



## Announcements

We are preparing for our upcoming events. Is there something that you would like to see in the coming months that maybe we have thought of? Let us know.

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

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

### Advocate for Michigan's Manufacturing Future



It is imperative that policymakers understand the importance of manufacturing on local economies and the entire state, including clearing barriers that hinder workforce development.

[Join us Tuesday, April 30, in Lansing for a rundown of the issues that are affecting Michigan manufacturers.](#) Along with establishing critical connections with legislative leaders, GLBMA's Tanya Blehm and MMA's Bill Rayl, seasoned experts in addressing critical workforce challenges, will provide an update to ongoing and future efforts to support the development of talent across the state.

April 30, 2024  
State Capitol & MMA  
Headquarters, Lansing

Register  
Today!

Contact MMA's Elizabeth Maciejewski with registration questions at 517-487-8542 or [maciejewski@mimfg.org](mailto:maciejewski@mimfg.org).

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



### CINGYS

CIGNYS is a high-end design, engineering, machining, and fabricating company specializing in custom solutions for military, aerospace, automotive and more.

Because our products are so reliable and versatile, one of our most consistent customers since the second World War has been the United States Military. Both our Navy and Army Ground Support have relied on CIGNYS's trailers/running gears, mobilizers, and jacks for decades and we are proud to support them. We have manufactured custom and specialized trailers and mobilizers for radar systems, munitions, ISO shelters, and portable missile systems. At CIGNYS, we know that our men and women defending our country need to be able to rely on the machines they use day in and day out. That is why we have not only made lasting products of the highest quality and reliability, but have taken steps to make these devices increasingly user-friendly and capable in nearly any environment. Versatility meets the KISS principle (Keep It Simple, Soldier).

[Read more](#)



## Sandlot Sports

Welcome to Sandlot Sports, a growing screen printing and embroidery business in the Great Lakes Bay Region. Founded in 2008 by Ryan and Adam, the two have worked tirelessly to build a community based business where products are completed carefully and on time. Having customers that range from high school sports and clubs, sports boosters, small business, corporate executives, fire departments, and church groups we understand budget restrictions and can produce artwork and apparel to fit EVERY budget.

Our in-house graphics can create custom artwork for specific events or you can choose from templates provided in the store. We also can assist in re-creating hand drawn “sketches” into functional apparel decoration.

Getting your apparel to you with quick turn-arounds and great pricing is a goal that we strive to reach with every order. If Sandlot Sports can meet that goal on each and every order then we’ll look forward to serving this community for decades to come.

Visit their website [here](#).

Would you be interested in a Reasonable Suspicion Training for your Supervisors?

Yes

No

Maybe

Comments can be emailed to [tblehm@gmail.com](mailto:tblehm@gmail.com). Results will be shared next month.

Last months results are shown below.



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

Total Responses: 13

Yes - 7.7% (1)

No - 15.4% (2)

On an occasion - 0% (0)

I would like to know more about - 76.9% (10)

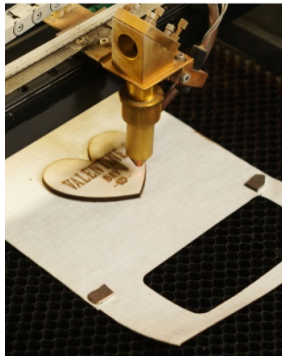
# Would you like to host a plant tour?



CONTACT 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 tours for June or October. 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](mailto: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](http://glbma.org/industry-4-0).

## Quality Special Interest Group (SIG) Meeting

### Join us for our Next Meeting

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.

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

### Networking for our Women in Manufacturing

Thank you to those who joined us in Midland for our candle making meeting at the A R Workshop.

Our next meeting is July 23, 2024. We will be meeting at the Great Lakes Safety Training Center for the **CEO Olympics in Midland**.

Join us to watch our area competitors compete in Minute to Win style games. It is a great night of networking and fun.

Save the date for our last meeting of the year - **November 14 - Holiday Soiree**  
Details and registration 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.



## Human Resource Special Interest Group

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](http://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 quarterly meetings

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



Follow us on Facebook  
or Linked In



## Membership Benefit Highlight

### The General Agency



The General Agency partners with the Manufacturing Technology Mutual Insurance Company and SensCy to bring better coverage to our manufactures on both workman's compensation and Cybersecurity Insurance. If you would like a free review of your insurance policies please reach out to Nate or Nick at The General Agency.

Nate: [nweisenburger@ga-ins.com](mailto:nweisenburger@ga-ins.com) or 989-621-9383

Nick: [nwertheimer@ga-ins.com](mailto:nwertheimer@ga-ins.com) or 989-817-4243

## Partner News

### 6 Essentials Every Organization's AI Policy Must include

AI offers unprecedented opportunities for growth, innovation, and efficiency. However, the adoption of AI technologies comes with a unique set of challenges and responsibilities.

To ensure your organization and its people navigate this landscape successfully and safely, it's imperative to establish a comprehensive AI policy. Such a policy will serve as your team's roadmap to leveraging AI technologies while ensuring ethical, secure, and effective use.

Click [here](#) for the full article.

### Great Lakes Bay Supplier Summit

Monday, May 13, 2024  
8:30 am - 12:00 pm EDT

[Pure Michigan Business Connect \(PMBC\)](#), and a regional economic development partnership group including [Bay Future](#), [Greater Gratiot Development](#), [Great Lakes Bay Regional Alliance](#), [Middle Michigan Development Corporation](#), [Midland Business Alliance](#), and [Saginaw Future](#), are partnering on an event connecting Michigan based suppliers to procurement opportunities with private and public purchasing organizations located in Mid-Michigan.

The event will:

- Introduce local suppliers to procurement representatives from public and private organizations
- Educate suppliers on how to do business with participating buyers
- Connect suppliers to technical assistance available through a resource partner network

[Registration](#) is now open through May 10th. All attendees from your organization must be registered; a group registration option is available.

PRESENTED BY:



**Is your company 10 to 99 employees with one to fifty million in annual revenue? Would you like to Participate in the Manufacturing Entrepreneurship Program Cohort**



Manufacturers face unique challenges as they work to scale their businesses, such as access to capital, attracting a qualified workforce and isolation from peers and support services.

To address these pain points, join us July 23 – July 25 as we kick off our next Statewide Manufacturing Entrepreneurship Program Cohort.

Who should participate –

Second-stage Manufacturers - Owner or Decision Maker (\$1 million to \$50 million in annual revenue and 10-99 employees or on a trajectory to be within these limits within 24 months)

Cohort consist of

- In-Person Retreat - July 23 - 25 in Cassopolis, MI Food and lodging is included
- Six months of Roundtable virtual discussion - August through January 2025 2 hours a month.
- System for Integrated Growth - 8 to 10 hours over two to three months with After

To reserve your spot contact Rodney Parkkonen at 517.730.1244 or [parkkonenr1@michigan.org](mailto:parkkonenr1@michigan.org) by **April 30, 2024** .  
Visit [www.michigan.systemforintegratedgrowth.org](http://www.michigan.systemforintegratedgrowth.org) for more details.

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## Middle Michigan MiCareerQuest planning sessions

Michigan Works! Great Lakes Bay Region with Michigan Works! 7B Region have started their planning sessions for the upcoming MiCareerQuest event. To be held October 11, 2024.

If you would like to be included in the next session to be held in person on April 24, 2024 from 10:00 am to Noon at the Saginaw Michigan Works! location, please contact Earlene Bohlen at [micqmm2024@michiganworks.com](mailto:micqmm2024@michiganworks.com)

If you are new to the MiCareerQuest event, you can find more information about this event at [www.micareerquestmm.com](http://www.micareerquestmm.com).



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## Webinar | The Comprehensive Guide to Driving Employee Engagement

Rehmann

The state of the workforce is a major topic of conversation – from talent shortages to the rise of quiet quitters, there has never been a more challenging time to attract, engage and retain a productive workforce. With 75% of turnover being preventable, employers who focus on creating an engaging work environment focused on employee essential needs have the greatest opportunity retain and attract talent. In this interactive session, you will learn what great organizations do to create an engaged workforce and walk away with best practices that can immediately begin to protect your most valuable asset – your people.

When: Wednesday, May 1 from 11:00 a.m. – noon EST  
Register [here](#).

CPE Eligibility: Rehmann is offering 1 hour of 'A&A | Yellow Book - Government Environment' credit for this webinar.

Note: Rehmann is not registered with NASBA's National Registry of CPE Sponsors as a provider of CPE. CPE credits should not be claimed for this program in states where the licensing authority requires all CPE credits claimed to be provided by CPE providers registered with the National Registry of CPE Sponsors.

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# Refer a friend to join?

CONTACT US!



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

## STEM Forward becomes STEAM Ahead



The Summer 2024 Internship Submission Form on Monday, April 15. We are asking companies to confirm they have an approved company application on file – this will be key to ensuring you can submit interns to us in a timely manner.

Only companies with an approved company application on file will receive a link to the Summer 2024 Internship Submission Form. Please see the [list](#) for our current list of approved companies.

If your company is missing from this list, please submit an application: Company Application Form. This is the first step to participating in the program and it's a one-time application.

Please note that even if a company has an approved company application, outstanding balances must be wholly resolved before an internship can be submitted for review. If you're not sure if your company has an outstanding balance, please contact [steamahead@michigan.org](mailto:steamahead@michigan.org).

On Wednesday, April 10, we announced the change to our program and you can view the updates and information on this years program [here](#).

## Need summer housing for an intern? SVSU can help!

Hiring a summer intern from out of the area? In need of short term housing for them? Look no further. SVSU has an option for you.

Spring Rate (May 10 - June 28, 204) \$967  
Summer Rate (June 29 - August 9, 2024) \$812

Click on the photo to the right to download the flyer.

Contact information is on the flyer or reach out to Sharon Hugo at 989-964-4255 or emailing [housing@svsu.edu](mailto:housing@svsu.edu).

**Summer Housing**  
Seasonal Housing at Saginaw Valley State University  
Your Temporary Home-Away-From-Home

SVSU is located within the Great Lakes Bay Region of Michigan and is in the center of the cities that comprise the region including Bay City, Midland and Saginaw. Our students and guests enjoy a safe, modern campus with easy access to urban amenities and the year-round activities and festivals of the Great Lakes Bay Region.

**Co-op/Intern Housing**  
Coops and interns are located in either Pine Grove or University Village in two-bedroom town homes. Each intern will have their personal bedroom, but share common areas (living room, kitchen, and two bathrooms).

University Village single office suites are limited and if available, are reserved first come, first served. This room style is similar to a studio apartment and includes a full kitchen and personal bathroom.

**Guest Housing**  
Guests are housed in either Pine Grove or University Village. Both communities provide four-bedroom, split-level style rooms as well as two-bedroom, ground level apartments. Guest fees are available upon request (limited supply, first come, first served).

**Amenities**

- High-speed internet
- Air conditioning
- Laundry machines available in common areas
- Free parking
- Private bathroom
- Apartments are furnished
- Kitchens are equipped with refrigerator, microwave, and stove
- Access to volleyball and basketball courts, walking trails
- Located near campus, Covenant HealthCare provides walk-in medical clinic
- Rydell Center Campus Recreation Center guest passes available for purchase. For more information go to <https://svsu.edu/recreation>.

\*\*\*Housing floor plans and 360 videos are available at [housing@svsu.edu](https://housing@svsu.edu).

Summer guest housing is available mid-May through the first Friday in August. To inquire about availability and to confirm rental rates and optional fees, please contact Housing Operations at [housing@svsu.edu](mailto:housing@svsu.edu) or 989-964-4255.

**SVSU SAGINAW VALLEY STATE UNIVERSITY**

SVSU does not discriminate based on race, religion, color, gender, sexual orientation, gender identity, disability, or national origin in the provision of education, employment, or other services.

## Bay Chamber shares Bring a Kid to Work Day - April 25, 2024

Get ready to inspire the next generation of leaders on April 25, 2024! What a great way to introduce your child(children) to manufacturing.



Join the initiative for "Take Your Children to Work Day" and show our future leaders the diverse career opportunities available in our vibrant community. Let's ignite their curiosity and passion for the workforce and work together to share a brighter future. Don't miss this chance to make a meaningful impact on young minds!

Mark your calendars for April 25, 2024 and make sure to BRING YOUR CHILDREN TO WORK!

More information and resources click [here](#).

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## Recycle Your Eclipse Glasses

Now that the solar eclipse is over, you can recycle your glasses. Dow Gardens in Midland is collecting gently-used eclipse glasses through Eclipse Glasses USA's donation program. They will be collecting the glasses until April 19, 2024 from 10:00 am until 4:00 pm.

Or you can mail them directly to Eclipse Glasses USA, LLC, P.O. Box 50571, Provo, UT 84605.

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## SensCy and General Agency Company offers Crash Course in Cyber Insurance

Does your business process credit card transactions or store sensitive data like customer email addresses or social security numbers?

The vast majority of today's business leaders would answer "yes" to this question, which means that most businesses have sensitive data they need to safeguard from cyberattacks.

That's why business leaders invest in cyber liability insurance to protect against financial loss from a cyberattack.

Join SensCy and General Agency Company for a **crash course in cyber insurance** on April 18th, where you can not only learn how to protect your business through cyber liability insurance but also how to reduce your cyber risks in the first place.

During the 45-minute session, we'll cover:

- How to understand your cyber risks and how build an insurance plan around it
- Identifying the difference between a good cyber product and an add-on
- Insuring your revenue

Virtual seats are limited. Secure yours today [here](#).

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## Saginaw Career Center Job/Career Fair

If you have not yet signed up for the SCC Job/Career Fair on Tuesday, May 7th, don't fret! There is still time available. This is your chance to meet with over 800 high school juniors and seniors who are ready and willing to talk about their future career paths as well as any potential summer employment opportunities you may have. Our students at SCC have worked with Great Lakes Bay Michigan Works! on their professional skills and know what it takes to make an impression! Come check them out and see how we are helping to build your talent pipeline!

Tuesday, May 7th

8:00 am - 2:00 pm (break from 10:00 - noon)

Saginaw Career Complex - 2102 Weiss St, Saginaw, MI 48602

Link to register - <https://forms.gle/EzcVy3qesHJLBJk7>

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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](#).

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## Michigan Manufacturers Association Updates

### MMA 2024 Events

MMA | [mimfg.org](http://mimfg.org) | 517.372.5900 | view current edition of the Mi Mfg Magazine [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.

The fourth Playbook can be found [here](#).



A year-long exploration into Digital Transformation



View Digital Playbooks at [integr8series.com](https://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.

### Learn About Doing Business in Mexico's High-Growth Markets

Join us at Automation Alley for a dynamic event exploring the flourishing landscape of business opportunities in Mexico and how U.S. companies are strategically leveraging them for growth and innovation.

June 4, 2024

Automation Alley, 2675 Bellingham Road, Troy, MI  
11:30 am - 1:00 pm

There is no cost to attend virtually or in person and lunch will be provided for in-person

attendees.

Learn more [here](#).

## 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.

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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](mailto:tera@greatlakesbay.org)

Download opportunity sheet [here](#)

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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



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](mailto:jgreene@saginawspirit.com) or 989-213-4367

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](mailto: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

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