



Announcements

Are you ready to welcome fall? Our calendar of events are filling fast between our events and our partner events it is shaping up to be a busy season. We hope to see you at one of our many events. But our Annual meeting featuring Jeremy Bout with Edge Factor is an event you don't want to miss. So save the date and plan to attend.

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

Thank you to Linda Sims for the beautiful photo from July 4th.

Welcome - New Members



Grafx Central, Inc.

Grafx Central Inc. was started in 1983 by Jerry P. St Andre. Jerry had a background in Technical Illustration & Printing Catalog Services, working in equipment manufacturing. He felt he could meet the needs of many manufacturers rather than just one large corporation. The company started small & it's client base was primarily much as it is today the equipment manufacturing industry.

[Read more](#)

How do you see yourself interacting with the GLBMA?

Attending an Plant Tour

Attending Educational/Training Session

Participating in a Special Interest Group

Attending the golf outing or casino night

Anything virtual

Annual Meeting

Networking Event

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

Last months results are shown below.

What kind of soft skill trainings are you most interested in?

Total Responses: 29

Basic computer skills - 17.2% (5)

Work life skills - 3.4% (1)

Mental Health First Aid - 6.9% (2)

Phone skills and email protocol - 3.4% (1)

Other - please email other items to tblehm@svsu.edu - 37.9% (11)

Basic gauge and measurement - 6.9% (2)

Safety & First Aid - 6.9% (2)

Excel Training - 6.9% (2)

Social media for industry - 10.3% (3)

GLBMA News



BEER & BRATS

With Amigo Mobility

SCHEDULE

THURSDAY, AUGUST 22ND, 2024

Tour Amigo Mobility and learn about our new way of moving more.

2:30pm

NETWORKING

Check-in, network, and learn about the history of Amigo.

3:00pm

TOUR

Explore Amigo's new 50,000 sq. ft. building and existing facilities.

4:00pm

SOCIAL HOUR

Enjoy beer and brats while learning about Amigo's latest Material Handling innovations

RSVP NOW



RSVP THROUGH THE GLBMA

Scan this QR code and fill out the form to RSVP through the GLBMA.



INFORMATION

Food is provided. We ask that you bring your safety glasses and wear closed toed shoes.

Space is limited and registration is required.

If you plan to join us make sure you have registered.

For additional information or to register by phone call 989-964-2881 or glbma.org.

📍 6693 Dixie Highway, Bridgeport, MI 48722

☎ 1-989-777-0910

💻 myamigo.com



Registration ends 8/19/2024



Eight Teams Left for the GLBMA Golf Outing!

Thank you for supporting our annual GLBMA golf outing.

Cost for a team is \$600 and an individual is \$175
Networking only - Dinner with a drink ticket \$40

Register to golf!

We look forward to hosting you and your team
on Thursday, September 19, 2024,
at Swan Valley Golf Course



Rummel Benefits Group
SVSU College of Science, Engineering, &
Technology
AHP CPAs * Advisors
Moltus Building Group
Duperon
Michigan Manufacturers Association
ATD Engineering & Machine LLC
PF Markey
Peabody Insurance

Still looking for hole sponsors!
Other opportunities available too.
Call Tanya 989-964-2881.

Golf includes:

18 holes with cart in scramble format (teams of 4)
Light breakfast items with Coffee
Box lunch
Dinner and awards
Two - drink tickets
Golfer gift for each golfer
Opportunity for a door prize
Opportunity to play additional games on course (Some free and some have additional fees.)

THIS YEAR - We need a designated team captain for each team. The team captain will be responsible for picking up the registration materials. We hope this will alleviate congestion at registration.

All golfers who have provided their email addresses will receive an event confirmation on the Monday before the event.

Please note that all golfers must be paid in full one week before the outing. Teams without payment and a designated captain will be dropped from the outing to make room for others.

Thank you to Swan Valley Golf Course for hosting this event and to all our sponsors.

The GLBMA is accepting items for the goodie bags, door prizes, or beverages for our new "Beverages for Business" game. Please contact the GLBMA office for arrangement for any donations of these items.

Open Enrollment Offered

Blueprint Reading class for August - registration closes soon.

In partnership with the Michigan Manufacturing Technology Center (MMTC) and the GLBMA, we have several classes with limited seats. These classes were part of the Employer Led Collaborative, so you will have the benefit of learning with other companies. Please note these classes are at 2023 pricing. Great opportunity to get your new hire or others trained without having to wait.

PSKILLS YOUR EMPLOYEES



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.

September 24, 25 & 26, 2024 or 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 Sept.](#)

[Register for December](#)



Practical Approach to Project Management

Following the Project Management Book of Knowledge, this course satisfies the educational requirements to sit for the Project Management Professional certification (PMP). Participants will learn the tools and techniques for planning, executing, and monitoring strategic initiatives using our exclusive Active Learning Model (ALM) to apply concepts in real-time on a case study. A disciplined approach to project management can greatly reduce the pains of project cost overruns, schedule and deployment delays, and decreasing customer satisfaction.

October 8 & 9, 2024 or
November 17 & 18, 2024

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

\$1,200 per person

[Register for October](#)

[Register for Nov.](#)

BEST PRACTICES TOUR OF VANTAGE PLASTICS, BAY CITY

THE CMMA AND GLBMA ARE
PLEASED TO INVITE YOU AND
YOUR TEAM MEMBERS TO JOIN
US FOR A BEST PRACTICES TOUR
OF THE NEW VANTAGE PLASTICS
FACILITY IN BAY CITY.



 SCAN ME



DISCOVER FIRSTHAND THE
INNOVATIVE PRACTICES AND
CUTTING-EDGE TECHNOLOGIES
DRIVING SUCCESS AT VANTAGE
PLASTICS, A LEADER IN THE
MANUFACTURING INDUSTRY. THIS
TOUR WILL OFFER A UNIQUE
OPPORTUNITY TO GAIN INSIGHTS,
NETWORK WITH INDUSTRY PEERS
AND EXPLORE STRATEGIES FOR
OPTIMIZING OPERATION.



SEPTEMBER 25TH
5:30 PM - 8:30 PM
4675 WILDER ROAD
BAY CITY, MI 48706



Registration is now open! Make plans to
join us.

For this tour - non-manufacturing members
are able to register 4 people instead of 2.

Thank you to Vantage Plastic for hosting.

Reserve your space here!

Please wear closed-toed shoes
and additional PPE will be
provided on-site as needed.

Save the Date for the Annual Meeting

You won't want to miss this Annual Meeting - October 17,
2024 at the Double Tree in Bay City.

We are looking forward to our guest speaker Jeremy Bout
with Edge Factor! New this year, time to browse our

Manufacturing showcase. Be sure to block your calendar from 11:00 am until 1:30 pm. More details will be released shortly.

Thank you to Fullerton Tools for sponsoring our speaker and Magline for sponsoring our centerpieces. **If you would like to sponsor or purchase an add in the program please download the opportunity booklet [here](#).**



October 17, 2024
11:00 am - 1:30 pm
Bay City Double Tree

Quality Special Interest Group (SIG) Meeting

Join us for our Next Meeting

Our next regular meeting will be held

September 4, 2024 - APQA and Control Plans

3:00 pm to 4:30 pm

Saginaw Valley State University - Riverfront Saginaw Center, 200 S. Washington Ave.

Join us for a look into the new changes of APQP and Controls Plans with trainer Rocky Kimball from AIAG. We will focus on updates and changes to the APQP 3rd Edition to facilitate a better understanding of how your APQP program will be impacted, provide examples of new elements, and explore the managerial side of APQP in more detail. A control plan is a critical document used in manufacturing to ensure product quality and consistency. The control plan is an integral part of the APQP process and is to be utilized as a living document, evolving to incorporate improvements and lessons learned as they occur. It is built progressively, according to the stage of the product development (Prototype, Pre-Launch, and Production). Bring your control plan and APQP to review.

Save the date for our last meeting for 2024 December 4, 2024. This meeting will be offered virtually and be held in partnership with the Capitol Area Manufacturing Council, and the Jackson Area Manufacturers Association. This event is also open to the CMMMA members.

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.

[Save me a seat for the Quality SIG workshop](#)

Women in Manufacturing Special Interest Group (WIM) Events

Save the date and registration now open for the Holiday Soiree

Thursday, November 14, 2024

5:30 pm to 8:30 pm

Event cost \$15 per person

Join us for an evening of networking, decorating holiday cookies, and card making. Everyone works together and all supplies are provided. Enjoy a glass of wine and snacks while learning a new skill or exercise your talent. Fun door prize drawing.

Bring an item for the Foster Care Christmas program supported by Moltus Building Group and earn extra raffle tickets for the evenings drawing. A list will be available closer to the event.

Take home approx. 2 pounds of fudge, 2 dozen cookies and any holiday cards you care to make.

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

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.

[Register for the November Meeting](#)



Human Resource Special Interest Group

August 20, 2024
Benefit Review
Vantage Plastics
4675 Wilder Road, Bay City
8:00 am - 10:00 am

Agenda:

8:00 - 8:15 Check-in, light breakfast, and networking
8:15 - 8:45 Wage survey review and discussion
8:45 - 9:30 Panel discussion on benefits
9:30 - 10:00 Questions, Answers, & announcements

Panelists:

Jason Clark - The General Agency
Ed Foltz - Rummel Benefits Group
David Bryce - Masud Labor Law Group
Becky Guenther - Rehmann

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.

Our last meeting of the year will be held November 19 - Speaker is Cheryl Kuch with Rehmann. This meeting will be held at the Michigan Works! Great Lakes Bay Region - Saginaw office. Watch for complete details in next months newsletter.

Thank you to Rehmann and Focus Talent Solutions for sponsoring this group.

Reserve your seat here!



Partner News

Marshall M. Fredericks Sculpture Museum invites Manufacturers to enjoy the Blueprint Bash

Join fellow regional manufacturing leaders for a unique experience at the Marshall M. Fredericks Sculpture Museum, located on the scenic campus of Saginaw Valley State University. Explore the legendary sculptor's workshop, immerse yourself in his iconic works, and visit the captivating exhibit by Nanci LaBret Einstein. Engage in hands-on scrap art creation, discover the innovative Jefferson Project, and learn about the various manufacturing programs and opportunities available on campus.

Experience the art of Nanci LaBret Einstein in this immersive exhibition that highlights the many milieus and talents of the artist. In her freestanding and intricately detailed wall sculptures, Einstein works with recycled objects like beads, popsicle sticks, and other found objects. The exhibition also includes Einstein's gestural drawings and layered photo collages that evoke emotion while exploring form, weight, color, light, and texture.

Learn more about Marshall M. Fredericks [here](#).

**JOIN US FOR A
BLUEPRINT
BASH**
TUESDAY, AUGUST 27
4:00-6:00 PM
REMARKS AT 4:30 PM
MARSHALL M. FREDERICKS
SCULPTURE MUSEUM
A networking event geared
for manufacturers and
creatives alike!

- Design your own "Scrappy" Sculpture.
- Enjoy **FREE** appetizers and beverages.
- Learn about the Marshall M. Fredericks Sculpture Museum and The Jefferson Project.
- Participate in activities for a special prize giveaway!

RSVP BY TUESDAY,
AUGUST 20

LIMITED AVAILABILITY

SUPPORTED BY

Manufactures can register to attend here!

Save the Date and Plan to Attend (click flyer below to download)



Talent Pipeline Solutions Event

Tuesday, September 24, 2024
9:30 am – 12:00 pm
Morley Companies, Inc
4075 Bay Rd, Saginaw, MI 48603



WHAT TO EXPECT

Discover how registered apprenticeships, paired with training grant funding, can elevate your team's skills and productivity! Join us for an exciting event featuring expert guest speakers and inspiring success stories from employers who have successfully integrated apprenticeships into their businesses.

WHY ATTEND

- Expert Insights: Gain valuable knowledge from industry leaders.
- Real Success Stories: Learn how apprenticeships have transformed other companies.
- Tailored Programs: Find out how apprenticeships can be customized to meet your specific needs.

Don't miss this opportunity to unlock the potential of your workforce. Register now and take the first step towards a more skilled and efficient team!

GUEST SPEAKERS INCLUDE:

- Youth Apprenticeships: Bill Rayl, MMA
- Going PRO Talent Fund: Paul Doyle, GLBMW!
- Registered Apprenticeship – Getting Started: Robin Wellhausen, GLBMW!
- Related Technical Instruction at Delta College: Jerry Russell, Delta College

Panel Discussion with the speakers AND current employers with traditional and non-traditional apprenticeships, including youth apprenticeships.

This event is free. Morley Companies and the Great Lakes Bay Manufacturers Association will provide light refreshments and lunch for all attendees.



Register Here!



<https://forms.gle/2qFfeU6fRynCJG6C8>

For More Information

Contact:

Robin Wellhausen
Great Lakes Bay Michigan Works!
BST Apprenticeship Specialist
wellhour@michiganworks.com



Are you ready for Going PRO? Plan to attend one of the Virtual Information sessions offered by the Michigan Works! Great Lakes Bay Regional Office.

Attendance is highly recommended, as there are many important changes in information from the previous year's award regarding the following topics:

- Program elements
- Training eligibility
- Application process

Please download session information [here](#).



Going PRO 2025

VIRTUAL INFORMATION SESSIONS

Are there certain skills your employees are missing? You can get help to train them – and Going PRO Talent Fund (GPTF) can help!

GPTF is a competitive award that helps employers by assisting them in training and retaining current employees and developing the skills of new hires. Training is customized to meet the employer's needs and the employee's skill levels.

Great Lakes Bay Michigan Works! will be presenting virtual information sessions on the GPTF 2025. Employees interested in learning about this statewide competitive award are encouraged to attend.

The Going PRO Talent Fund virtual information sessions will cover:

- Program Elements
- Training Eligibility
- Application Process

The award process is competitive. Applications are reviewed and funding is allocated for eligible training determined by the Department of Labor and Economic Opportunity, Workforce Development (LEOWD).

Employers in our region must submit a Going PRO Talent Fund application through Great Lakes Bay Michigan Works! to qualify. A complete and accurate application is critical, and attending a virtual information session is the best way to get started!

QUESTIONS?

Please contact Paul Doyle, Business Services Specialist at (989) 577-0306 or doylep@mlb.michiganworks.com

Schedule provided below:

- ◆ **Wednesday, Sept. 4th, 2024**
3:00 PM
Meeting Link: [Session 1](#)
- ◆ **Thursday, Sept. 5th, 2024**
11:00 AM
Meeting Link: [Session 2](#)
- ◆ **Tuesday, Sept. 10th, 2024**
3:00 PM
Meeting Link: [Session 3](#)
- ◆ **Thursday, Sept. 12th, 2024**
11:00 AM
Meeting Link: [Session 4](#)
- ◆ **Tuesday, Sept. 17th, 2024**
3:00 PM
Meeting Link: [Session 5](#)
- ◆ **Thursday, Sept. 19th, 2024**
11:00 AM
Meeting Link: [Session 6](#)
- ◆ **Tuesday, Sept. 24th, 2024**
3:00 PM
Meeting Link: [Session 7](#)
- ◆ **Thursday, Sept. 26th, 2024**
11:00 AM
Meeting Link: [Session 8](#)

Great Lakes Bay Michigan Works! is an Equal Opportunity/Employment Program. Candidates who receive an invitation to interview are required to participate with disabilities. Michigan Works! Services are funded by the State of Michigan. A proud partner of the American Job Center Network.

Community Invited to Dress as Rosie the Riveter for Halloween: Honoring History, Celebrating the Present, and Inspiring the Future

This Halloween, Manufacturing and STEM leaders from across Michigan, along with the American Rosie the Riveter Association - Willow Run Chapter are encouraging communities to wear Rosie the Riveter costumes as a tribute to the women who played a crucial role in local history.

During WWII, women stepped into roles traditionally held by men, taking on positions in factories across Michigan and the nation. They worked tirelessly to build planes, tanks, and essential wartime equipment. Their dedication not only fueled the war effort, but also marked a significant shift in women's roles in the workforce. The Rosie the Riveter "We Can Do It!" slogan, became iconic. .

"To dress as Rosie the Riveter, start with a blue work shirt or coveralls, buttoned up and rolled up at the sleeves. Pair it with a red bandana tied into a headscarf, with the knot at the top of your head. Complete the look with high-waisted trousers or jeans to mirror vintage workwear. Accessorize with a pair of red socks and work boots or shoes. You can personalize your outfit by adding vintage-inspired name tags or pins that reflect the WWII era. Carry a replica metal lunch box or tools," Said Jeannette Guterrez, Executive Director of ARRA - Willow Run Chapter.

Rosie the Riveter shirts and bandana available for purchase [here](#).

Participants are encouraged to email photos to: cindy@camconline.org or post with hashtag #RosieHalloween2024.

Local manufacturing councils, including Jackson Area Manufacturers Association, Capital Area Manufacturing Council, and Michigan Manufacturers Association, are collaborating with the American Rosie the Riveter Association - Willow Run Chapter to prepare for Rosie the Riveter Day on March 21, 2025, at Lansing's Capital Region International Airport (LAN). Council leaders are reaching out to families of original Rosies. They are seeking to share and preserve their WWII stories, ensuring that the remarkable achievements and experiences of these women are celebrated and remembered.

For more information about how to get involved and participate, please contact Tanya Blehm.

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Looking for partners for production

We have been contacted by a manufacturer from the Jackson area looking for some one to help manufacture a compression sensor. If you are interested in details of this project, please reach out the the GLBMA office.

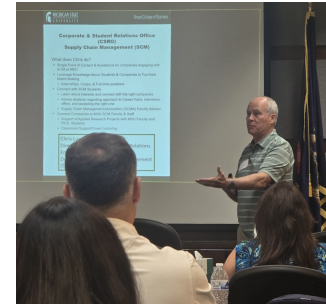
Another manufacturer has reached about an item he is working on the patent for. He needs help in manufacturing a Gyroaster. Please contact the GLBMA office for more details.

Supply Chain Special Interest Group - Thank you to those who attended

We had amazing guest speakers from MSU School of Supply Chain Management at

our joint Supply Chain SIG meeting. It was lovely to partner with: Capital Area Manufacturing Council (CAMA), Central Michigan Manufacturers Association (CMMMA), Michigan Manufacturers Association (MMA) and Supply Chain Management at Michigan State University. Thank you to the MMA for hosting and the CAMC for coordinating the speakers.

PowerPoint links: [Amy's Presentation](#) [Chris's Presentation](#)



Coming Home East Michigan Hosts Two Events This Fall

There are two Coming Home hiring events taking place in October, so please save the dates and share this information if applicable.

- [Coming Home East Michigan](#) – October 24, 2024; 3-5pm; Pierce Road & Grill; Saginaw
- [Coming Home Middle Michigan](#) – October 11, 2024; 3-5pm, Courtyard by Marriott; Mount Pleasant

It is not a job fair, but it is an event purposefully created to connect Region 5 employers with career-seekers who previously lived in the Great Lakes Bay Region, but have moved away and soon to graduate job seekers. It is an event dedicated to giving attendees good reasons to "come home", because of our high-quality careers and our high quality of life. Past events have resulted in many hires!

Save the date for the Axia Institute Summit on Supply Chain

This year's summit will be held October 19 & 20, 2024 in Midland. The topic is: Traceability across Industries. More information will be available shortly.

MBA Welcomes SBDC for In-House Collaboration

We are thrilled to announce new opportunities for collective 'Connect & Support' meetings for small businesses at the Midland Business Alliance. The MBA and the Small Business Development Center offer opportunities to meet during collective office hours at the Midland Business Alliance (MBA) on Mondays, Tuesdays, and Thursdays. To make it even more convenient, Connect & Support Small Business appointments can be easily booked via this dedicated link:

<https://outlook.office365.com/owa/calendar/SmallBusinessConnectionMeeting@mbami.org/bookings/>

We're excited to welcome Amberlyn Hales, Kate Cardinali & Brent Gettel (Small Business

The goal is to meet each entrepreneur where they're at, understand urgent or emergent needs and to map a path for the next stage of growth, with the collective power of the MBA, SBDC and other entrepreneurial service agencies where appropriate. This model builds on existing partnerships with the CMU Research Corporation in serving our innovator and tech-based entrepreneurs and the Michigan Manufacturing Tech Center, the Great Lakes Bay Manufacturing Association among others. Collectively, these experienced professionals are here to provide consistent support and guidance to our local entrepreneurs and small business owners that eliminates the need for each entrepreneur to navigate the ecosystem of support organizations independently.

We look forward to seeing the positive impact this collective model will have in creating an entrepreneurial on-ramp for Midland's small business community!

SVSU announces 2024-2025 Employment Fairs

The SVSU Accounting & Finance Networking and Employment Fair kicks off the season on September 10, 2024, 3:00 to 5:00 pm.

For additional information and more dates, please contact the Career Service office at SVSU. Call 989-964-4954 or email careers@svsu.edu.

The F.P. Horak Company announces Christmas in July to rollout their new programming for Corporate gift giving,

At F.P. Horak, we understand the complexities and frustrations of managing corporate gifting—especially when it involves aggregating orders, collecting sizes, and guessing what people might want. That's why we're thrilled to announce our new, streamlined gifting program designed to make your life easier.

Here's how our simple, hassle-free solution works:

- **Dedicated Gifting Specialist:** You'll work directly with a dedicated gifting specialist who will help you choose from thousands of gift options tailored to your specific needs and events.
- **Custom Branded Gift Selection Site:** Just provide us with your recipients' email addresses, and we'll send them a link to a custom branded site where they can choose their own gifts.
- **End-to-End Fulfillment:** We handle the entire process—aggregating all the orders, placing them, and managing drop shipments directly to the recipients' homes or your chosen location.

It's as easy as that! No more stress, no more guessing, just a seamless gifting experience.

Thinking of Christmas in July? Let's get the gifting for your cherished team and customers checked off the list!

If you'd like to learn more about how our new program can benefit you, please don't hesitate to reach out. We're excited to make your gifting process as smooth and enjoyable as possible.

[Begin Your Gifting Journey here Now!](#)

Great Lakes Bay Region Mental Health Partnership Receives Grant for Mental Health Training from Huntington Bank

Great Lakes Bay Region, Michigan, July 29, 2024 - The Great Lakes Bay Region Mental

Health Partnership is a recipient of a \$10,000 grant from Huntington Bank. The grant will be used for two Adult Mental Health First Aid Certification Trainings for small businesses and non-profit organizations in the Great Lakes Bay Region.

On average, one in five adults in the U.S. lives with a Mental Illness (National Institute of Mental Health). Mental Health First Aid teaches people how to identify, understand and respond to signs of mental illness and substance use disorders. The training provides the skills needed to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to the appropriate care.

These grant dollars will be used in September. The goal is to work with up to 60 individuals employed by small businesses or nonprofits with a specific focus on employees with low to moderate incomes levels (the ALICE ((Asset Limited Income Constrained Employed)) population) to improve workplace mental health and have more individuals certified in Adult Mental Health First Aid (AMHFA).

“We know how important our small businesses and nonprofits are in the Great Lakes Bay Region, and it is even more important for us to support them in any capacity. These dollars will help us continue to do so, and we are grateful for our partners such as Huntington Bank.” Dallas Rau, Executive Director, Great Lakes Bay Mental Health Partnership.

“Access to mental health care is a critical need in every community,” said Seth Perigo, Regional President for Huntington National Bank. “We work to look out for people each day, and this support aligns closely with those efforts.”

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About the Great Lakes Bay Region Mental Health Partnership

The mission of the Great Lakes Bay Region Mental Health Partnership is to collaborate with stakeholders to proactively improve mental health for all residents – regardless of demographics, environments, or experiences – to drive economic vitality and quality of life. The organization works to ensure that everyone knows where to turn for help when struggling with a mental health challenge, seeks help without fear of stigma and receives prompt access to excellent care.

More information is available at <https://www.greatlakesbay.com/mentalhealth>

Brent Gettel joins the SBDC

We're excited to welcome Brent Gettel to the Lake Huron Region. With nearly 30 years of commercial banking experience, including commercial credit, lending, and portfolio management for a wide range of clients! He is a proud alumnus of Saginaw Valley State University and Central Michigan University.

As part of the SBDC team, Brent will play a vital role in providing consulting, education, and research services to small businesses across our region. With a focus on client portfolio management, he will collaborate with local partners to empower entrepreneurs and business owners in Midland, Saginaw, Bay, and Arenac



Counties. Through his expertise and dedication, Brent will help businesses launch, grow, transition, and innovate, contributing to the economic vitality of our communities.

It's important to recognize that Brent's position is made possible through a cooperative agreement with the Central Michigan University Research Corporation. This partnership underscores our commitment to supporting small businesses and driving economic growth in the Great Lakes Bay Region.

Jose Rios III, joins Bay Future

Bay Future, Inc., the countywide economic development organization responsible for business retention, attraction, and expansion efforts throughout Bay County, is pleased to announce its recent hire of Jose Rios III, who will join the team as Economic Development Manager.

Rios will work alongside President & CEO Jim Reaume to market the services of BFI as well as increasing awareness about the organization, assisting companies with expansion opportunities and development activities, and partner with municipal officials to best serve potential and existing businesses in Bay County.



"I am excited to get started and make an impact on the community. Bay County is a great place to live and work and we want to make that possible for current and future residents by attracting businesses and retaining those with the potential to create new living wage jobs," said Rios.

Jim Reaume, President & CEO, said Rios' hire was the culmination of a competitive process that saw many qualified applicants. Reaume said Rios' passion for the community, his education, work experience, and skill, made him a perfect fit for the role, the organization, and the community.

"We are very happy and excited to welcome Jose to the Bay Future, Inc. team. We had some fantastic applicants for this position, as it was a very competitive process. Passion, professionalism, proficiency, and a positive mindset were hallmarks of the type of person we were looking for to fill this position and we believe that Jose exemplifies those standards," said Reaume.

Rios has a portfolio of experiences that have equipped him with the skills necessary to make an impact in his new role. He has worked in industrial processing, client-facing customer service positions, and as an operations manager of a laboratory. Jose is also a member of the International Economic Development Council and Michigan Economic Developers Association.

Jose was born and raised in Allen Park, MI. He earned his bachelor's degree from Saginaw Valley State University in Business Management with a minor in Entrepreneurship. While in school at SVSU, Jose found his new home as he fell in love with the Great Lakes Bay Region. Jose moved to Saginaw in 2017 and has been sharing a home with his girlfriend, Anyssa, for three years.

Saginaw Future Announces New President Effective January 1, 2025

Saginaw, Mich., part of the Great Lakes Bay Region, August 5, 2024 We are thrilled to announce the appointment of Tom Miller, Jr. as Saginaw Future's next President and CEO, effective January 1, 2025.

With over 20 years of economic development experience, Tom joined SFI in 2004 as Assistant Economic Developer and has been promoted multiple times, with his current position as Executive Vice President.

Tom Miller, Jr. has a deep commitment to Saginaw County and the Great Lakes Bay Region and serves on several significant boards including MBS Airport Commission, Saginaw Community Foundation, Co-chair of the Saginaw Medical Diamond, SEDC Board and CAC Executive Committee.

Tom will serve as SFI's third President/CEO since its inception in 1992, and will immediately follow the retirement of JoAnn Crary, who has served in this position since 1993.

Established in 1992, Saginaw Future Inc. (SFI) is a public-private alliance of local businesses, the County of Saginaw, City of Saginaw, 16 local municipalities and the Saginaw County Chamber of Commerce. SFI's strategic partners also include education, labor, and government. Since its beginning, SFI has remained dedicated to fostering quality job creation through expansion of local industry and attraction of new business projects to the community. www.SaginawFuture.com



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](#).

Michigan Manufacturers Association Updates

MMA 2024 Events

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



It is that Time of the Year Again.



Nominations for all awards are accepted until **August 16, 2024**. You can find more details [here](#) on the awards and event.

MMA Events

September 9 - Make an Impact Golf Outing (Space Still available to Golf)

October ? - Brews & Ballot Regional Meeting (Details coming soon)

November 6 - Manufacturing Excellence Awards

Save the date for the MMA OPS Conference - April 17, 2025. Accepting speaking proposals starting September 2024.

Michigan Supreme Court's Decision Imposes Burdensome Paid Leave Mandate

Capping off years of legislative and legal wrangling, the Michigan Supreme Court today ruled on *Mothering Justice v Attorney General*, overturning the Michigan Legislature's actions when they amended two citizens initiatives in 2018. As a result of the Court's decision today, in February 2025, Michigan's minimum wage will increase, the tipped wage will be eliminated and all employers will be subject to a costly, onerous and litigious paid leave mandate.

What This Means for Manufacturers

Starting 2/21/25, the state minimum wage rate will increase each year until it reaches \$12 per hour, when it will be automatically increased each year for inflation.

Also on that date, the elements of the original paid leave initiative will go into effect. All employers must provide 72 hours of paid sick leave to their employees. Employers with 10 or fewer employees will only have to provide 40 hours of paid time, but must allow 32 hours of unpaid leave. While many manufacturers offer benefits at least as generous as 72 hours, the details of the proposal substantially hinder operational integrity for manufacturers. For example, there will be new causes of action for employees against employers to challenge any "retaliatory action," with \$1,000 penalties. Employees will be permitted to take time in the smallest increment the company tracks time. In addition, the proposal expands the definition of eligible family relations to take leave from related "by blood" to include "or affinity." This vague definition is clearly an expansion, but also the basis for increased litigation between employers and their employees.

While this is clearly a poor decision made by the Court, highlighted by the fact that it was a 4-3 decision with a strong dissent written by Chief Justice Elizabeth Clement pointing out, "Because I do not believe that the Constitution prohibits the Legislature from amending a law in the same legislative session in which that law was proposed in an initiative petition, I believe that the majority's actions today go beyond this Court's constitutional authority," this decision cannot be appealed.

What We're Doing

This paid leave decision will dramatically increase the cost of employing people in Michigan and increase bureaucratic burdens and liability for all employers large and small in this state. The Michigan Legislature now has an opportunity to help mitigate the damage that will be caused by the Court's decision.

MMA's Government Affairs team is working actively with legislative leaders, urging them to use their power to repair the re-enacted initiatives so that the state's mandated paid leave law can be implemented in a way that will not permanently harm the ability of the

largest sector of the state's economy to create jobs and make transformational investments.

FSLA Overtime Rule

The U.S. Department of Labor adopted a new rule regarding overtime salary thresholds that became effective on 7/1/24. The rule, which implements part of the Fair Labor Standards Act (FLSA), impacts the exemption from minimum wage and overtime pay requirements for executive, administrative and professional employees.

[Learn more about the three stages of implementation, the impact of pending litigation and more in this memo from MMA Government Affairs.](#)

Automation Alley Updates

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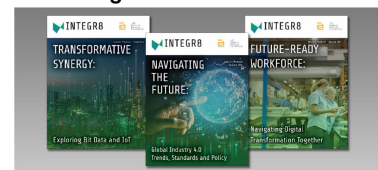
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Lean Rocket Labs host Japanese Pitch Contest

Automation Alley will host the event lead by the Lean Rocket Lab on September 17, 2024. This pitch contest will feature innovative Japanese startups aiming to establish business in Michigan, along with participation from Michigan manufacturers, system integrators, investors, and other key ecosystem players. Please connect with Lean Rocket Lab for more details <https://www.leanrocketlab.org/>.

Trade Mission to India

Automation Alley's next trade mission has been set for January 17-25, 2025. For more details click [here](#).

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.

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

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