



Announcements

Welcome! Happy Valentine's Day! We hope that you take a minute out of your day to show the ones you love what they mean to you.

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



What's in the newsletter this month!

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

Welcome New Members



[Rummel Benefits Group](#) is an insurance agency helping employers with Group Health Benefits.

Rummel Benefits Group is on a mission to simplify insurance and employee benefits. We have been helping people make smart decisions since 2001. Our team is here to help clients ask the right questions, identify their specific needs, and provide solutions that best meet their challenges.

Last months results are shown below.



Who do you see as the face of the organization

Total Responses: 35

Justin Lipscomb - 14.3% (5)

Jeremy Bockelman - 11.4% (4)

Tanya Blehm - 45.7% (16)

Other - 28.6% (10)

GLBMA News



Upcoming Events at a Glance

February 19 - WIM Painterly Pottery
March 14, 21, & 28 - Intermediate Excel class
March 19 - Quality/Safety Meeting
March 21 - National Rosie the Riveter Day

2025 Casino & Euchre Night with Corn Hole night photos available

We found the SD card and will be adding the balance of the photos to the website shortly.

The Lockwood Stem Center Tour - Cancelled due to weather

Due to the inclement weather the tour was cancelled. We will let you know when this will be rescheduled. Stay tune for details.

Joint meetings open to members of MMA, JAMA, CAMC, or GLBMA

There is currently in the works for a **HR Meeting in late April** and a **Tariff Informational Meeting for March** that are being put together. More information will be available for these meetings as they become available.

Next opportunity - February 25th | 11:00 am | Safety Meeting | Gestamp or Virtual

Gestamp is located at 200 E. Kipp Road, Mason , MI

Topic: Prevention of Serious Injuries and Fatalities

By Mark Jones, Environmental Health & Safety

Join JAMA, CAMC and GLBMA for an event to help you build best practices for safety in the workplace. Email cindy@camconline.org to register. Please indicate if you plan to join in person or virtually.

In case you missed it - on February 6, 2025, JAMA proudly hosted the Manufacturing Supply Chain Update, a collaborative event organized by the Capital Area Manufacturing Council, Great Lakes Bay Manufacturers Association, and Michigan Manufacturers Association. This meeting brought together industry leaders to discuss the latest trends, challenges, and opportunities in supply chain management.

Attendees had the opportunity to hear from Adrian & Blissfield Railroad Company and Michigan Manufacturing Technology Center (MMTC) on critical supply chain topics, including:

Rail & Logistics Optimization – How rail transportation can drive efficiency and cost savings.

Manufacturing Trends & Challenges – Strategies for workforce retention, AI adoption, and navigating supply chain disruptions.

New Opportunities in Domestic Sourcing – Insights from the Supply Chain Optimization & Intelligence Network (SCOIN).

Open Enrollment Offered

Intermediate Excel

March 7, 14 & 21, 2025

9:00 am to 12:00 pm each day

Virtual class

\$295 p/p

This class will cover the following:

- Relative And Absolute References
- Goal Seek
- Freeze And Unfreeze Panes
- Page Layout and Printing
- Charts



- Working With Tables
- Groups And Subtotals
- VLOOKUP Function
- Advanced Formatting
- Basic Pivot tables And Pivot Charts

[Register here!](#)

Students will need access to a computer, internet connection, and Zoom software to participate. For this class, it is helpful to have access to dual monitors to see the class handout and a working screen, but not required.

Advanced Excel

April 4, 11 & 25, 2025
9:00 am to 12:00 pm each day
Virtual class
\$295 p/p

This class will cover the following:

- Managing Workbook Data
- Managing Images and Integrating with other programs
- Analyzing Data with Pivot Tables & Pivot Charts
- Automating Worksheet Tasks
- Advanced Formulas & Functions
- Performing What-If Analysis



[Register here!](#)

Students will need access to a computer, internet connection, and Zoom software to participate. For this class, it is helpful to have access to dual monitors to see the class handout and a working screen, but not required.

Looking for training that might appeal to others in the region? We are happy to find a provider and coordinate training based on need and request. To request any training, please email tblehm@svsu.edu.

The Jackson Area Manufacturer Association has just opened a new educational center in Jackson. They have offered their classes to our members. If you are looking for a manufacturing based training, you may want to consider checking out their current offerings [here](#).

If you would like an on-site class of the Reasonable Suspicion Training, please contact the GLBMA office.

Quality/Safety Special Interest Group (SIG) Meeting

We are currently scheduling the quarterly meetings for this special interest group. **This group will meet in March 19, June 18, September 17, and December 10 in 2025.** We are currently planning that all meetings will be held virtually.

March 19, 2025 | 3:00 pm to 4:30 pm | Virtual

Our first meeting will feature MIOSHA Consultation, Education, and Training Division's Jamie Green. He will go over the current programs that will "Educate Before We Regulate."

Our second speakers is still being secured and will be announced shortly. Please save the date and be sure to register to get the meeting link the day before in the event reminder.

Register to participate [here](#).

If you have any suggestions for speakers or topics in either the area of quality or safety, please contact the GLBMA office at 989-964-2881 or email glbmaorg@gmail.com.

Become the 2025 sponsor of this group today and get your logo here!

Women in Manufacturing Special Interest Group (WIM) Events

Join us next week - still room to add!



February 19 - Painterly Pottery, 923 N. Water Street in Bay City | 6:00 pm to 8:00 pm

Cost will be \$20 and [registration](#) is now open. Additional details are available on our website or the registration form.

Select your item to paint and join us for some networking time. We will have snacks and beverages provided.

This event is open to anyone interested in Manufacturing.

March 21 - National Rosie the Riveter Day - Michigan Style | Lansing Regional Airport 3:00 pm to 6:00 pm | Free to attend | Looking for sponsors! | Complete details can be found [here](#). Join us in Lansing for a day of celebrating women in manufacturing across the state.

May 14 - Crazy Vines Bingo, 37 Saginaw Road in Sanford | 6:00 pm to 8:00 pm Cost will vary based on your project. [Registration](#) is open to reserve a spot. More information on projects will be announced mid summer.

August - To be determined shortly.

November 19 - Studio 154, 67 E Saginaw Road in Sanford | 6:00 pm to 8:30 pm Cost will be \$20 and [registration](#) is now open. Additional details are available on our website or the registration form.

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.

Become the 2025 sponsor of this group today and get your logo here!



We are currently scheduling the quarterly meetings for this special interest group.

This group will meet in **April, July, and October in 2025**. A forth meeting maybe added based on the number of topics that may need to be covered based on the ever changing HR landscape.

Rehmann

We are planning that all meetings will be offered both in person as well as virtually when possible. **We will be offering SHRM certification** and waiting on our HRIC certification for the 2025 meetings.

If you have any suggestions for speakers or topics please contact the GLBMA office at 989-964-2881 or email glbmaorg@gmail.com.

Thank you to Rehmann for sponsoring this group.

Partner News

Navigating Tariff Waters For Michigan Manufacturers

Starting in the past few weeks, and continuing in the coming months and years, all businesses in the United States, including manufacturers in Michigan, will be navigating through tariff waters. On February 1, 2025, President Trump signed orders imposing 25% tariffs on all imports from Canada and Mexico and 10% tariffs on all imports from China. While the tariffs on Canada and Mexico have, for the time being, been paused, other tariffs have been mentioned or announced since. Tariffs on Chinese imports went into effect on February 4, and on February 10, the President signed an order imposing 25% tariffs on all steel and aluminum imports and lifting prior quotas and other exclusions for steel and aluminum tariffs. Tariffs are now a business reality. There are a few steps manufacturers in Michigan can take to address the impact of such tariffs and prepare for future tariffs.



As manufacturers you cannot control what tariffs are imposed or when, or which exclusions are available to avoid such tariffs. But you can control your own business. That control starts with your contracts. While laws and regulations dictate who pays tariffs for imports, your contracts dictate who absorbs the costs of these tariffs in your supply chain.

Start by knowing your contract terms up and down the chain. How have you contracted for delivery terms for products in your chain that are imported? Who is the importer of record for these products? Who is responsible to pay duties, tariffs, and taxes? The answers to these questions will help you better understand where costs may come into your chain when tariffs are imposed. And where there may be opportunities for you to change suppliers or otherwise take an alternate course to avoid potential tariffs.

Map your supply chain. Get a full understanding of where products in your chain come from going down as far as contractually or otherwise possible within your chain. Knowing where your products are coming from will help you understand whether tariffs will impact you and, again, where you may have opportunities for change to avoid tariffs or lessen the impact on your supply chain.

Understanding your contractual standing and your supply chain map will help you better price your products so you can alleviate the costs of potential tariffs. Pricing, of course, is not a simple exercise. There are many factors that go into pricing, and many market limitations. But tariffs are now a reality and an increase in costs going forward. In order to preclude situations where your pricing becomes unbearable, tariffs must be considered as part of your pricing analysis.

Going forward, negotiate your contracts assuming new tariffs will come into play that you cannot predict now. Tariffs here for importers and tariffs in other nations for exporters will be a reality of business in the coming years. While you cannot predict which tariffs may be imposed or when, you can predict and provide for how any such tariffs impact your manufacturing in the future through your contract terms.

First, you can negotiate price surcharges or price change provisions that allow you to pass-through the costs of tariffs if and when any such tariffs are imposed. While this type of basic pass-through may be difficult at times to include, you can include an obligation on both sides to negotiate new pricing when tariffs are imposed. Any such negotiation provisions should also have an “out” if an agreement cannot be reached. Otherwise, you could end up in a price negotiation that leads to the same price continuing to apply.

Second, negotiate a tariffs provision that works for your business. Once you know your supply chain contracts and know your supply chain map, you will have a better understanding of how tariffs may impact you. The impact may be significant, or the impact may be minimal based on where your manufacturing falls in the chain and what supplies you use. Negotiate a tariffs provision in your contracts going forward that makes sense for your business and your supply chain. If the impacts are significant, allow for actions up to and including termination of the contract if the costs cannot be absorbed. If the tariffs are minimal, add renegotiation provisions or allowance for changing supply sources to alleviate the impact. What terms are appropriate will depend on the specifics of your manufacturing business.

Finally, know and understand your leverage to negotiate proper terms. Not all manufacturers will be in a position to include price change and tariff provisions in their terms. If you are in a position to do so, it is important to prepare appropriate provisions to be included in your contracts going forward. If not, then price accordingly or plan your business accordingly knowing that tariffs may come and you may need to absorb the costs of such tariffs without an ability to pass them on to your customers, or limiting the impact by precluding any pass-throughs from your suppliers.

Imports are a reality for manufacturers in Michigan. Unpredictable tariffs on imports in the coming months and years are also part of that reality, but your business does not have to be unpredictable. This is the time to get a better understanding of how these tariffs may impact you, and the tools you can use to avoid or minimize their impacts. While you cannot control the tariffs, you can use your contracts up and down your chain to better control the impact of the tariffs when they hit your supply chain.

Thank you to Homayune Ghaussi, Partner at [Warner, Norcross + Judd](#) for contributing this article.

Many Business Tax Limits Have Increased in 2025

A variety of tax-related limits that affect businesses are indexed annually based on inflation. Many have increased for 2025, but with inflation cooling, the increases aren't as great as they have been in the last few years. Here are some amounts that may affect you and your business.

Read complete details [here](#).

Hey Bay City is Now Hey, Great Lakes Bay!

For Phase 1 of the project, there will be a rollout of a weekly radio/podcast called *Hey*,

Great Lakes Bay! in partnership with WSGW and Alpha Media. We are happy to report that this program will debut on **WSGW (100.5 FM and 790 AM) Saturday, February 8 at 9 am and will run again on Sunday, February 9 at 4 pm.** On Monday, February 10, the podcast will then be uploaded to Spotify and Apple Podcast for listening.

In the first episode of *Hey, Great Lakes Bay!*, Matt Felan talks with our Board Chair, Heather Gallegos (Dow) and Board Member, Magen Samyn (Bay Area Chamber of Commerce) about the program and how it is designed to promote growth in the region. The series will continue weekly on Saturdays and Sundays with a podcast available the following Monday, and once ready, we will add a video component.

We are very fortunate to have WSGW and Alpha Media in our region and for the relationship that we have been able to develop, leading us to the resources necessary to make all of this happen. These resources are at NO COST to the alliance, but there are costs involved for Alpha Media, so we have incorporated discounted commercial opportunities through sponsorships of the program, and we encourage you to take advantage (information attached)! Additionally, we will be looking for stories and other ways that we can spotlight the great things that our region has to offer.

We need your help to make this all successful! There are so many things that you can do that will make a huge impact!

- SHARE! SHARE! SHARE! Please share social media posts and encourage your friends and colleagues to listen to the radio/podcast.
- Invest in commercial opportunities and support the financial side of the program.
- Send ideas for stories, people, events, and anything else that you think we should be highlighting through the radio/podcast.
- Share your talent! We are looking for a robust group of leaders to form a *Hey, Great Lakes Bay!* committee. Let myself or Matt know if you are interested in being a valuable part of this committee to help with planning for the radio/podcast along with the upcoming phases of the project (job board, website, etc).
- Branding is successful with consistency! Make *Hey, Great Lakes Bay!* a daily part of your vocabulary!

We THANK YOU for your continued support as we focus on growth in the Great Lakes Bay Region!

Bay Future Annual Meeting - April 16, 2025

This is more than just a meeting; it's a celebration of community engagement, collaboration, and the bright future that lies ahead for Bay County. Join us as we gather local businesses and stakeholders for an inspiring afternoon filled with opportunities to connect, share ideas, and foster partnerships that will drive economic growth in our region.

We promise you a welcoming atmosphere where laughter is encouraged, and who knows, you might even find your next business partner over a cup of coffee! So, don't wait—secure your spot today and be part of the exciting journey towards a thriving Bay County!

Lunch at 11:30 am | Program Noon to 100 pm | DoubleTree by Hilton Hotel Bay City - Riverfront | One Wenonah Park Place, Bay City | Speaker is Charles Donaldson, Managing Director, Regional Development Michigan Economic Development Corporation | \$50 per person | Register [here](#).

Wolgast Announces Leadership Promotions

Wolgast Corporation has made four internal promotions of staff. President and CEO, Brian Stadler, made the announcement.

Matt Harris of Chesaning, MI has been promoted to Vice President of Field Operations. Previously serving as Director of Field Operations, Harris has been instrumental in

enhancing Wolgast's field operations, consistently demonstrating exceptional leadership, dedication, and strategic vision. His commitment to client satisfaction and the continuous development of Wolgast's Employee-Owners has played a pivotal role in strengthening the company's operational excellence. In his new role, Harris will continue to lead and refine field operations, ensuring that projects meet the highest standards of quality, efficiency, and client satisfaction. Additionally, as a member of Wolgast Corporation's Board of Directors, he will further influence the company's strategic direction—enhancing operations and reinforcing the long-term success of the Employee Stock Ownership Plan (ESOP).

Chris Kuhl of Freeland, MI has been promoted from Senior Field Manager to Director of Field Operations for the Construction Management Division. Kuhl, who has been a dedicated member of the Wolgast team for 20 years, brings a wealth of experience and leadership to his new role. Over the years, he has played a key role in ensuring project success and maintaining the highest standards of quality and efficiency in the field. As Director of Field Operations, Kuhl will oversee Wolgast's Field Managers, ensuring excellence in on-site performance, project execution, and client satisfaction. He will also serve as a vital resource for both staff and clients, guiding them through the construction process and reinforcing Wolgast's commitment to delivering exceptional service.

Steve Kerby of Saginaw, MI has been promoted from Director of Business Development to Vice President of Business Development. In his new role, Kerby will lead and oversee the daily operations of business development across Wolgast's Design-Build, General Contracting, and Restaurant sectors. His leadership will play a crucial role in expanding the company's reach, strengthening client relationships, and ensuring that businesses find the right construction solutions tailored to their needs. With a strong track record of success, Kerby has been a trusted resource for clients and prospects alike. His expertise and commitment to excellence make him an invaluable asset in matching clients' building needs with Wolgast's comprehensive construction services.

Clint Clark of Hope, MI has been promoted to Director of Construction Management. Since joining Wolgast in 2019, Clark has been a key leader within the Construction Management (CM) Department, demonstrating exceptional expertise and dedication to project success. With over 25 years of experience in the construction industry—including owning and operating his own general contracting firm—Clark brings a wealth of knowledge and leadership to his new role. His deep understanding of project management and client relations has been instrumental in the successful execution of numerous projects. As Director of Construction Management, Clark will oversee the planning, execution, and completion of construction management projects, ensuring that project goals are met or exceeded. He will continue to focus on delivering high-quality solutions for our K-12 school clients, reinforcing Wolgast's commitment to excellence in educational facility construction.

HSC offers Summer Camp at Michigan Technological University

Summer camp, but smarter.



HSC Engineering Scholars Program Scholarship

Engineering Scholars Program (ESP) is a week-long summer camp where you'll explore 9 different fields of engineering through hands-on projects. You'll collaborate with Michigan Tech faculty, staff and other young people from across the country and you develop skills as a leader and teammate. Join us this summer to jump-start your journey in engineering and empower yourself for both college and your future career.

Program dates: Program dates: June 22-27, 2025

Open to: Students in grades 9-11 in Midland, Gratiot, Bay or Saginaw County

Cost: All tuition, fees, housing, meals, and transportation on the SYP charter bus covered by HSC

Location: Michigan Technological University; Houghton, MI



Michigan
Technological
University



MichiganTechSYP



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Michigan Tech is an EOE that provides equal opportunity for all, including protected veterans and individuals with disabilities.



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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](#).

Integr8 Roundtables

Automation Alley has announced their schedule for the Integr8 roundtables.

March 12 - Cybersecurity
April 9 - Additive Manufacturing
May 8 - Integr8 Mixer
August 13 - Global Trends
September 10 - ICE to EV
October 9 - Integr8 Mixer

Please check the Automation Alley [website](#) for more details on the above events and the international trade missions. This year they will be traveling to SE Asia in May.

AUTOMATE Registration is now open

Complete details available [here](#). Admission is free with event registration.



Michigan Manufacturers Association Updates

MMA 2025 Magazine

MMA | mimfg.org | 517.372.5900 | view current edition of

MMA calendar of events can be found on the
GLBMA calendar for 2025 found [here](#).

MMA Events and more...

MMA Ops Conference Registration is now Open

Join MMA **Thursday, April 17, 2025** at **The Lansing Center** and network with like-minded manufacturing professionals during a full day of breakout sessions carefully selected based on the demands and needs of Michigan manufacturers.

The annual MMA Operations Conference is a power-packed day of strategies, tools and best practices in the areas of talent recruitment, employee retention and engagement, leadership, technology developments and human resources.

Register by February 21 to take advantage of early bird pricing. Register [here](#).

Talent Updates from David Q. Worthams

Executive Budget Proposal to Invest in Talent Development

Governor Gretchen Whitmer released her seventh executive budget recommendation last week, including several proposals that would boost manufacturing talent:

- \$54.8 million to continue Going Pro job training grants to businesses to support training for current and new employees in high-demand, skilled trades industries, resulting in an estimated 35,200 new hires and current employees trained.
- \$10 million for Talent Action Teams to partner with employers to help meet their unique talent needs in industries like advanced mobility, semiconductor, aerospace defense and life science to attract, retain and connect talent with good-paying jobs.
- \$125 million to expand CTE programs in underserved districts and fund the “Future Ready” pilot program in middle schools.
- \$19 million to expand registered apprenticeship and apprenticeship readiness programs while offering training, wages and credentials to employees.
- \$22.7 million for Auto Supplier Retooling Grants (federal funds) in a fiscal year 2025 supplemental to provide grants to small and medium sized auto suppliers for retooling efforts to help Michigan develop a domestic and diversified supply chain and retain high-quality, good-paying jobs.
- \$25 million to expand the existing employer assisted housing pilot program—leveraging investments from employers to fund a range of affordable housing projects.
- \$7.5 million to grow our workforce and empower workers to get good-paying jobs by removing barriers to work such as childcare, transportation, tools for work and clothing needs.

The Legislature will now begin the work of reviewing the Executive budget proposal, which will likely continue through the spring and summer toward the 7/1/2025 statutory deadline for passage of the state budget.

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 tlblehm@svsu.edu. The GLBMA reserves the right to use submissions and edit for grammar or punctuation for clarification. **The GLBMA newsletter is**

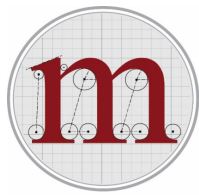
published around the 15th of each month, items must be received no later than the 12th of the month. Thank you.

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

Manufacturing Champion Members and Supporters



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