meeting for us.



We are looking for companies that would like to share one of their best practices! Contact the GLBMA office about hosting a tour. We can schedule a morning tour, lunch tour, or after hours. Looking for a tour in February, April, and June. If you would like more information, we are happy to meet with you to discuss in person. You are not too big or too small to host. Call 989-964-2881 or email tblehm@svsu.edu.



MEDC Industry 4.0 Implementation Grant for Regions 5 & 6

Since 2020, the GLBMA office has been overseeing the Industry 4.0 Implementation grant as its administrator. In this role, we have collaborated with approximately twenty-five companies to facilitate the integration of Industry 4.0 technologies into their manufacturing facilities. We have allocated around one million dollars in technology investments to companies in the region. Funding opportunities remain available until 2025 or until funds are depleted. For further details, we encourage you to contact the GLBMA or visit glbma.org/industry-4-0.

Quality Special Interest Group (SIG) Meeting

We look forward to a new year - Save the dates

Thank you to Andy Nichols for presenting at our last meeting.

Our next regular meeting will be held

June 5, 2024 - Voice of the Customer - Focus on customer requirements. Location to be determined. More details to be available soon.

Save the Date for our additional meeting dates

September 4, 2024 - APQA and Control Plans - This session will be a workshop based meeting.

December 4, 2024 - Topic to be determined - Possible plant tour with Quality department highlight.

Thank you to AVU Registrations, Nexteer, and MMTC for coordinating this group.

Please save the dates. If you do not get the Quality SIG emails and would like to stay informed please let us know.

Women in Manufacturing Special Interest Group (WIM) Events

Join us in Lansing on March 21, 2024

March 21 - National Rosie the Riveter Day in Lansing

Plan to join us in Lansing to celebrate women in manufacturing. This event is open to everyone. Program starts at 3:00 pm - See event details below. Register to join us [here](#).



Our next regular scheduled meeting will be held

April 9 - A R Work Shop Event

5:00 pm to 7:00 pm
A R Work Shop
219 E. Wackerly St.
Midland, MI 48642

Plan to join us for an evening of candle making. Select your scents and mix your candle and pour your candle. Refreshments provided and cost is \$25. Please register [here](#).

Save the date for the following:

July 23 - CEO Olympics in Midland

Looking for competitors for the event - sign up [here](#) to play.

November 14 - Holiday Soiree

Details coming soon.

The Women in Manufacturing (WIM) group is open to anyone who wishes to join us. This is a non sales group. Our focus is networking and socializing with like minded women fostering relationships to encourage women to choose careers in manufacturing or trades that would not normally be considered. If you would like to receive updates please let us know.

Thank you to PNC Bank for sponsoring this group.



Thank you to the National Rosie the Riveter Day Event Sponsors!



Human Resource Special Interest Group

Our first HR SIG was held this month. Thank you for all that attended and gave input. A big thank you to Duperon for hosting us.

We look forward to our next meeting to be held **May 21 at 8:00 am to 10:00 am**. We will be at Delta College - Downtown Midland Campus. James Reid will be our speaker. Complete details can be found on the glbma.org website

“The Good, The Bad & The Ugly: HR Lessons Learned”

In this session, participants will learn about how to advise business leaders and others on human resource matters. We will examine recent HR trends and discuss their impact on organizations. Additionally, James will share the top 10 most common HR mistakes that he has seen companies make throughout his tenure. Through storytelling, James will provide strategies to avoid making these common mistakes. By the end of the session, participants will be able to analyze and assess organizational practices that impact operations and people management to decide on the best available risk management strategy. You will also have the opportunity to ask questions about your most pressing HR issues and garner valuable legal insights.

Learning Objectives:

- Review current employment trends
- Discuss the top ten lessons learned from James’ time advising companies
- Explore various employment case laws

This event has been submitted for HRCI and SHRM recertification credits.

Register [here](#).

Thank you to Focus Talent Solutions and Rehmann for stepping up to coordinate THE HR SIG.

Save the date for your last two quarters

August 20 - Benefit Review - TBD

November 19 - TBD

The Human Resource group is open to HR professionals and students. This is a non sales group. The focus of this group is to keep the HR professionals up to date with current HR topics. Registration will be required for all meetings. If you would like to receive meeting notices and updates please let us know.



Follow us on Facebook
or Linked In



Membership Benefit Highlight

Work Place Perks

Wildfire Credit Union offers Work Place Perks program to all GLBMA member companies. You do not have to be a member of Wildfire to offer these perks to your employees.



- Free online Financial Wellness Program
- Free basic checks for life
- 10,000 Wildfire Reward points
- \$150 off the first loan payment
- \$250 off mortgage closing costs
- CD rate increase of .25% APY

Terms and conditions apply. View details [here](#).

To get started today call 989-249-8200 or email smoody@wildfirecu.org.

Partner News

SVSU host FIRST Robotics Career Expo

Friday, April 5, 2024
12:00 pm to 4 pm
SVSU Fieldhouse

This event provides a unique platform for STEM-focused employers to connect with approximately 600 high school students showcasing their skills building and battling large-scale robots. Between competitions, students can visit the Expo, where you can showcase your company and educate them on possible career pathways. This is a great opportunity to meet talented, motivated, young students entering the industry.

To make the experience engaging for the high school students, we encourage you to design an interactive booth, bringing along samples of your work or any captivating displays that showcase the exciting world of STEM careers.

The Career Expo is free to attend and lunch is provided. Please register on Handshake [here](#) by **March 21**.

Nexteer presents Junior Achievement Hall of Fame

Wednesday, April 17, 2024
5:00 pm Cocktail Reception
6:00 pm Dinner & Induction Ceremony

Horizon Conference Center
6200 State Street, Saginaw

Congratulations to GLBMA member Kip Northrup, President /Owner Blue Thumb on being inducted as a Laureate this year.



Congratulations to Yeo & Yeo!

Scott L. Carmona College of Business, SVSU
Academia Awards
2024 Outstanding Business



With over 100 years in existence as a family business serving Michigan, Yeo & Yeo is among the leading accounting, tax, audit, technology, medical billing, wealth management, and advisory firms in the nation. Congratulations!

Curry named 2024 Michigan ACTE Advisory Member of the Year

Recently, Patrick Curry, President and CEO of Fullerton Tool Company, was awarded the 2024 Michigan ACTE Advisory Member of the year. Congratulations on this much deserved award.



Congratulations to Robinson Industries Named Large Business of the Year

MBA

On February 15th, the Midland Business Alliance hosted community leaders and guests at Dow Diamond. Among this year's recognition was Ronda Robinson. Accepting the award for the outstanding large business of Midland county.

Congratulations to Ronda and all of the team of Robinson Industries on their award.



Saginaw Future - Celebrates their Annual Awards 2023

GLBMA members recognized at the annual awards were as followed.

Amigo Mobility International for their 26,000 square foot expansion & \$6.2 million investment creating 23 new jobs.

Nexteer Automotive for their \$33 million Investment in cutting edge technology.

Merrill for their \$350,000 incentive package, \$25.3 million expansion, 14 new job, and 72 retained jobs.

Fullerton Tool Company for their \$1.7 million+ investment - family owned business.

Endurance Carbide for their \$1,232,780 investment in new technology.

Congratulations to all these companies and thank you for investing in the region.

Congratulations Phil Rausch

HSC's Phil Rausch is a RUBY Award winner! Presented each year by 1st State Bank, the award recognizes the area's brightest professionals under 40 who are making a mark on their profession and the Great Lakes Bay Region.



Refer a friend to join?
CONTACT US!



Refer a new Manufacturer to become a member and get some GLBMA swag!

Bay Future announces Annual meeting



Save the date or register to attend now. Bay Future will be holding their annual meeting April 17, 2024. This event will take place at the DoubleTree by Hilton Bay City River Front, One Wenonah Park Place, Bay City, MI. This event will take place starting at 11:00 am to 1:00 pm. Cost is \$50 a person and you can register [here](#).

Great Lakes Bay Region STEM Ecosystem Launches Spring STEM Staycation Promotion in Partnership with Go Great Lakes Bay and the Mt. Pleasant Area CVB

A STEM-based adventure is kicking off soon in the Great Lakes Bay Region for the spring season, aimed at getting families and kids engaged in local out-of-school-time learning activities during the break from school. Organized by the Great Lakes Bay Region STEM Pipeline in collaboration with Go Great Lakes Bay Regional Convention & Visitors Bureau and the Mt. Pleasant CVB, this is a dynamic resource for parents,

teachers and caregivers to access information about STEM-based activities and events in the region during the break.

The Great Lakes Bay Region STEM Passport Spring Staycation starts with a Spring break promotion on March 23 and runs until April 7. There will be prizes available for visiting any of the 30 participating organizations on the STEM Passport.

Free entry opportunities:

- March 23, 24, 30: The Chippewa Nature Center: Afternoon at the Sugarhouse
- March 27: The T.A. Cutler Memorial Library: Rockets Away: Space Exploration
- March 29: Delta College: Million Girl Moonshot Event
- April 3: The Bay County Historical Society and Delta Kids / Michigan Learning Channel: STEM event at the Museum
- April 4: The Mt. Pleasant Discovery Museum: Fun with Gravity
- April 6: The CMU Center for Excellence: Family Make Event

Prizes for STEM Staycation include:

- 1st – One night stay at the Hampton Inn, Mt. Pleasant
- 2nd – 8 day passes to the Mt. Pleasant Discovery Museum (\$80 value!)
- 3rd – 4 tickets to the Saginaw Zoo

How to participate:

To participate and be eligible for prizes, participants must visit a free event or passport location listed below, post a picture on Facebook (marked as public visibility), and tag STEM Pipeline (@STEMPipeline) to be counted. Some locations may not have events over the holiday break, so visit the calendar on www.stempipeline.com for current events.

Yeo & Yeo shares Business Owner Information (BOI) Reporting Required in 2024

Yeo & Yeo Marketing

In 2021, Congress enacted the Corporate Transparency Act. This law created a Beneficial Ownership Information (BOI) reporting requirement as part of the U.S. government's efforts to make it harder for bad actors to hide or benefit from their ill-gotten gains through shell companies or other opaque ownership structures.

New Federal Reporting Requirement for Beneficial Ownership Information (BOI)

Beginning on January 1, 2024, more than 32 million companies in the United States will have to report information about their beneficial owners, i.e., the individuals who ultimately own or control the company, to the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury. In general, a beneficial owner is an individual who owns or controls at least 25 percent of a company or has substantial control over the company.

Read complete details [here](#).

GLBR Career Fair Schedule

Lori Flippin | GLBRA

March 22 Bay Arenac Career Center Career Fair 9:00 am - 1:30 pm
contact Tiffany Sheppard, sheppardt@baisd.net

April 11 Delta College - Great Lakes Bay Job Fair 1:00 - 3:00 pm
See flyer for more detail [here](#).

April 30 Heritage High School Career, College, and Job Fair 10:15 am - 1:00 pm
contact Sue Hill 989-399-8066 or 989-372-6697, sdhill@stcs.org

Yeo and Yeo CPAs & Business Advisors provide Business Record Retention Schedule.

How long should you keep business records? Tax and business record retention requirements vary based on usage and nature. This schedule applies to both paper and electronic resources.

View the scheduled [here](#).

Michigan Department of Labor and Economic Opportunity

LEO's Mental Health in the Workplace monthly webinar series features discussions around the importance of investing in mental health to build stronger, more resilient workplaces.

Each month LEO offers a Webinar in their series of the Mental Health in the Workplace. These can be viewed [here](#).

Visit the LEO Mental Health in the Workplace site [here](#).

Hemlock seeking donations for Hydraulic Shop Press

The Hemlock Industrial arts teacher is in need of a Hydraulic Shop Floor Press for his lab. If you would like to help them obtain a press please reach out to Ann Marie Batkoski, Coordinator of Business Partnerships at the Saginaw ISD/Saginaw Career Complex. She can be reached at 989-399-6183 or email abatkoski@sisd.cc

Michigan Manufacturers Association Updates

MMA 2024 Events

MMA | mimfg.org | 517.372.5900 | view current edition of the Mi Mfg Magazine [here!](#)

Clearing the Air in 2024 to be held April 9, 2024 in Lansing, MI. Speakers will be EPA's John Mooney and Ford's Evan Belser will join EGLE's Annette Switzer and the Windsor-Detroit Bridge Authority's Heather Grondin.



Learn more about this event [here](#).

MMA Legislative Day will be held April 30, 2024 in Lansing, MI. Learn more about this event [here](#).

MMA Workforce Solutions Regional Meeting is scheduled for May 30 2024. Stay tuned for more details.

ImPACT Summer Golf Classic is currently being scheduled for August/September time frame and details will be announced later.

Save the date for the Manufacturing Excellence Awards to be held November 6, 2024 at the Kellogg Center in East Lansing. Nominations will open in June 2024.

MMA Ballots & Brews Regional Meeting for Frankenmuth and the Great Lakes Bay Region will be held this fall. Watch for more details this spring or summer.

Download the MMA calendar of events [here](#).



MIOSHA to Start Seeking Additional Workplace Injury and Illness Data from High-Hazard Industries

The Michigan Occupational Safety and Health Administration (MIOSHA) has updated its existing standard concerning the recording of occupational injuries and illnesses. This is to align Michigan's standards with federal OSHA reporting requirements that went into effect on 1/1/24.

The **new standards** will require some manufacturers to report annually detailed information about recordable injuries and illnesses. The list of the high-hazard industries can be found in Appendix C of the MIOSHA standard.



EGLE Seeking Administrative Rule Authority

Legislation being considered by the House Natural Resources, Environment, Tourism and Outdoor Recreation Committee would grant rule making authority to the Michigan Department of Environment, Great Lakes, and Energy (EGLE), opening to the door to the possibility of a flood of new regulations on Michigan manufacturers.

The Committee heard testimony on **House Bill 5205** (Representative Emily Dievendorf, D-Lansing), which would give EGLE the ability to promulgate new water quality and wastewater disposal rules without specific direction to do so from the Legislature, an authority the department has not had since 2006.

Automation Alley Updates

INTEGR8 Industry 4.0 Playbook Released - Future Ready Workforce: Navigating Digital Transformation Together

Imagine a workforce not just surviving, but thriving in the age of AI, automation, and big data. That's the future we're building together, and the Integr8 "**Future-Ready Workforce**" playbook is your blueprint.

Experts from tech, manufacturing, government, and academia have dissected the challenges and opportunities of digital transformation for your people.

Dive into:

- Upskilling & reskilling strategies to keep your team ahead of the curve.
- Building a culture of innovation that sparks creativity and problem-solving.
- Nurturing digital fluency for seamless collaboration in an AI-driven world.

We're not just talking theory. This playbook is packed with insights from a cross-section of professionals, actionable tips, and resources to help your workforce leverage Industry 4.0.



View Digital Playbooks at integr8series.com

Click on graphic above to access the first Playbook in the series.



Click on graphic above to access the **third** Playbook in the series.

Volunteers & Sponsors needed

The organizations listed below are currently seeking volunteers or sponsors. We encourage you to engage with your community whenever possible and convenient for you. Your involvement not only addresses immediate needs but also plays a crucial role in nurturing the next generation's interest in manufacturing from an early age.



Seeking golfers, sponsors, & volunteers

Who: Saginaw Career Complex

What: 12th Annual CTE Golf Outing

Date: Saturday, May 18, 2024

Time:
8:00 am - 4:00 pm

Where: Fortress Golf Course
950 Flint Street
Frankenmuth, MI

Register to golf [here](#).
Sponsor information can be found [here](#).



Seeking sponsors

Who: Great Lakes Bay Regional Alliance

What: Ambassadors/Alumni Summit

Date: Friday, April 19, 2024

Time:
8:00 am - 1:00 pm

Where: Double Tree Hotel and Conference Center, Bay City

Contact: Tera
tera@greatlakesbay.org

Download opportunity sheet [here](#)



Seeking volunteers

Who: Western High School & Business & Education Partnership

What: Mock Interviewers

Date: Friday, April 19, 2024

Time:
All day: 8:30 am - 2:00 pm
First Shift: 8:30 am - 10:34 am
Second Shift: 11:04 am - 2:00 pm

Where: Western High School
Auburn, MI

Contact: Jodi LaMont at jodi@baycityarea.com
or call 989-893-4567.



Seeking sponsors

Who: Saginaw 2024 Memorial Cup

What: Youth Sponsor

Date: May to June, 2024

Time:
8:00 am - 1:00 pm

Where: Dow Event Center

Contact: Jimmy Greene at jgreene@saginawspirit.com or 989-213-4367

View flyer here for more detail.

We welcome your company updates and events but ask that they be ready to cut and paste to ensure that data transfer is correct and no errors occur. The GLBMA policy is to share items that align with manufacturing in our newsletter. The GLBMA reserves the right to correct any grammatical errors prior to publishing. The GLBMA reserves additional emails for events, partners, state initiatives, and MFG Champions*. The GLBMA does not share or publish our contact list, event list, or email list. If you would like to submit something for consideration, please send it to tblehm@svsu.edu. The GLBMA reserves the right to use submissions and edit for grammar or punctuation for clarification. **The GLBMA newsletter is published about the 15th of each month, items must be received no later than the 10th of the month.** Thank you.

*MFG Champions are allowed one email per year; please call 989-964-2881 for more details.

Manufacturing Champion Members and Supporters



Great Lakes Bay Manufacturers Association | MMTC-NE, 7400 Bay Road, University Center, MI 48710

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