



Announcements

As the holiday season approaches, we hope you enjoy special moments with family and friends. This time of year invites us all to reflect on the freedoms and opportunities we share. We're grateful for your continued support and look forward to a wonderful year ahead together.

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



What's in the newsletter this month!

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

Photo supplied by T Blehm

Do you prefer to receive our newsletters...

Monthly - as they are now

Biweekly - Twice a month

Weekly - For more timely news

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

Last months results are shown below.

What keeps you from attending or sending someone to the GLBMA events?

Total Responses: 123

Time of the event - 21.1% (26)

Length of drive - 13.8% (17)

Day of the week - 12.2% (15)

The length of the event - 10.6% (13)

Interest - 11.4% (14)

Past descriptions don't match, what was presented - 12.2% (15)

Other - 18.7% (23)

GLBMA News



Become a Sponsor Today!

The 10th Annual Casino & Euchre Night w/Corn hole

January 16, 2025

5:30 pm to 9:00 pm

The Great Hall

Midland, MI



Save the Date for the 2025 Casino & Euchre Night with Corn Hole

We are currently looking for sponsors for this event. Please help support this event. The deadline to be included in the invitation is November 27, 2024.

Download the complete sponsor packet [here](#).

Open Enrollment Offered

Limited seats left for our last Supervisor Class

In partnership with the Michigan Manufacturing Technology Center (MMTC) and the GLBMA and the Employer Led Collaborative, we are offering our last session of Supervisor Skills Training in December. Take advantage of the benefit of learning with liked mined people from industry.

Please note this class are at 2023 pricing. Great opportunity to get your new hire or others trained without having to wait.

Supervisor Skills

Pointing the supervisors in the right direction will lead towards running more efficiently. In addition to seeing an improvement in employee morale, you can expect to see an increase in production, less turnover, fewer internal conflicts, better employee discipline, higher employee buy-in and respect. Bearing that in mind, we found that it is best to keep our courses based off of application learning instead of lecture for increased retention and success rates.



December 3, 4, & 5, 2024

8:00 am to 4:30 pm each day
Michigan Works! - Saginaw
312 E. Genesee Ave.

\$975 per person

[Register for December](#)

NFPA 70E Electrical Safety for the Workplace

December 4, 2024
Noon to 4:00 pm
Location to be determined
Cost is \$395 per person
Register to attend [here](#).

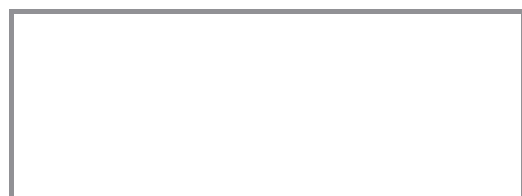
This course based on NFPA 70e, reviews electrical fundamentals and safety “best practices” and is designed to provide awareness and an overview of the requirements for employees and employers necessary to maintain a safe work environment by observing electrical safety during routine electrical procedures. Students will review energy control procedures, energized electrical work permits, and the effects of an arc blast. In addition, this course reviews electrical safety “best practices” based on NFPA 70e, and why the use of correct PPE appropriate for the job and observing electrical safety procedures are essential during routine electrical procedures.

Watch for details for our upcoming trainings including:

- Blueprint Reading (tentative January 2025)
- Excel Training Levels 1, 2, & 3 (coming February 2025)
- Basic Computer (Coming January 2025)
- Reasonable Suspicion (Coming January 2025)

Best Practice Tour - Michigan Sugar - Bay City

Thank you to Lindy and Eric and the rest of the Michigan Sugar staff for hosting the GLBMA members, October 30, 2024. We learned how sugar is made and what kind of impact the 3rd largest sugar manufacturers makes in our region. Thank you to all the members that attended our tour.





Quality Special Interest Group (SIG) Meeting

Last Meeting of the year has been Cancelled

Due to an unforeseen conflict with our speaker, our last meeting of 2024 has been cancelled. We look forward to seeing you all in 2025. Virtually or in person.

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

If you do not get the Quality SIG emails now and would like to stay informed, please let us know. We would be happy to add you to the email list.

Women in Manufacturing Special Interest Group (WIM) Events

The Holiday Soiree to be Well Attended

Thank you to all the women in manufacturing planning to join us for this sold out event. We look forward to some photos of the event in next months newsletter.

We are also working on planning our meetings for next year. Stay tune for details.

Thank you to AVU Registrations for providing food and beverages for this meeting.

Thank you to our sponsor PNC Bank for sponsoring this event and group.

Thank you to Moltus Building Group for allowing us to use their kitchen/break area for this event.

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.



Human Resource Special Interest Group

November 19th, 2024

8:00 am-10:00 am

Michigan Works! -

Saginaw 312 E. Genesee Ave Saginaw

8:00 am Networking with coffee and breakfast treat

8:15 am Welcome & Updates

8:30 am Want to Engaged Workforce? Focus on Your Managers

9:15 am How Culture Impacts Employee Engagement within an Organization

9:55 am Announcements and wrap-up

Thank you to Wildfire Credit Union for sponsoring breakfast.

Join us for our next guest speakers Cheryl Kuch of Rehmann and Louann Lerche

Cheryl Kuch is a Senior HR Business Partner with Rehmann. She has a passion for helping leaders and organizations create environments where employee engagement and motivation can positively influence business outcomes. By partnering with clients to measure and understand their current state of employee engagement, she identifies and prioritizes high impact initiatives to produce the greatest organizational change. Cheryl also designs and facilitates customized, practical skills training for managers and leaders to transform company culture and improve day-to-day operations. Her areas of expertise include employee engagement survey administration, leadership development and providing customized training to organizations. She has a Bachelor's degree in Psychology from Western Michigan University, with a Masters in Human Resources Administration from Central Michigan University. She has over 25 years of experience in the areas of human resources and talent development for organizations of all sizes and in many industries, including manufacturing.

Louann has 30+ years of experience in a career encompassing, Recruiting, training and developing people from entry level to executive leadership. As an HR Business Partner, she worked in tandem with the leadership team to execute the strategic goals of the company. She is HRCI-PHR and SHRM-SCP certified and to maintain those certifications through continual education.

Louann has over 15 years of experience in Culture Leadership and has seen what having a strong culture can provide for the company and their employees. Having a solid culture provides a foundation to build on and impacts who you hire, how you coach and mentor, align policies and procedures and implement programs within your company. Without a strong foundation, nothing stands for long.

Save the date for January 8, 2025 for our program on HR Law Updates 2025!

Reserve your seat here!

Partner News

URGENT! ACTION NEEDED: Demand Sensible Reforms to Michigan Earned Sick Time Act

In February 2025, Michigan employers will be subject to a costly, onerous and litigious paid leave mandate thanks to a Michigan Supreme Court decision that will reinstate the Earned Sick Time Act (ESTA) on all manufacturers, regardless of their size. ESTA imposes some of the most far-reaching and stringent paid time off provisions found in any state.

[Make Your Voice Heard](#)

Webinar for Small Business Owners on Minimum Wage and Sick Time Act Changes

November 19 | 10 am - 11 am

Join us to learn about critical updates that could impact your business, including the latest "Adopt and Amend" updates and their implications. [Read more here.](#)

You will learn about changes to Michigan's Minimum Wage laws and what they mean for your payroll, as well as an overview of the Earned Sick Time Act and how it affects your employee policies.

Information will be presented by representatives from the [Michigan Department of Labor and Opportunity's Wage and Hour Division](#). Please note: no legal advice or tax advice will be provided during the webinar.

Register [here](#) for this session



Michigan

SBDC™

Internship or Co-op

Provided by STEM in the Great Lakes bay Region

When educators and businesses collaborate on work-based learning opportunities the terms "internship" and "co-op" are often comingled. This can sometimes interfere with the flow of conversation and the integration of more important information as partners struggle to understand the conversation because of the mixing of terms.

Most important to any conversation is that BOTH experiences rank as **highest** in value, in return for the investment for students and employers, of all work-based learning opportunities.

Educators make great efforts to ensure that people do not get hung up on language and

lose sight of the quality and value of these experiences. This is why a few schools have held to the “co-op” term because it has been used for so long that employers are comfortable and changing the term might indicate to some that the program has changed.

But other schools, such as Saginaw, are proceeding with the logic that one term should be used to reduce the conversation confusion so the high school experience there is termed internship to match college and university language. Ann Marie Batkoski, Business Partnership Consultant at Saginaw Intermediate School District, points out that the term “co-op” no longer appears in any of the State of Michigan work-based learning materials. And, in fact, “internship” rarely appears as the State recognized the confusion and began using the term Work-Based Learning and Career Training to refer to “on-the-job training in the specialized field of study at a work site; designed to give students supervised practical application and work experience of previously studied content and skills, in the specific business and industry cluster-related work site, i.e. clinical rotations, internships, business ownership or student entrepreneurial work sites, etc. which may be paid or unpaid work experiences.

But across our region as well as others, “work-based learning” can also refer to a wider range of experiences such as business tours, classroom presentations, summer camps, and panel discussions.

There is no single, universal term for these experiences across the Great Lakes Bay Region. In GENERAL, if “co-op” is used, the student is in high school. While some high schools are moving to the term “internship” to follow college and university practices others are moving to the wider range term, “work-based learning,” to follow State of Michigan resources and documents. Also note that some industries use their own terms such as healthcare uses practicum or clinicals. **But no business should get hung up on the terms.**

What to know based on grade level of the student:

	High School	College
Time	2-4 hours during school day	Full-time work experience, occasionally part-time
	1 trimester or semester	1, sometimes 2, semesters or often a summer STEAM internships are 8-12 weeks in length
Compensation	occasionally	Usually STEAM internship minimum wage is \$15 per hour
Skill level	High, experience assumed after education and training on chosen pathway. Usually a high school student is still taking classes and there are skills to be acquired on the job.	Very high, usually done as a capstone project to a completed program of learning. Learning on the job is more about understanding place and developing people skills.
Commitment	Student usually taking classes at the same time so part-time work	Often full-time commitment to the job
Support	School's Work-based Learning Coordinators have paperwork ready for employers. They know policies and regulations to follow and support employers with relevant and required documentation https://www.michigan.gov/mde/services/octe/educators/work-based-learning	College and University Career Centers have internship packets available and staff assigned to assist employers through every step.

Don't hesitate to get involved. It is always in the best interest of a business to contact an educational institution's work-based learning coordinator (list by county found at www.stempipeline.com) and to develop and maintain working partnership for consistent support developing the region's young talent. It is always amazing to see the lengths educators and employers will go to by adjusting schedules, supporting special needs, and adding resources, in order to accommodate student circumstances and business situations to help young people be successful!

Small businesses in Michigan with 250 employees or fewer can now apply for a Michigan Occupational Safety and Health Administration (MIOSHA) matching grant up to \$5,000 to purchase equipment and associated training needed to improve the safety and health of their employees.

The MIOSHA Workplace Improvement to Safety and Health (MIWISH) grant program offers a dollar-for-dollar match, up to \$5,000, for qualifying employers to purchase safety and health-related equipment.

For more information about the MIWISH grant program and how to apply, visit michigan.gov/mioshagrants or contact MIOSHA's grant administrator at 269.275.7155.

NIST Manufacturing Extension Partnership (MEP) Highlights Career in Manufacturing

The "Careers in Manufacturing" infographic highlights why to choose a career in manufacturing, the top five manufacturing industries experiencing employment growth, various careers along with the average pay, and more! It can inspire the next generation of workers, motivate mid-career professionals, and raise awareness of the many opportunities the manufacturing industry offers.

See infographic and full article [here](#).

Planning in underway for National Rosie the Riveter Day

We are currently seeking sponsors for the 2025 event. We will be at the Lansing Region International Airport to allow for more activities and a warm environment for our Rosie's. Plan to join us March 21, 2025 from 3:00 pm to 6:30 pm.

We currently have activities for everyone.

Click here for the full donor [flyer](#).

Click here to register to attend this event [here](#). To see current event schedule or order Rosie gear click [here](#).



Update to DOL Final Overtime Rule/Salary Threshold Increase

provided by Masud Labor Law

As discussed in a previous MLLG Alert, the Department of Labor ("DOL") issued a Final Rule on April 23, 2024, increasing the salary threshold an employer must pay an employee for the employee to qualify as exempt from overtime pay. Under the Fair Labor Standards Act ("FLSA"), employees who earn less than the salary threshold are non-exempt and, thus, eligible for overtime (with limited exceptions). Effective July 1, 2024, the Final Rule raised the salary threshold from \$35,568 (\$684 weekly) to \$43,888 (\$844 weekly). A second increase in the salary threshold goes into effect on January 1, 2025 (with future increases occurring every three years thereafter).

On January 1, 2025, the salary threshold increases to \$58,656 annually (\$1,128 weekly). Thus, as of January 1, 2025, unless a limited exception applies, any employee paid less than \$58,656 annually on a salary basis will not qualify as exempt from overtime pay, and will be eligible for overtime pay for any hours worked over 40 in a workweek.

Although legal challenges to the Final Rule remain ongoing, employers no longer can afford to wait for the results. Instead, employers must begin taking steps to address the

upcoming increase to the salary threshold. These steps include, but are not necessarily limited to: (1) identifying currently exempt employees who receive a salary of less than \$58,656; (2) reviewing how many hours over 40 such employees currently work in an average workweek; (3) assessing one's budget and compensation options; (4) putting policies in place limiting overtime; (5) reviewing job descriptions for exempt employees; and (6) developing a plan for communicating with employees about any changes in their status from exempt to non-exempt.

Saginaw Future share Details on \$325 Million Investment at HSC

Shares their press release on the \$325 Million Investment to Expand Semiconductor Industry in Michigan, Creating Over 1,000 Manufacturing and Construction Jobs.

Read complete details [here](#).

The Midland County ESA presents the 9th Annual Career Search Event

The Midland County ESA is proud to present the 9th annual Career Search Event. Career Search 2024-2025 is a series of career fairs at local high schools, where approximately 1,000 sophomores interact with local businesses and post-secondary providers. You can help students interested in exploring their career options by representing your business and the careers offered at your organization.

Career Search is an excellent way for you to connect with our future workforce and help build the talent pipeline in Midland County, in a trade show format.

We currently have three career shows happening this school year. **November 21th-Bullock Creek High School (please sign up by November 15th)**, January 16th-Midland High School and January 23rd- Dow High School. Set up starts at 7:15am and you will be free to leave no later than 11:45am.

When we give students the tools to explore their career interests, we help better prepare them to enter the workforce. Your involvement is crucial in helping make this happen.

We would be happy to answer any questions that you might have about Career Search 2024-2025 by emailing, Katie Abbate at kabbate@midlandesa.org.

We look forward to working with to help our next generation of professionals!

Volunteers Needed

Resume reviews with the Saginaw Career Complex Students in their Professional Development

Resume Reviews - Morning session 8 to 10 am Afternoon session Noon to 2 pm

December 3 - Building Constructions & Welding students resumes will be reviewed

December 4 - Information Technology & Cybersecurity & HAVC students resumes will be reviewed.

December 10 - Engineering Students resumes will be reviewed.

Please note other areas will also be reviewed on these days but we are highlighted those that fall within our industries.

To volunteer for one of these events, please e-mail Elizabeth Stuber at estuber@spsd.net or call 989.399.6181.

National Apprenticeship Week

Great Lakes Bay Michigan Works! is celebrating Apprenticeship all month. They will be co-hosting a Virtual RAPIDS training Event with our new USDOL Apprenticeship Training Representative, Stephanie Vomvolakis. This event will take place November 21, 2024.

View the Apprenticeship week flyer [here](#).

2025 Michigan Safety Conference

Booth sales are now available for the 2025 Safety Conference. Complete details can be found [here](#).

Rehmann Shares Year-End Planning Hub

Need help in navigating the 2025 Tax Landscape? Click here to read [more](#). Access the Rehmann Year-End Planning hub [here](#).

2025 Polar Plunge for Special Olympics Michigan seeking Volunteers

Three ways you can help.

1. Start a plunge team!
2. Sponsor a plunge
3. Help promote

The Great Lakes Bay Polar plunge will be held February 15, 2025 at Dow Diamond. For more information on this event please contact: Heather Seelye at 989-773-3229 or plungemi@somi.org.

Find out more information [here](#).

Michigan Defense CyberSmart Program

A Cybersecurity Compliance Program

Operated in partnership with the Economic Growth Institute, the Michigan Office of Defense & Aerospace Innovation is offering Michigan's small and medium-sized defense contractors a comprehensive one-stop shop to NIST SP 800-171 compliance to save this nation's federal supply chain—and your business.

If qualified, your business can contract with a pre-approved vendor who will provide expertise to ensure your business complies with updated Department of Defense cybersecurity regulations.

The CyberSmart grant program, conducted in two phases, offers reduced pricing on a gap analysis, in addition to up to \$22,500 in cost share grant funding to address identified deficiencies within your business' IT infrastructure. For more information on the program, please [click here](#).

JAMA invites GLBMA Members to attend these Workshops

Click on flyer to register.

ARE YOU RUNNING YOUR BUSINESS OR IS IT RUNNING YOU?

Clarify.
Simplify.
Achieve
your Vision.

IS THIS YOU?

Many of the most successful entrepreneurs and business leaders work longer hours and get less return on their investments of time and money.

Maybe you grapple with some of these challenges:

- **Lack of control** over time, markets, or your company.
- **People** who don't listen, understand, or follow through.
- **Profit** that's inconsistent and/or there's not enough.
- **Growth** is happening, but you can't break through to the next level.
- **Quick fixes** that come and go, bringing little change with continued frustrations.

DON'T LET YOUR BUSINESS RUN YOU!

Get a Grip on Your Business.

Join us to learn how you can Get A Grip On Your Business!

When: November 20, 2024

Where: Jackson Area Manufacturers Association
3517 Scheele Dr. Jackson, MI 49202

Time: 11:30 am to 1:30 pm. LUNCH PROVIDED

Cost: \$10 for JAMA members and \$15 for Non-Members

Register: [REGISTRATION LINK](#)- Space is limited to the first 50 people!

Are you a business owner or a senior-level executive and want to see your business consistently run better and grow faster? **Local Successful entrepreneur, Mike Maddox, will deliver a powerful, inspirational presentation that will introduce you to the Six Key Components™ of a successful business.**

Mike's interactive style and experience-based real-world insight makes this an eye-opening event for growth-oriented business leaders. At the conclusion of this workshop, you will walk away with a set of simple, practical tools that you and your leadership team will use immediately to focus on priorities, get clear on issues, and gain traction together, as a healthier leadership team.

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Professional EOS Implementer®
Mike.maddox@eosworldwide.com

Since implementing EOS, we have been able to implement, communicate and execute...this has improved operational efficiency and significantly improved company morale.

RYAN HENDERSON
Owner, AC&E Rentals

Hiring Mike to be our EOS Implementer was one of the top decisions that we have ever made; just six weeks after engaging Mike we were already getting traction.

RACHEL KUNTZSCH
President, Public Sector Accountants



Eosworldwide.com/Mike-Maddox

SHRM Certification Prep for May 2025 Testing

January 21, 2025 to April 29, 2025 (no class March 25th)

5:00 pm to 9:00 pm

JAMA Office/Educational Center
3517 Scheele Drive, Jackson, MI

- Receive access to the 2024 SHRM Learning System® (four books)
- Structured learning experience with a 14-week (1 night a week /4 hours each night)
- Access to mock exams featuring questions from real SHRM tests
- Step-by-step guidance on answering situational judgment questions
- Personalized support from a seasoned SHRM-certified instructor

Recommend the purchase of flashcards available from Amazon to reinforce key terms and concepts.

See complete class details [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](#).

Automation Alley Updates

INTEGR8 Industry 4.0 Playbook

The last Playbook is available now. After this month this can be found on the Automation Alley website.

[Sustainable Futures](#)

[Immersive Horizons](#)

[Wired For Change](#)

[Transformative Synergy](#)

[Diving into the Digital Realm](#)

[Creating a Secure Future](#)

[The Rise of AI](#)

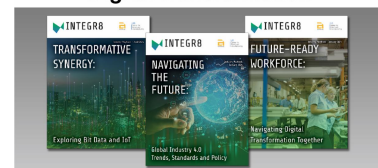
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[Navigating the Future](#)



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Michigan Manufacturers Association Updates

MMA 2024 Magazine

MMA | mimfg.org | 517.372.5900 | [view current edition](#)

Congratulations Once Again to Our Regional Winners!

Manufacturing Lifetime Achievement Award
Dan Dralle, D&JD Partners (Saginaw)

Manufacturing Woman of the Year
Jill Dralle, Nexteer Automotive (Saginaw)

Export of the Year
Biodapt®, Gantec, Inc. (Midland)

Manufacturing Community Impact
Fullerton Tool Company (Saginaw)



Congratulations to all the winners for 2024. The MMA did a great job putting on the awards.



**Last Call to Submit Your Proposal for 2025 MMA Operations Conference
Due Thursday, November 14 at 5:00 pm**

The annual MMA Operations Conference provides actionable solutions to operational challenges for Michigan manufacturers. This powerful event offers proven strategies, tools and best practices in the areas of organizational culture, human resources, marketing and community relations, cybersecurity and technology, production and operational efficiencies, purchasing, finance and environmental health and safety.

MMA is actively seeking proposals for cutting-edge content and dynamic speakers on topics that have been prioritized by members and past attendees.

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 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 US

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