



# Michigan Chamber

WINTER 2018

# Quarterly Report

MICHIGAN CHAMBER OF COMMERCE – LEADING BUSINESSES. MOVING MICHIGAN FORWARD.

**MEMBER  
SPOTLIGHT:**  
**PATRICIA K. POPPE**  
President & CEO,  
Consumers Energy  
Jackson



**MICHIGAN  
CHAMBER**  
*of Commerce*

**FEATURING:**

- Key Bills At A Glance
- Regional Meetings Recap
- Foundation News -  
Study Shows Michigan's  
Comeback Continues

The Michigan Chamber of Commerce holds seminars and webinars to help you and your employees keep current on the issues and remain competitive. Register today at [www.michamber.com/events](http://www.michamber.com/events).

### JANUARY

#### A Day in the Life: Solving Real HR Problems

January 17, 2018, Lansing  
(9:00 a.m. – 2:30 p.m.)

#### Understanding Millennial Employees

January 23, 2018, Webinar  
(10:00 a.m. – 11:00 a.m.)

### FEBRUARY

#### Coping with the Death of an Employee

February 6, 2018, Lansing  
(9:00 a.m. – 12:00 p.m.)

#### HR: Friend or Foe? Keys to Gaining Your Employees' Trust

February 8, 2018, Webinar  
(10:00 a.m. – 11:00 a.m.)

#### Handling Sexual & Other Unlawful Harassment Complaints

February 13, 2018, Webinar  
(10:00 a.m. – 11:00 a.m.)

#### 2018 Employment Law Update

February 20, 2018, Grand Rapids  
(9:00 a.m. – 3:00 p.m.)

February 21, 2018, Lansing  
(9:00 a.m. – 3:00 p.m.)

February 22, 2018, Novi  
(9:00 a.m. – 3:00 p.m.)

#### Recruiting Talented Millennials

February 27, 2018, Webinar  
(10:00 a.m. – 11:00 a.m.)

### MARCH

#### OSHA Training: 10-Hour Safety Compliance Course

March 6 – 7, 2018, Lansing  
(Day 1: 8:00 a.m. – 5:00 p.m.,  
Day 2: 8:00 a.m. – 11:00 a.m.)

#### OSHA Training: 30-Hour Safety Compliance Course

March 6 – 9, 2018, Lansing  
(Daily 8:00 a.m. – 5:00 p.m.)

#### OSHA Training: Forklift Safety & Material Handling Course

March 7, 2018, Lansing  
(11:00 a.m. – 1:30 p.m.)

#### Paying Employees: Overtime & Wage Compensation Rules

March 21, 2018, Novi  
(9:00 a.m. – 3:00 p.m.)

March 29, 2018, Lansing  
(9:00 a.m. – 3:00 p.m.)

#### Managing Millennial Performance

March 27, 2018, Webinar  
(10:00 a.m. – 11:00 a.m.)

### APRIL

#### Supervisor & Manager Training Course

April 11, 2018, Novi  
(9:00 a.m. – 4:00 p.m.)

### TOP 10 ON-DEMAND WEBINARS

[webinars.michamber.com/on-demand-webinars](http://webinars.michamber.com/on-demand-webinars)

- OSHA Record Keeping Update: New Injury & Illness Rule Enforcement Begins Dec. 1
- Mental Health Issues in the Workplace
- Avoid a Data Breach
- Severance Pay
- Branding Your HR Department: What Do People Say When They See You Coming?
- 20 Cyber Security Practices for Your Workplace
- Cyber Security Threats in HR & Accounting
- Managing Millennials: Mentoring
- What Millennials Hear: When Baby Boomers & Gen X'ers Speak
- Psychology of a Millennial: Find, Train & Motivate

# Michigan Chamber Quarterly Report

WINTER 2018



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**MICHIGAN  
CHAMBER**  
of Commerce

## MEMBERS

To change your address or for other customer services, call 800-748-0266 or email [info@michamber.com](mailto:info@michamber.com).

## NOT A MEMBER?

To learn more about the Michigan Chamber or to join, visit [www.michamber.com/join-now](http://www.michamber.com/join-now). The Michigan Chamber represents businesses of every size and type in all 83 counties of the state.

## MI View

### A Letter from President & CEO Rich Studley

Happy New Year!

I want to take this opportunity to reflect on some key Chamber events and legislative accomplishments in 2017. Prior to Thanksgiving, we completed a series of 10 regional meetings across the state. Over 350 current and prospective members attended these meetings. Please know that we are strongly committed to being a listening and learning organization and the regional meetings provide Michigan Chamber staff invaluable insight as we work to fulfil our core purpose: to help Chamber members solve their business problems and prosper. Plans are already underway for another series of regional meetings and networking events in 2018. Many thanks to the Chamber members and Board members who hosted, sponsored and/or attended this year's regional meetings.

In 2017, the Michigan Chamber's Business Advocacy Team, in cooperation with other business groups, played a leadership role in the passage of legislation to prevent cities and other local units of government from imposing new excise taxes on food and beverages. Unfortunately, we had a setback in the fight for real auto insurance reform. While we did not achieve our goal in 2017, we won't give up. We will be back working again to lower the high cost of auto insurance for all Michigan motorists.

As we start 2018, legislation is on the move to improve the regulatory process at the state level by requiring earlier, better and more effective stakeholder involvement in proposed administrative rules, especially at the Michigan Department of Environmental Quality. More information on this legislation is available in this issue of *Quarterly Report* on page 3.

We look forward to the 2018 Primary and General elections where the Chamber will endorse business-friendly candidates in races for the State House, the Senate, Attorney General, Governor and other important positions. Chamber endorsement decisions will be member-driven and will be timed to have maximum, positive impact. In addition, we are monitoring half a dozen petition drives and ballot proposals. We should know early in 2018 how many proposals qualify for the ballot.

If you have any questions or concerns, please send me an e-mail at [rstudley@michamber.com](mailto:rstudley@michamber.com).

Always forward,

Rich



Rich Studley

**A**s Michigan's #1 membership lobbying organization, the Michigan Chamber is on the job every day standing up for job providers in the legislative, political and legal process. Our five registered, full-time lobbyists push for business-friendly policies and a competitive tax environment to promote job creation and business success in Michigan. On the following pages is a concise review of key bills the Chamber's lobbying team is currently advocating for or against on behalf of members.

**Key Bill**

**Summary of Bill  
& What it Means to You**

**Michigan Chamber's Position  
& Status**

### EDUCATION & WORKFORCE READINESS

**Staff Contact: Wendy Block, wblock@michamber.com, (517) 371-7678**

**Address Michigan's  
Talent Gap**

**House Bills 5139-42  
and 5145**



Michigan employers are facing a severe talent gap. There are currently over 100,000 open positions on the Pure Michigan Talent Connect website and it is estimated that the professional trades fields will add 15,000 new jobs each year through 2024. Michigan needs to work smarter to address the state's long- and short-term talent needs.

**SUPPORT.** This legislation focuses on solving real-world problems and providing opportunities for businesses and schools to collaborate to create a robust and diverse talent pipeline ready to fill the jobs coming back to our state.

**STATUS.** Passed the House, awaiting committee referral in the Senate.

**Workforce Readiness**

**House Bill 4315-4316**



Allows for greater flexibility in the Michigan Merit Curriculum requirements with the goal of narrowing the skills gap and fostering workforce readiness.

**SUPPORT.** High school students need greater flexibility to pursue their individual areas of interest and develop skills needed for their future educational goals or to be ready to enter the workforce.

**STATUS.** Passed by the House, awaiting consideration by the Senate Committee on Education.

### EMPLOYER RIGHTS IN THE WORKPLACE

**Staff Contact: Wendy Block, wblock@michamber.com, (517) 371-7678**

**Increase Unemployment  
Benefits**

**Senate Senate Bills  
531, 532, 534, 538**



Would massively increase the 100 percent employer-financed unemployment insurance weekly benefit amount and dependent allowance, more than doubling an employer's maximum exposure for a former employee, increasing potential benefit charges from \$7,840 to \$14,060 per claimant.

**OPPOSE.** The Michigan Chamber is strongly opposed to these fiscally irresponsible benefit increases for claimants as these increases will drain the UI Trust Fund and ultimately lead to significant UI tax hikes on employers. Michigan needs to continue to focus on policies that will fill the skills gap, put people back to work and rebuild the UI system for the next downturn in our state's economy, not increasing benefits that will bankrupt it.

**STATUS.** Introduced in the Senate.

**Increase Minimum Wage**

**Senate Bill 185**



Would increase the state's minimum wage to \$15 per hour on January 1, 2018.

**OPPOSE.** The Michigan Chamber opposes any further increase in the state's minimum wage, especially given that the state's minimum wage was increased in 2014 and the wage increases to \$9.25/hour in 2018. Michigan already has the highest minimum wage rate in the Midwest.

**STATUS.** Introduced in the Senate.

**Insert Government  
in Private Sector  
Wage Decisions**

**Senate Bills 317-328  
House Bills 4509-4519**



Inserts government in private sector wage decisions by mandating "pay equity."

**OPPOSE.** Existing laws already provide robust protections and significant remedies to protect employees against wage discrimination. This legislation would limit the ability of employers to pay market wages based on objective factors such as performance and number of years on the job.

**STATUS.** Introduced in the House and Senate.

# Michigan Chamber KEY BILLS AT A GLANCE

Key Bill	Summary of Bill & What it Means to You	Michigan Chamber's Position & Status
<b>Mandate Paid Sick Leave</b> Senate Bill 212 House Bill 4307  <b>JOBS KILLER</b>	Requires all employers to provide paid sick leave to their employees. Employers would be required to offer one hour of paid leave for every 30 hours worked. Leave could be used for illness, medical treatment, care for a family member or a newborn child.	<b>OPPOSE.</b> This one-size-fits-all mandate would have a significant impact on Michigan employers' payroll costs and hiring decisions and would be felt most by workers, who will have to cover the work load for absent employees. <b>STATUS.</b> Introduced in the House and Senate.
<b>Prohibit Gov't Interference in the Interview Process</b> Senate Bills 353  <b>PRO JOBS</b>	Prohibits local units of government from banning, via ordinance or regulation, the types of questions employers can ask prospective employees in the interview process.	<b>SUPPORT.</b> Local units of government across the nation are increasingly restricting the types of questions private sector employers can ask potential employees (e.g., salary history). This legislation would guarantee that issues are regulated at the state and federal level, creating a consistent set of rules for employers. <b>STATUS.</b> Passed the Senate, awaiting action in the House Commerce and Trade Committee.
<b>Reform Unemployment Insurance (UI) System</b> House Bills 5165-72  <b>PRO JOBS</b>	Would work to block UI identity theft and the payment of fraudulent benefits, protect employers and innocent employees who are victims of identity theft and make other miscellaneous changes to the law.	<b>SUPPORT.</b> For years, the Unemployment Insurance Agency has been plagued with problems. From wrongly accusing over 40,000 individuals of UI fraud to the growing problem of identity theft claims to a compromise of its database, it's time for the UIA to clean up its act. <b>STATUS.</b> Passed both the House and Senate. At press time, the bills were on the Governor's desk and were expected to be signed.
<b>Repeal Prevailing Wage</b> Senate Bills 1-3  <b>PRO JOBS</b>	Repeals state's prevailing wage on state construction projects.	<b>SUPPORT.</b> The state's prevailing wage artificially inflates the cost of taxpayer-funded construction projects by 10 percent or more, without any additional gain or return on investment. <b>STATUS.</b> Introduced in the Senate.
<b>Repeal Right to Work Law</b> House Bills 4146-4147  <b>JOBS KILLER</b>	Repeals Michigan's 2013 Right to Work law, which ensures workplace fairness and equality by giving every employee the ability to decide for themselves if joining or financially supporting a union is the right choice for them.	<b>OPPOSE.</b> Michigan's Right-to-Work law is good public policy that protects all employees from being forced to join a union and pay dues against their will. It does not prohibit a union's right to exist or prevent collective bargaining. <b>STATUS.</b> Introduced in the House.
<b>Restrict the Use of Non-Compete Agreements</b> House Bill 4755  <b>JOBS KILLER</b>	Restricts the use of non-compete agreements between employers and employees. Non-competes are used to protect employers' intellectual property, among other things.	<b>OPPOSE.</b> The Michigan Chamber opposes legislative interference in private contracts between employers and employees. There is over 30 years of case law developed in this issue area and the courts have been successful in balancing employer and employee interests. <b>STATUS.</b> Introduced in the House.

## ENERGY & ENVIRONMENT

Staff Contact: Jason Geer, [jgeer@michamber.com](mailto:jgeer@michamber.com), (517) 371-7673

<b>Reform the Michigan Department of Environmental Quality (DEQ)</b> Senate Bills 652-654  <b>PRO JOBS</b>	This three-bill package would create: an environmental rule review committee; a permit appeals board; and a science advisory board.	<b>SUPPORT.</b> This legislative package provides a much-needed fix to the poor rulemaking and permit review processes at the DEQ. The rule review committee will greatly improve the rulemaking process by inserting stakeholders into the discussion early; the appeals board will provide for a fair review of the facts related to a denied permit without incurring the costs of going to court; and the advisory board will provide a more balanced view outside of the DEQ on complicated environmental issues. <b>STATUS.</b> Introduced in the Senate. Referred to the Committee of the Whole with a substitute bill (S-1).
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# Michigan Chamber

## KEY BILLS AT A GLANCE

### Key Bill

### Summary of Bill & What it Means to You

### Michigan Chamber's Position & Status

#### Ensure Implementation of Michigan's New Energy Law (2016)

PA 341



**PRO JOBS**

This new law contains critical changes, including: 1) continuation of retail open access; 2) improved electric reliability requirements; and 3) creation of a meaningful competitive bidding process for the procurement of utility generation.

**SUPPORT.** After months of negotiations, the Michigan Chamber successfully championed legislation to reform the state's energy policy last session. Chamber staff is now working to ensure the law is implemented as intended.

**STATUS.** Implementation process underway.

## HEALTH CARE

Staff Contact: Wendy Block, [wblock@michamber.com](mailto:wblock@michamber.com), (517) 371-7678

#### Mandate Health Insurance Coverage Requirements

Senate Bill 492



**JOBS KILLER**

Limits the out-of-pocket costs for certain pharmaceutical drugs.

**OPPOSE.** Government should not arbitrarily cap a patient's copay for certain drugs. Taking these decisions out of the insurer and health purchasers' hands does nothing to change the underlying price of the drugs. Rather, it shifts the remaining costs to the employer/purchaser via premium.

**STATUS.** Passed the Senate, referred to the House Insurance Committee.

#### Repeal Tax on Health Insurance Claims

Senate Bills 28-32



**PRO JOBS**

Repeals a costly and anti-competitive tax on health insurance claims, known as the Health Insurance Claims Assessment or HICA Tax.

**SUPPORT.** Eliminates a tax that has added over \$1 billion to the cost of health insurance since it was enacted in 2011. This proposal is a win-win for health insurance purchasers and the state budget, as it allows Michigan to continue to collect Use Tax revenues from Medicaid Managed Care Organizations and keep the General Fund and School Aid Fund whole.

**STATUS.** Introduced in the Senate. Referred to Senate Judiciary Committee.

## LEGAL REFORM

Staff Contact: Wendy Block, [wblock@michamber.com](mailto:wblock@michamber.com), (517) 371-7678

#### Reform Auto Insurance System to Bring Down Premiums

House Bill 5013



**PRO JOBS**

Reforms the primary cost-drivers of the current no-fault automobile insurance system, including Michigan's unlimited Personal Injury Protection (PIP) benefits; the lack of a reasonable fee schedule to adequately reimburse providers for medical services, but stop excessive charges and cost-shifting; and out-of-control reimbursements to attendant caregivers. The reforms are expected to have a substantial, mandatory rate rollback for drivers.

**SUPPORT.** Michigan businesses, families and individuals need lawmakers to act this fall to reduce Michigan's highest-in-the-nation auto insurance premiums. Average auto insurance premiums in Michigan were \$2,738 in 2016, nearly twice the national average and worse in many regions of our state. Bold action is needed to drive down Michigan's exorbitant auto insurance rates.

**STATUS.** The bill was defeated on the House floor on Nov. 2, 2017 by a vote of 63-45. Read the Chamber's new release and our Nov. 3, 2017 Capitol Report Special Edition online at [www.michamber.com](http://www.michamber.com).

## TAX POLICY

Staff Contact: Dan Papineau, [dpapineau@michamber.com](mailto:dpapineau@michamber.com), (517) 371-7669

#### Impose a Graduated Income Tax

HJR K

HBs 4436-4437

SJR I

Senate Bills 295-296



**JOBS KILLER**

House and Senate Democrats once again want to punish success by making Michigan's currently competitive income tax uncompetitive.

**OPPOSE.** The Michigan Chamber strongly opposes proposals to impose a massive tax increase on families, entrepreneurs, and job providers by eliminating Michigan's long-standing taxpayer protection against a graduated income tax.

**STATUS.** Introduced in the House and Senate and in the Senate Finance and House Tax Policy Committee.

# Michigan Chamber KEY BILLS AT A GLANCE

Key Bill	Summary of Bill & What it Means to You	Michigan Chamber's Position & Status
<b>Entertainment Venue Tax</b> <i>House Bill 5174</i>  <b>JOBS KILLER</b>	Would impose a 10% tax on entertainment events that take place in a city with more than 100,000 people. The Tax would include events such as concerts, the opera, live theatre, museums, etc.	<b>OPPOSE.</b> Placing a tax on items like entertainment events only inflates the cost of attendance, increases the cost to host events, or does a combination of both. <b>STATUS:</b> Introduced in the House and in the Tax Policy Committee.
<b>Expand Treasury's Settlement Authority</b> <i>House Bill 4976</i>  <b>PRO JOBS</b>	Allows Treasury to settle tax disputes without having to spend significant time and money on legal proceedings and appeals.	<b>SUPPORT.</b> By allowing Treasury to settle with taxpayers prior to entering into litigation we can more efficiently settle simple tax disputes saving businesses time and money. <b>STATUS.</b> At press time, the bills were on the Governor's desk and were expected to be signed.
<b>Eliminate the Sales Tax on Dental Prosthetics</b> <i>House Bills 5164, 5173</i> <i>Senate Bills 566-567</i>  <b>PRO JOBS</b>	Returns the taxation of dental prosthetics in Michigan to tax exempt status.	<b>SUPPORT.</b> The Michigan Chamber supports "re-exempting" dental prosthetics from sales tax to help control health care costs. <b>STATUS.</b> At press time, the bills were on the Governor's desk and were expected to be signed.
<b>Manipulation of Property Tax Assessments and Appeals</b> <i>House Bill 4397</i>  <b>JOBS KILLER</b>	Legislation to dramatically change how property tax assessments and appeals are conducted in Michigan has been reintroduced under the guise of making corporations pay their "fair share" in property taxes.	<b>OPPOSE.</b> The Michigan Chamber opposes efforts to upend tax evaluation processes that have been in place for decades. Challenges to the current system amount to nothing more than a money grab by local units of government in search of new revenue. <b>STATUS.</b> Introduced in the House and the Senate and in the Senate Finance and House Tax Policy Committee.
<b>Personal Property Tax Reform</b> <i>Bills being drafted</i>  <b>PRO JOBS</b>	This disastrous tax represents a disincentive to invest, makes Michigan uncompetitive, and is a proven administrative nightmare.	<b>SUPPORT.</b> The Michigan Chamber supports eliminating the PPT to alleviate unintended administrative burdens on Michigan manufacturers and to finally end punishing businesses for capital investment by slapping an endless tax on purchased equipment.
<b>Preempt Local Governments from Adopting a Local Excise Tax on Food and Drinks</b> <i>House Bill 4999</i>  <b>PRO JOBS</b>	Across the country we have seen various attempts by local governments to tax soda, unhealthy food, or prepared foods served at restaurants. This creates a patchwork of taxation that is detrimental in allowing for fair competition.	<b>SUPPORT.</b> The Michigan Chamber supports preempting local governments from going down this dangerous path. <b>STATUS.</b> Passed by the House and Senate and signed into law by Gov. Snyder as Public Act 135 of 2017. The Michigan Chamber played a key role in advancing this legislation, from introduction to final passage in only one month's time.
<b>Tax Tribunal Reform</b> <i>House Bill 4412</i>  <b>PRO JOBS</b>	Provides for better training and increased funding for Tribunal judges, to help garner more professional and consistent rulings.	<b>SUPPORT.</b> The Michigan Chamber supports a taxpayer's right to appeal tax assessments and efforts to make the process more fair and efficient. <b>STATUS.</b> Bill pending in Senate Finance Committee.
<b>Water Tax</b> <i>House Bill 5133</i>  <b>JOBS KILLER</b>	Imposes a five-cent-per-gallon tax on water bottlers in Michigan. This bill also breaks longstanding tradition in Michigan that water is a right and not a commodity which could lead to major consequences, such as Great Lakes water diversion.	<b>OPPOSE.</b> The bill sponsors' misguided goal to raise a few more dollars off the backs of water bottlers could cost Michigan 18,000 jobs, almost \$4 billion in economic activity and, worst of all, could eliminate the water rights of every property owner in the state. The Michigan Chamber is strongly opposed to this harmful, job-killing legislation. <b>STATUS.</b> Introduced in the House and in the House Natural Resources Committee.



*My Business...My Chamber*

**Patricia K. Poppe**

President & CEO, Consumers Energy  
Jackson

► **MY BUSINESS...MYSELF**

Consumers Energy is the principal subsidiary of CMS Energy. We are Michigan's largest energy provider and the 4th largest combination utility in the country. Headquartered in Jackson, Mich., we proudly provide natural gas and electricity to 6.7 million Michigan residents, serving every county within the Lower Peninsula.

We have been around for over 130 years. My father worked here his entire career when I was growing up. When I became President and CEO of CMS and Consumers Energy in July of 2016 it was, in a way, a homecoming. This company means a lot to me. It's a privilege to lead a team focused on building a world class utility that provides hometown service to our friends and neighbors around the state.

### ▶ GREATEST CHALLENGE

Right now, talent is a big concern. Michigan is the 10th oldest state in the nation, with a median age of 39.6 – and we're not attracting the talent we need to replace professionals who are aging out of the workforce. There is a real need to build the focus on skilled trades in our schools and colleges and provide graduates with solid career paths.

### ▶ GREATEST OPPORTUNITY

We're at an inflection point in our industry – and Michigan's energy landscape is quickly evolving. To meet the needs of our customers while continuously improving their overall experience, we're implementing a *clean and lean* operating system. That includes the closure of seven of our 12 older coal plants, continuing to invest in cleaner sources of energy and encouraging customers to participate in energy efficiency and demand response programs. While it may seem counterintuitive for an energy company to ask their customers to use less of what its selling – in the long run, what's good for Michigan is good for us.

### ▶ WHY I BELONG TO THE CHAMBER

For decades, we've been working alongside the Michigan Chamber of Commerce with one common goal – to create a stronger Michigan. I'm proud to say we've been largely successful. We've worked together to address unemployment insurance and combat identity theft – and in 2016, to pass legislation ensuring all Michigan residents have access to affordable, reliable and increasingly clean energy. Take away the jargon and in short, as members of the Michigan Chamber we're helping Michigan families and businesses succeed – which is our ultimate goal as a Michigan-based business.

### ▶ A KEY TAKEAWAY

We have more than 40 service centers across our beautiful state – from Boyne City to Union City and from Bad Axe to Hamilton. Almost everyone I meet knows someone who serves at Consumers Energy, but many people I meet do not know the Consumers Energy story of our commitment to People, Planet and Profit, powered by our performance. My coworkers and I are dedicated – when others are taking shelter, the Consumers Energy team is headed out to ensure there is light in the darkest moments and warmth in the coldest hour. We want people in Michigan to believe how committed we are to world class performance delivering hometown service.

For decades, we've been working alongside the Michigan Chamber of Commerce with one common goal – to create a stronger Michigan. I'm proud to say we've been largely successful.



## 2018 Regional Meetings Highlights

**W**e are pleased to report that approximately 350 current and prospective members attended the Michigan Chamber's 2017 Regional Meetings which were held at 10 locations across

the state. Many thanks to our members who attended these meetings as well as our generous sponsors and hosts. Plans are currently underway for this year's Regional Meetings, which will be held in the fall.



Gillespie Group, Lansing Brewing Company



Black Star Farms, Suttons Bay

### 2017 SPONSORS:

- Amway
- Bodman PLC
- Consumers Energy
- Deloitte LLP
- DTE Energy
- Domino's Farms
- Frankenmuth Insurance
- Hastings Mutual Insurance Co.
- Praxis Business Brokers



### 2017 HOSTS:

- Amway, Ada (Frederik Meijer Gardens)
- Black Star Farms, Suttons Bay
- Bodman PLC, Detroit (Ford Field)
- Consumers Energy, Jackson (Ella Sharp Museum)
- Domino's Farms, Ann Arbor
- Gillespie Group, Lansing (Lansing Brewing Company)
- Howard Miller Company, Zeeland
- Fabri-Kal, Kalamazoo (Zeigler Motorsports)
- Kelly Services, Inc., Troy
- Zehnder's of Frankenmuth (Zehnder's Splash Village)



Kelly Services, Inc., Troy



Zehnder's of Frankenmuth



Bodman PLC, Ford Field, Detroit

# Michigan Chamber MEMBER ENGAGEMENT

Howard Miller Company, Zeeland



Fabri-Kal, Ziegler Motorsports, Kalamazoo



Domino's Farms, Ann Arbor



Amway, Frederik Meijer Gardens, Grand Rapids

Consumers Energy,  
Ella Sharp Museum, Jackson



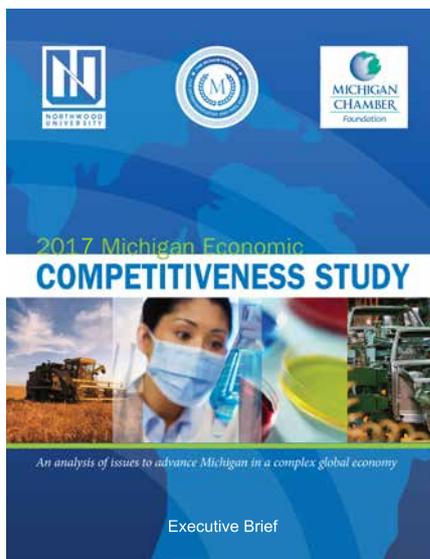
# Michigan's Comeback Continues

By Timothy G. Nash, Keith A. Pretty, Richard K. Studley and Bob Thomas

My, what a difference a few years have made. The Michigan economy began its seventh year of economic recovery this past summer, according to the 2017 Michigan Chamber Foundation Economic Competitiveness Study. This marks the sixth year of an exhaustive study into all aspects of Michigan's economy and how the state fares against the other 49 states using data from 1998 forward. Michigan ranks the ninth most competitive state when using data since the Great Recession in 2009.

Michigan has climbed from No. 25 on Northwood University's 2016 proprietary State Competitiveness Index to No. 21 in 2017 when reviewing the period between 1998 and 2016. The study concludes that Michigan's comeback continues, and is picking up steam in a number of areas.

Michigan ranked sixth in real state GDP growth nationally in 2009-2016, outpacing all of the Great Lakes Region states with Indiana and Ohio not far behind at 12th, according to U.S. Bureau of Economic Analysis (BEA) data. The Tax Foundation's 2017 State Business Tax Climate Index ranks Michigan the 12th most competitive state relative to the overall business tax climate, something that is important for job creation, the attraction of new businesses and investment in human capital. Michigan has made



Find the full report on [michamber.com/chamber-foundation](http://michamber.com/chamber-foundation).

tremendous progress in changing its state business tax environment since 2006, when it was ranked the 28th most competitive state tax climate for business in the United States. Even more remarkably, Michigan has gone from being the 49th most competitive state relative to corporate income taxation in 2006, to being ranked eighth in 2017 according to the Tax Foundation.

Michigan job growth was impressive in 2016 and many expect it will continue through 2017 at a somewhat slower pace. The most recent University of

Michigan RSQE Forecast notes the state has averaged roughly 70,200 net new jobs created annually from the summer of 2009 through the summer of 2017 or a total estimate of 561,600 new jobs. In fact, Michigan has averaged 1.7 percent annual job growth since the end of The Great Recession through this past summer while overall U.S. job growth averaged 1.5 percent.

Per capita personal income growth is perhaps the strongest evidence of success in Michigan, where it ranked first in the Great Lakes Region since 2009 and third nationally. From 2009-2016, U.S. per capita income has increased 3.2 percent compounded annually while Michigan's growth has averaged 3.9 percent (see Exhibit 1).

Clearly, the Michigan economy has come a long way since the trough of the Great Recession in 2009. It is a tribute to hard working Michiganders and sound

public policy in Lansing. The comeback continues on a positive path; the destination has yet to be reached.

*Timothy G. Nash is senior vice president and director of the McNair Center at Northwood University, Keith A. Pretty is president and CEO of Northwood University, Richard K. Studley is president and CEO of the Michigan Chamber of Commerce, Bob Thomas is executive director of the Michigan Chamber Foundation.*

	Michigan	Region Rank	National Rank
1	U.S. Real GDP Growth 1998 – 2016	5th	50th
2	U.S. Real GDP Growth 2009 – 2016	1st	6th
3	U.S. Per Capita Personal Income Growth 1998–2016	5th	50th
4	U.S. Per Capita Personal Income Growth 2009-2016	1st	3rd
5	State Corporate Tax Rate 2017	1st	8th
6	Overall Business Tax Friendliness 2017	2nd	12th

Exhibit 1: Michigan is the Comeback State

Young Entrepreneurs Academy  
Youth Start Up Challenge  
March 27, 2018 – Lansing Center



Investor Panel  
YEA Investor Pitch Competition  
April 18, 2018  
Michigan Chamber of Commerce



M I C H I G A N  
A T H E N A  
ATHENA Luncheon

May 9, 2018  
Country Club of Lansing

Tables and tickets are on sale at  
[www.michamber.com/chamber-foundation](http://www.michamber.com/chamber-foundation).





## Young Entrepreneurs Academy

In its second year at the Michigan Chamber Foundation, the Young Entrepreneurs Academy continued to inspire high school students to launch their own businesses in 2017. Among the highlights:

- Partnered with Eaton RESA and Davenport University to launch an in-school academy.
- Launched over 20 new enterprises from 60 students.
- Awarded over \$8,000 from local and regional pitch competitions.
- Received the Innovation Award from the US Chamber of Commerce for embedding the program in the high school curriculum.
- Received the Excellence in Practice Award from the Michigan Department of Education.



## Economic Forum

The Michigan Chamber Foundation and Michigan Bankers Association partnered for the first time to hold the First Economic Forecast Luncheon in Ann Arbor, attracting over 300 attendees from banks and business to hear from industry leaders and top economic advisors about the upcoming economic climate.



## Michigan ATHENA

Women business and community leaders met in May 2017 to celebrate leadership accomplishments as part of the first Michigan ATHENA luncheon. The program laid the groundwork for future statewide programming to help connect women leaders from across the state. Highlights included:



MICHIGAN  
ATHENA

- Attendance from 23 community ATHENA programs.
- Recognition of nearly 150 recipients of Michigan ATHENA awards.
- Interest in leadership development, mentoring, and networking events.

## Economic Competitiveness

The Michigan Chamber Foundation/Northwood University Economic Competitiveness Study completed its fifth annual review of Michigan's economic climate, reviewing factors such as regulatory issues, tax laws, and workforce and talent development. Michigan moved up in the index to 25th most competitive state and was recognized as the fastest growing state in the Great Lakes Region.



## Issues Forums

Marijuana legalization, part-time legislature, and the Affordable Care Act were topics at three separate education forums held by the Michigan Chamber Foundation, MIRS News, and the Citizens Research Council. Each forum convened thought leaders and researchers to look at issues facing Michigan and to facilitate conversation with legislative staffers, business leaders, and concerned stakeholders.

For more information about each of these programs, visit [www.michamber.com/chamber-foundation](http://www.michamber.com/chamber-foundation).



# Start Lowering Your Energy & Usage Costs Today!

Businesses can realize significant energy and cost savings by upgrading their building lighting to LED's. The light-emitting diode (LED) is one of today's most energy-efficient and rapidly-developing lighting technologies. Quality LED light bulbs last longer, are more durable, and offer comparable or better light quality than other types of lighting.

The high-efficiency and directional nature of LEDs makes them ideal for many industrial uses. They are increasingly common inside factories, commercial buildings, office spaces, modular lighting, and task lighting as well as in street lights, parking garage lighting, walkway and other outdoor area lighting.

The Michigan Chamber's LED lighting partner, Medler Electric Company, has always specialized in lighting and LED lighting was the next natural progression into energy conservation. Bill Michael, President of Medler Electric told us that "LED technology has advanced so fast that it has taken over the traditional incandescent, fluorescent, and

HID markets. Our specialists have helped on new construction projects, upgraded lighting at factories, schools, grocery stores, office buildings, party stores and much more."

Medler Electric is a wholesale electrical supply company servicing a wide range of customers – electrical contractors, industrial, commercial, government, and institutional – with 15 locations throughout Michigan's Lower Peninsula and a corporate office based in Alma. "Medler Electric started in business in 1918 and 2018 will be our 100th year!" said Bill, "We are an employee-owned company and have been since 1983.

"We partnered with the Michigan Chamber about a year ago because of the great reputation they have. We have been a chamber member for a long time because of the benefits the chamber offers. Training, government advocacy, and services. The Michigan Chamber is really there for the members and is very dedicated to the growth and well-being of all Michigan companies."

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**To investigate if LED lighting is right for your company, please call Lindsay Fulton at 517-371-7691 or email her at [lfulton@michamber.com](mailto:lfulton@michamber.com). You can also visit our website at [michamber.com/utility-savings](http://michamber.com/utility-savings).**



We Help Our Members Solve Their Business Problems and Prosper.



## ***Did You Know?***

# Employment Background Screening

*Start now to lower your turnover and insurance costs and minimize the risks of negligent hiring lawsuits, workplace violence, and theft.*

### **Will your next employee be an ASSET or a LIABILITY?**

The Michigan Chamber of Commerce has partnered with LABORCHEX to provide you important background checks on job applicants. They offer great service backed by superb technology to give you a cost-effective way to easily and quickly check the backgrounds of your job applicants.

#### **Services Provided:**

- Drug Screening
- Criminal Background Check
- Motor Vehicle Reports
- Previous Employment Verification
- Social Security Validation
- Education Verification
- Credential Check
- Reference Check
- Credit Reports
- Workers' Compensation Check
- I-9 and E-Verify Solutions
- Stay Clear Monitoring

#### **Program Benefits:**

- Discounted pricing
- No start-up fees
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- Easy, secure website to place orders
- Emailed results

### **Need help right now?**

Call or email

**Kym Lewis at LABORCHEX**  
**at 1-800-880-0366**  
or at [klewis@laborchex.com](mailto:klewis@laborchex.com).

*Be sure to mention you are a Michigan Chamber of Commerce member to receive the special pricing.*



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[michamber.com/background-checks](http://michamber.com/background-checks)