



TOOL TALK

A Publication of the Michigan Tooling Association

From Rob's Roost

by: *Rob Dumont,*
Managing Director



WHAT ARE WE GOING TO DO OURSELVES?

Much continues to be written and said about the ongoing impact on our members resulting from the outsourcing mania currently underway. MTA continues its efforts on the political front to do all that can be done to save the American tool industry in particular and manufacturing in general.

It seems to me that a little introspection might at this time be in order. What government should do (or not do) at the Federal and State level has received the bulk of attention. The one absent, or at least minimally present, ingredient in the mix is: **“What are we going to do ourselves?”**

In this issue of Tool Talk you will find an interesting article in the “Members in the News” section. It is my understanding that studies have concluded that a prime consideration in the winning of orders is timely delivery of completed goods. Some actually say that delivery is more important than price. From the article I just mentioned: “The system’s overriding benefit is time savings”.

Regardless of all the arguments advanced on the relative competitive factors in play between Asia and the United States, one incontrovertible fact remains: geography favors the U.S. producer. In short, we are here and they are elsewhere. Elsewhere happens to be a long way off; transportation costs,

language differences and time give us something of an edge. Why not capitalize on those facts and try to leverage them to gain a greater advantage! In the coming months MTA will make available opportunities to hear about how to cut lead time, and improve performance in terms of speed of throughput. “Quotes to Cash” and “Speed to Market” are concepts that are being worked on to enable our members to save time, and time being money, savings will follow. Shorter lead times, cost savings, and geography translate into a substantial competitive advantage.

It remains true that while a horse can be led to water, you cannot make it drink. MTA is in the process of arranging a free seminar to review these performance improvement approaches. Those who are prepared to listen and learn should plan to attend once a date is set. It is not going to be a one-time, magic, fix-all, but it will give you enough information to permit you to make an informed decision about participating. Whether or not you choose to make an investment in a process that can change how you do things, and change for the better is, of course, up to you. More to come shortly.

Legislative Update

by: *Judy Augenstein*
Legislative Consultant, Lansing



The legislature continues to address a package of bills designed to assist the manufacturing community and to create new jobs. Bills have been introduced in both the House and the Senate. The bill to reinstate the personal property tax exemption bill on specialty tools is mixed in the package. SB 811 is crafted to allow a personal property tax exemption on specialty tools. This is not a new exemption, but an effort to reinstate

(continued on page 7)

Inside This Issue

- Page 2 Members In the News
- Page 3 Unpaid Plant Shutdowns/Grp Life W-2 Add-On
- Page 4 Safety Talk with Safe-T-Rex
- Page 5 2004 401(k) Employee Limits
- Page 6 MTA Agency News/Utility Deregulation
- Page 7 Legislative Update (cont. page 1)
- Page 8 Marketplace/Quotes from Employee Evaluations/MTA Endorsed Providers/CPI

MTA Calendar of Events - January

NOTE: All seminars & training programs this month are being held at the MTA Training Center in Farmington Hills unless otherwise noted.

- 21 MTA Board of Directors meets
- 22 MTA WCF Board of Trustees meets



Members in the News



Prototype Systems, Inc. of Sterling Heights says that modular tooling saves time ... money.

“We save 40 percent on every prototype design and build program,” cites Richard Moore, supervisor, Body and White Assembly Tooling and Gage for prototype vehicle operations, DaimlerChrysler Tech Center. “And we have been doing so for more than seven years.”

That kind of savings may explain the buzz at the Assembly Technology Expo, held September 23-25, 2003, in Chicago. Their booth featured a door inner sub-assembly (see photo) fixtured by modular PATCO® tooling from Prototype Systems, and located with DE-STA-CO precision clamps.

The PATCO® modular tooling made by Prototype Systems, replaces conventional dedicated fixtures with reusable components that position and hold prototype parts to coordinated location points, using CAD data, in a functionally repeatable mode. The foundation platform, cast aluminum with a 1¼ in.-thick top and integrated ribbing, provides structural strength and maintains flatness. A coordinate pre-bored grid - available in metric (50-mm hole O/C) or English (2-in. O/C) - is laid out across the base top. This feature, in conjunction with the system’s componentry, assures flexibility, accuracy and repeatability, making all geometric dimensioning and tolerancing location points accessible.

To reduce the need for weldments, standard cast-aluminum components provide orientation and support for workholding templates, are upright or angular in 10-deg. increments, and fasten to the base using two shoulder bolts. Components come with a matrix of attachment holes that allows a 12.5-mm step over to attain any location on the base. This minimizes fixture complexity, resulting in additional savings during the design and build process. One hundred percent of PATCO® tooling products are CMM certified for accuracy, a critical aspect of the reusable features.

The system’s overriding benefit is time savings. “A before-and-after snapshot of our build operations,” states DaimlerChrysler’s Moore, “shows 22 weeks conventional and only 8 to 10 weeks using modular tooling.” With over 300 bases plus components in inventory, PATCO® is the standard for all build prototypes throughout the corporation.

A close second, in terms of benefits, is cost savings. Be-

cause the tooling is reusable, it’s a one-time investment. Even low-volume parts can be run cost effectively. And surprisingly, it is not significantly more in dollars than traditional prototype build fixtures, which makes the system affordable, either outright purchase or lease option. “Wasted dollars for us,” observes Moore, “were tons of conventionally built fixtures that were stored in warehouses, fields and parking lots, never looked at again and eventually thrown out. That was a huge cost of doing business until we committed to the modular method.”

From an engineering perspective, tooling repeatability, tolerances, flexibility and changeover are additionally strong benefits. The portable PATCO® tooling system easily disassembles, stores and reassembles with the assurance that the setup matches the original fixturing. Assembled tolerancing using the tooling can meet all customer criteria. Setup is straightforward, requiring a day or less of training. Changeover is fast and flexible, a matter of hours instead of weeks.

DaimlerChrysler and General Motors are the most active users of the PATCO® Modular Tooling methods. Many 1st and 2nd Tier suppliers are also pursuing these methods to realize the tooling advantages as well as achieving compatibility with their customers’ methods. Fabricators from other industries such as aerospace, farm and recreational equipment, boating and test labs are evaluating the benefits of the PATCO® system.

The most dramatic benefit is optimized operational capability resulting from the huge amount of time saved.

Concludes Mr. Moore, “To be honest, conventional means can yield at the max three prototype vehicles in a 12-month period. We’re doing seven full vehicles from the ground up. We’re getting the design job done and are faster to market because of this tooling.” For more information, visit www.prototype-systems.com.



UNPAID PLANT SHUTDOWNS AND EXEMPT SUPERVISORY EMPLOYEES

Companies that are involved in the automotive industry frequently experience plant shutdowns that occur at least twice a year, in August and around the winter holidays. The timing and duration of these shutdowns are often dictated by the customer. The shutdowns may be without pay, except for holidays (when the employee will receive holiday pay). Typically, the employee may use vacation during these shutdowns. In these situations, care must be exercised to avoid losing the exemption from the obligation to pay overtime premiums for supervisors by not paying them in a manner consistent with the salary basis of compensation required for exempt status.

As a general rule, an exempt employee must receive his or her full salary for any pay week in which he or she performs any work. Therefore, an exempt employee does not need to be paid if he or she does not work at all during a given pay week. You should note that a pay week is the seven-day period that you use for your payroll system. Usually that pay week is Monday morning to Sunday night. The exempt employee must be off work for this entire pay week. Any seven-day period will not suffice. For example, if one of your supervisors is off work from Wednesday morning until Tuesday night, he or she will have worked in both pay weeks.

If an exempt employee absents himself for entire day for personal reasons, other than sickness or accident, his or her salary can be reduced *pro rata*. Therefore, if an exempt employee wants to take her kids to Cedar Point for an entire day, you can reduce her weekly salary by one fifth (assuming that she works a five-day, forty-hour week). If the employee absents himself for an entire day due to sickness or accident, a deduction in his salary can be made if the deduction is made in accordance with a bona fide plan, policy or practice of providing compensation for loss of salary occasioned by both sickness and disability. Thus, if the employer's particular plan, policy or practice provides compensation for such absences, deductions for absences of a day or longer because of sickness or disability may be made before an employee has qualified under such plan, policy or practice, and after he has exhausted his leave allowance thereunder. Accordingly, if you have a policy or practice of providing a certain amount of paid sick leave or generic personal time off (that can be used for sickness or disability), and the exempt employee exhausts his or her allotted time, subsequent absences of a whole day or more can result in a deduction from his or her salary without losing the exemption.

Absences that are at the direction of the employer, the employer's customer and nature (snow, flood, etc.) cannot justify a salary deduction if the exempt employee works some time during that pay week.

Receipt of holiday pay during a pay week does not count as time worked for the purpose of this discussion. Rather, the employee must actually perform some work.

Exempt employees can be required to use accrued vacation during the shutdown. If he or she has already exhausted his vacation allotment, you shouldn't reduce his or her weekly salary. Rather, you should permit the supervisor to borrow from future vacation accruals.

Article written by Charles S. Rudy of Raymond & Prokop, P.C., Attorneys and Cancellors, representing employers in all areas of Employee Benefit matters..

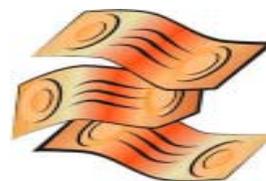
Employee W-2 Add-On For Group Term Life Insurance

Internal Revenue Service regulations state that the cost of any employer provided Group Term Life Insurance in excess of \$50,000 is taxable income to the employee covered. The IRS has published the chart below to figure the amount to add to each employee's Form W-2:

Age at the end of taxable year	Cost per \$1,000 of insurance per month
Under 25	\$0.05
25-29	\$0.06
30-34	\$0.08
35-39	\$0.09
40-44	\$0.10
45-49	\$0.15
50-54	\$0.23
55-59	\$0.43
60-64	\$0.66
65-69	\$1.27
70 & Above	\$2.06

To illustrate, take for example an employee who has \$75,000 of group term life from January to June and \$125,000 from July to December. The employee is age 60 at December 31, 2003.

$\$75,000 - \$50,000 / 1,000 * .66 * 6 \text{ months}$	\$ 99.00
$\$125,000 - \$50,000 / 1,000 * .66 * 6 \text{ months}$	\$297.00
<i>Total to add to W-2 wages</i>	\$396.00



Safety Talk with Safe-T-Rex

by: Julie Callaway, Chief Operations Officer
BDN Industrial Hygiene Consultants, Inc.

Can you hear me now?? Part Two

Editor's note: Approximately six months ago we ran the first article on "Can you hear me now?" (say what?) This is the second part on the important subject of preventing hearing loss.

Part Number 1910

Part Title: Occupational Safety and Health Standards

Subpart: G

Subpart Title: Occupational Health and Environment Control

Standard Number: 1910.95

As work-related hearing loss continues to be a critical workplace safety and health issue, the first step is to examine your workplace for the potential areas that may cause hearing loss. Once you identify where the noise is coming from, you need to measure it to decide how to control it.

Employees must be placed in a hearing conservation program if they are exposed to average noise levels of 85 dB or greater during an 8 hour workday. In order to determine if exposures are at or above this level, it may be necessary to measure or monitor the actual noise levels in the workplace and to estimate the noise exposure or "dose" received by employees during the workday.

Do you know what the noise levels are within your facility?

It is management's responsibility to ensure the health and safety of its employees and abide by OSHA standards. The assessment of your workplace will start with measuring the noise exposure levels. Monitoring methods include peak impact, impulse noise, and octave band analysis.

Do you realize that noise exposure off the job can also damage your hearing? The critical sound level when hearing protection should be worn is 85 *decibels* (dBA), established for an 8-hour time-weighted average. The louder and longer your exposure, whether at work, at home, or during recreation, the more likely your hearing will be damaged. If you want to have a sense of "how loud is loud," the following examples, along with their decibel rating, will give you an idea:

20	a faint whisper
30-40	quiet pleasant sounds, a bird chirping
40-50	quiet to normal office sounds
50-60	normal conversation
70-90	heavy machinery, electric motors, garbage disposal, city traffic
100-120	jack hammer, power saw, motorcycle, lawn mower, rock music
140+	nearly jet engine, gun shot (this level causes pain)

How do we monitor for noise in your facility?



Basically, there are two different instruments to measure noise exposures: the sound level meter and the dosimeter. A sound level meter is a device that measures the intensity of sound at a given moment. Since sound level meters provide a measure of sound intensity at only one point in time, it is generally necessary to take a number of measurements at different times during the day to estimate noise exposure over a workday. If noise levels fluctuate, the amount of time noise remains at each of the various measured levels must be determined.

To estimate employee noise exposures with a sound level meter it is also generally necessary to take several measurements at different locations within the workplace. After appropriate sound level meter readings are obtained, people sometimes draw "maps" of the sound levels within different areas of the workplace. By using a sound level "map" and information on employee locations throughout the day, estimates of individual exposure levels can be developed. This measurement method is generally referred to as "area" noise monitoring.

A dosimeter is like a sound level meter except that it stores sound level measurements and integrates these measurements over time, providing an average noise exposure reading for a given period of time, such as an 8-hour workday. With a dosimeter, a microphone is attached to the employee's clothing and the exposure measurement is simply read at the end of the desired time period. A reader may be used to read-out the dosimeter's measurements. Since the dosimeter is worn by the employee, it measures noise levels in those locations in which the employee travels. A sound level meter can also be positioned within the immediate vicinity of the exposed worker to obtain an individual exposure estimate. Such procedures are generally referred to as "personal" noise monitoring.

Area monitoring can be used to estimate noise exposure when the noise levels are relatively constant and employees are not mobile. In workplaces where employees move about in different areas or where the noise intensity tends to fluctuate over time, noise exposure is generally more accurately estimated by the personal monitoring approach.

In situations where personal monitoring is appropriate, proper positioning of the microphone is necessary to obtain accurate measurements. With a dosimeter, the microphone is generally located on the shoulder and remains in that position for the entire workday. With a sound level meter, the microphone is stationed near the employee's head, and the instrument is usually held by an individual who follows the employee as he or she moves about.

Manufacturer's instructions, contained in dosimeter and sound level meter operating manuals, should be followed for calibration and maintenance. To ensure accurate results, it is considered good professional practice to calibrate instruments before and after each use.

How do you abate your noise?

There are engineering controls that can be put into place to help engineer out the high levels of noise. It will significantly reduce the noise in the immediate surrounding areas. However the employees working in those areas may still be required to wear hearing protection.

Hearing protection is essential when noise exposures can't be controlled at their source. Both earplugs and earmuffs provide a physical barrier that reduces inner ear noise levels and prevents hearing loss from occurring. However, people often resist wearing these or use them incorrectly.

Employees resist wearing hearing protection more than any other type of personal protective equipment. One reason is they don't think they really need it. But hearing loss occurs so gradually (even in intense exposures) that by the time you notice it, irreversible damage has already occurred. Another reason for not wearing hearing protection is that it can feel uncomfortable. Sometimes workers "spring" the muffs so they don't seal properly against the head, or snip off the inner portion of ear plugs leaving only the outer end to fool their supervisor. If you feel the need to do this, see your supervisor about obtaining a different type or style that fits you correctly and comfortably.

Slight initial discomfort may be expected when a good seal between the surface of the skin and the surface of the ear protector is made. The amount of protection you obtain depends on obtaining a good seal and even a small leak can substantially reduce the effectiveness of the protector. Remember to check the seal several times each day. Protectors - especially ear plugs - have a tendency to work loose as a result of talking or chewing, and must be resealed occasionally.

Properly designed, fitted and clean ear protectors will cause no more discomfort to most workers than wearing a pair of safety glasses. Earplugs are made of soft material such as neoprene to prevent injury to the ear canal. Skin irritations, injured eardrums or other adverse reactions from using ear plugs are very rare if they are kept reasonably clean.

What do I do once I have established noise levels and want to maintain control?

Employers not only have to develop but also maintain an effective hearing conservation program. An effective hearing conservation program addresses the following: Recognition, Evaluation, Control, Compliance and Training.

When there are significant changes in machinery or production processes that may result in increased noise levels, re-monitoring must be conducted to determine whether additional employees need to be included in the hearing conservation program or the current protection levels changed. Many companies choose to re-monitor periodically (once every year or two) to ensure that all exposed employees are included in their hearing conservation programs.

Remember to e-mail jcallaway@bdnihc.com or call 1-800-968-0123 with any questions that you may have.

2004 Employee Benefit Plan Limits Announced

The Internal Revenue Service recently released its cost-of-living adjustments to amounts involved in administering retirement plans. It is important to stay updated with these limits to ensure that your 401(k), profit sharing or other types of retirement plans are adhering to the IRS requirements.

The maximum amount you can contribute each year to all 401(k) plans in which you participate is:

Maximum Limits	
2004 . . .	\$13,000
2005 . . .	\$14,000
2006 . . .	\$15,000

After 2006, the \$15,000 limit for 401(k) plans is subject to adjustment for cost-of-living increases.

Catch-Up Contributions

If an employee is age 50 or older by 12/31, they may also be eligible to make additional "catch-up contributions" to your 401(k) plan **IF** your plan allows them. Plans are not required to do so. 401(k) catch-up contributions are limited each year to an additional:

Maximum Limits	
2004 . . .	\$3,000
2005 . . .	\$4,000
2006 . . .	\$5,000

In addition to the above limits, the Defined Contribution Plan Annual Additions Limit for 2004 is \$41,000. The Compensation Limit is \$205,000

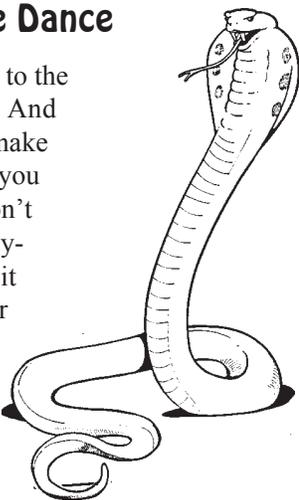


MTA Agency News

by: Mark Tyler, General Manager
MTA Insurance Agency

Continuing the Snake Dance

We promised more on the changes to the COBRA regs effective January. And sometimes you really need to be a snake charmer to stay out of danger. Can you be sued if your COBRA notices don't measure up? Sure, but some employers still don't get it. We can't say it often enough: If the contents of your COBRA election notices don't clearly inform qualified beneficiaries of their rights to continuation coverage, you are vulnerable to being sued for not complying with COBRA rules.



If you lose, you may be ordered to reimburse medical expenses, pay the winner's legal fees, and face statutory penalties under federal law. But even if you ultimately win the case, you lose anyway because defending yourself against lawsuits in federal court is very expensive. This COBRA reminder comes upon a recent federal appeals court opinion that hinges on the insufficient content of a COBRA election notice.

Notice Requirements

The new proposed regulations state that upon notice of a qualifying event, the Plan Administrator (employer) is responsible for sending a COBRA Qualifying Event Letter within 14 days of receiving the notice, or 14 days after the day coverage is lost. The regs recommend the Qualifying Event Letter be written in a manner that is "understood by the average plan participant" and should contain the following:

- ❖ Name of the plans under which the continuation coverage is available;
- ❖ Name, address and phone number of the Plan Administrator;
- ❖ Identification of the qualifying event;
- ❖ Identification of each qualified beneficiary eligible for continuation coverage;
- ❖ Last day of coverage if COBRA is not elected;
- ❖ Statement that each qualifying beneficiary has an independent right to continuation coverage. Also, either the employee or the spouse can elect continuation coverage on behalf of dependent children;

- ❖ Procedures on how qualified beneficiaries go about electing COBRA continuation coverage and the last possible date the election can be made;
- ❖ Explanation of the consequences for not electing COBRA or waiving rights during the election period;
- ❖ Description of the coverage that is available and the date it would start;
- ❖ Notice of the maximum time frames available, the last day of continuation coverage, and the events that may offer additional time on COBRA or reasons why COBRA may be terminated early;
- ❖ Premium for each plan available, due date of payment, grace periods, that payment be made on a monthly basis, where payments are to be sent and the consequences of late or nonpayment;
- ❖ Description of other optional insurance plans (such as conversion); and
- ❖ Statement that more complete information is available in the plan's Summary Plan Description or from the Plan Administrator.

So that should keep you current for now, but, never fear, we will have more information on the new regulations in future issues.

Improving Your Bottom Line with Utility Deregulation

by: William Schloss
Lower Electric, LLC



Background

For almost a century electric and gas utilities have been operated as monopolies, i.e., a single company had an exclusive right to provide power or fuel, delivery, transmission and customer service functions, like metering and billing. Over the past twenty years or so, citizens have pushed for deregulation in several industries (telephone, airlines, etc.) in the belief that competition can do a better job than government regulation in setting prices and promoting efficiency and innovation. In a restructured and deregulated environment, energy supply and some portions of customer service are open to competition; distribution, however, remains regulated.

Regulators and elected officials who have enacted these changes have done so in the belief that the utility industries will benefit from innovation and new sources of power for our growing energy needs, and that customers can benefit from lower prices for energy.

The New Rules of Energy Deregulation

In the case of electricity, your local electric company makes or purchases electricity and delivers it to your home or business. In a deregulated environment, customers are permitted to select providers of electric supply and distribution. Electric service is being unbundled into three components:

1. Generation: electric supply - the production or purchase of electricity;
2. Transmission: moving the electricity over power lines from the generation source to a local distribution system, also a supply component; and
3. Distribution: the delivery of electricity to individual customers.

The existing utility company will continue to provide regulated distribution services for customers who choose an alternative electric supplier. These customers will continue to pay their existing utility a distribution charge. The cost of electricity supply, generation and transmission will be determined by a contract between the customer and the alternative electric supplier. A transition charge may also be paid to the local utility company to cover any costs to implement the deregulated program.

In Michigan, the Customer Choice and Reliability Act (PA 141 of 2000), signed by Governor Engler on June 3, 2000, established the framework for competition among electric generation suppliers. This frees customers to shop around and choose their electric supplier.

So what does all this mean for the typical consumer? It means the potential of saving money on your electric bills without the risk of being without electricity. DTE owns the lines and will still be responsible for maintenance for lines.

The alternative supplier that you would choose would bill you for your usage while DTE would bill for the distribution (delivery of electricity to your facility).

Is it worth going through the trouble of checking out other companies? We have seen savings as high as 35%. With such significant savings this may be a great time to take advantage and lock in these low rates for a long term, as these significant savings may not last for long.

There is talk that the choice program may only be available in the future for only the very large customers. With the huge savings that are being seen, this is a great time for MTA members to take advantage of the DTE choice program.

Should you have any questions about electric deregulation in Michigan, please contact Lower Electric, LLC at 866-569-3788.

*Legislative Update
by Judy Autenstein*

(continued from front page)

the 1964 law which allowed for this exemption. Over time, the definition of specialty tools has been reinterpreted and recent court actions have eliminated the exemption.

Rob Dumont and Jerry Flannery testified in support of SB 811 and in support of resolutions urging Congress to develop economic incentives to aid in the recovery of the manufacturing industry, protect intellectual property, promote fair trade and stop the manipulation of foreign currency. To further aid in the effort, SB 840 has been introduced to create a small business czar and SB 841 to create a manufacturing czar. It is the intention of Republican leadership to have the package of bills passed and on the desk of the governor by January 1st.

Senate Bill 770 has passed the legislature and has been sent to Governor Granholm for her signature. The intention of the bill is to combat possible taxpayer fraud and net the state more revenues. The bill requires taxpayers to file copies of their 1099 forms with the state.

As of this writing, Governor Jennifer Granholm is wrapping up her scheduled 11 public forums in an effort to seek citizen input in solving the state's \$900 million budget deficit. Cuts will most likely include K-12 funding by \$200 per student, cuts in Medicaid eligibility for some 70,000 citizens, reductions in revenue sharing to local units of government, reducing higher education, slashing day care assistance, cuts in after school programs, eliminating the laptop computer program for all sixth graders, abolishing the Merit Award Scholarship program, eliminating the next state police troopers school and cuts in the life sciences tri-corridor program. Cuts in mental health funding are off the table at this point.

Governor Granholm has identified a handful of revenue raising possibilities to solve the short-term deficit -- delaying the 0.1 percent income tax cut scheduled for January 1st and decoupling the state's estate tax from the federal one that is scheduled to be eliminated. The Granholm administration is drafting a proposal to improve federally mandated collection from the estates of deceased nursing home residents whose care was paid for by Medicaid. Another possibility is an extension of sales tax to services typically purchased by wealthier residents such as country club memberships, house-keeping, dry cleaning and high-end entertainment.

The Marketplace



Personnel Available:

Office Manager/Controller seeks position utilizing experience. Background includes: preparing financial reports, analysis and census reports, managing human resources and payroll, coordinating insurance programs and managing accounts payable and receivables. Ask for **Resume 04-01**.

Quotes from Actual Employee Performance Evaluations

This being the time of year when many employees are given performance reviews, we offer these real life supervisory quotations:

- ❖ "He's been working with glue too much."
- ❖ "He sets low personal standards and then consistently fails to achieve them."
- ❖ "Gates are down, the lights are flashing, but the train isn't coming."
- ❖ "Got a full 6-pack, but lacks the plastic thing to hold it all together."
- ❖ "When she opens her mouth, it seems that it is only to change feet."
- ❖ "This young man has delusions of adequacy."
- ❖ "I would not allow this employee to breed."
- ❖ "This employee should go far, and the sooner he starts, the better."



MTA List of Endorsed Service Providers

- ❖ **Blue Cross Blue Shield of Michigan/Blue Care Network** (health insurance)
- ❖ **Federated Insurance** (property & casualty insurance)
- ❖ **Freedom One Financial Group** (401(k) programs)
- ❖ **John M. Packer & Associates** (unemployment programs)
- ❖ **LDMI** (long distance phone programs)
- ❖ **Lower Electric, LLC** (energy supply)

For more information, contact MTA at 248-488-0300.

Inflation Talk

CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
Nov 2003	180.2	536.7	624.2*
Oct	180.7	538.2	626.0*
Sept	181.0	539.2	627.0*
August	180.3	537.1	624.6*
July	179.6	535.0	622.2*
June	179.6	534.8	622.2*
May	179.4	534.3	621.5*
April	179.8	535.5	622.7*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
Nov 2003	184.5	552.7	642.8*
Oct	185.0	554.3	644.5*
Sept	185.2	554.7	645.2*
August	184.6	553.0	643.1*
July	183.9	550.9	640.7*
June	183.7	550.4	640.0*
May	183.5	549.7	639.3*
April	183.8	550.5	640.3*

Note: November 03 CPI-W represents a 1.6% increase from one year ago; CPI-U 1.8% increase.

* Base Year 1957-59 is no longer released. BLS has issued the following conversion factors from the 82-84 year:

CPI-W - .2886674 CPI-U - .2870447

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Send to **MTA - Attention: Tool Talk Editor**