



TOOL TALK

A Publication of the Michigan Tooling Association

From Rob's Roost

by: Rob Dumont,
Managing Director



NEW OVERTIME RULES

On March 31, 2004 the U.S. Department of Labor (DOL) presented proposed revisions to the Fair Labor Standards Act (FLSA) rules on overtime compensation. It is anticipated that these rules will affect millions of employees and employers throughout the country and mandate overtime pay for an additional 1.3 million workers.

The FLSA defines, among other things, minimum wage and overtime compensation, and, generally requires that overtime be paid to non-exempt employees at a rate of 1.5 times their regular pay for hours worked in excess of 40 in a week. Some jobs may be exempt from overtime compensation requirements. These are primarily referred to as "white collar exemptions" and include: Executive employees, Administrative employees, Professional employees and Outside Sales employees.

To be "exempt" the employee must meet certain minimum tests related to their primary job duties and be paid on a salary basis at not less than specified minimum amounts. Determining exemption status is not easy as the rules are hard to understand and apply and in addition they are antiquated.

The DOL proposes to consolidate and streamline the regulatory text, reduce redundancies and make the regulations more understandable and thus easier to decipher in applying them to a particular set of facts.

Proposed regulatory changes include:

Elimination of outdated and uninformative examples of specific occupations (FLSA was originally drafted in 1938 and has seen very limited change since then);

Consolidation of the current short and long tests into a single standard duties' test for each of the exemption categories; and

Increase in the salary threshold to \$425 per week. (It was at \$250 per week, that translates into \$6.25 per hour, barely above minimum wage).

(continued on page 2)



MTA's 69th Annual Golf Outing



For a **million dollar (\$1,000,000) prize**, you don't have to call a life-line, buy a vowel, or answer in the form of a question. You just have to make a hole-in-one. We have noticed that MTA members and their guests are quite excellent golfers, so this is not an impossible play, although we do remember Lee Trevino's famous line, to paraphrase: "[drives] get real difficult the day they hand out the money". But, hey, how often do you get a chance to win a million dollars?

Besides the money, there are several other prizes for the hole-in-one contest:



- A 2004 Suburban;
- An award-winning 1969 Pontiac GTO; and
- A 2004 Harley Davidson.

Tickets are still available for the Association's 69th Annual Golf Outing, being held at the Wolverine Golf Club in Macomb on Thursday, June 24th. Cost is \$175 per person for golfers and \$80 per person for the evening only event (hors d'oeuvres, dinner, open bar and prizes). For further information, please contact Jerry at 248-488-0300, ext. 1308, or e-mail to jerry@mtaonline.com.

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MTA Calendar of Events—June 04

- 16 MTA Board of Directors meets
- 17 MTA WCF Board of Trustees meets
- 24 **MTA's 69th Annual Golf Outing & Dinner**
Wolverine Golf Club, Macomb, MI
8:30 a.m.—Registration, Driving Range, Breakfast
10:00 a.m.—Shotgun golf
5:30 p.m.—Dinner

*From Rob's Roost
(continued from front page)*

For a comparison chart of current requirements with the new regulations proposed for exemption go to: www.dol.gov/_sec/media/speeches/541_side_by_side.htm.

To Prepare:

Virtually all employers will have to review their existing job classifications and wage levels to ensure compliance with the new rules. DOL representatives strongly urge employers to audit their current exemptions to ensure that employees are properly classified.

The DOL is now much more aggressive in pursuing organizations who do not comply with rules and will be less tolerant of employers who claim ignorance. Remember too, most DOL audits are instigated by complaints from disgruntled employees. It is possible that going forward some employees will no longer qualify for overtime although they did previously and, of course, other employees may find that they are no longer exempt from overtime compensation and have effectively joined the "hourly" ranks.

An internal audit now is recommended to all employers including the revision of position descriptions to accurately reflect the nature and level of work being performed. You may want to explore compensation alternatives for employees in positions that have to be reclassified and create a dialogue with those employees communicating positively about the changes.

If doubts surface, you should seek professional advice to ensure your organization is properly prepared to respond to the new requirements.

Sick of SIC; Take 2 NAICS and Call Us in the Morning

From time to time, we get inquiries regarding SIC codes (Standard Industrial Classification) and what SIC code applies to an individual company. SIC was the first industry classification system used by the statistical agencies of the United States; it was developed in the 1930's and has served as the structure for the collection, aggregation, presentation and analysis of the U.S. economy. Recent developments in information services, new forms of health care provisions, expansion of services, and high-tech manufacturing have dictated a more up-to-date classification system.

Enter NAICS (pronounced Nakes). In 1997, the Bureau of Labor Statistics began adopting NAICS to replace the SIC system. Developed in cooperation with Canada and Mexico, NAICS (North American Industry Classification System) represents the most profound change for statistical programs

focusing on emerging economic activities. The current list was developed in 2002 and NAICS will be reviewed every five years, so classifications and information keep up with our changing economy.

NAICS is the first economic classification system to be constructed based on a single economic system. Businesses using similar raw material inputs, similar capital equipment, and similar labor are classified in the same industry. Establishments that do similar things in similar ways are classified together.

Manufacturing is restructured to recognize new high-tech industries. Manufacturing is by far the largest of the goods-producing industries in terms of employment. Seventy-nine new industries are recognized in manufacturing and another 186 are revised. In all, there are 474 NAICS industries in manufacturing. The most significant change to manufacturing is the creation of the Computer and Electronic Products Manufacturing subsector. This subsector was created because of the economic significance these industries have obtained and because the production processes of the establishments in this industry are fundamentally different from the production for other machinery and equipment.

NAICS is a 6-digit code system. In developing NAICS, the United States, Canada and Mexico agreed that the 5-digit codes would represent the level at which the system is comparable among the three countries; the 6th digit allows for each of the countries to have additional detail (subdivisions). In some cases, the U.S. did not choose to create additional detail, so some codes end in 0 and some are only 5 digits.

Association members have asked how to have their company's SIC or NAICS code changed. There is no "official" way to have a company's code changed. Generally, the classification codes are derived from information that the business establishment has provided on administrative, survey or census reports. For that reason, the federal government recommends that you contact the agency that has assigned the code you believe needs to be changed. For example, if you question the SIC or NAICS code on a form received from OSHA, you should contact the Department of Labor. If the code is on a form from the Bureau of Census or other agency, you are recommended to send an e-mail to naics@census.gov.

The NAICS system only classifies companies according to their primary industrial activity. NAICS does not classify occupations. To obtain occupation codes, visit the Census website at www.census.gov/hhes/www/occupation.html.

Attached is a list of the most common SIC codes with their corresponding NAICS codes for the metalworking industry. If you do not see a code that represents your business, please access the website—www.census.gov/epcd/www/naics.html.

The Standard Industrial Classification and North American Industry Classification Systems

The Standard Industrial Classification (SIC) was the statistical classification standard underlying all establishment-based Federal economic statistics classified by industry. The SIC was used to promote the comparability of establishment data describing various facets of the U.S. economy.

The North American Industry Classification System (NAICS), is now in use replacing the SIC system. This new system brings Canada, Mexico and the United States under the same coding. For additional information on the North American Industry Classification System, including the conversion table from SIC to NAICS, visit www.census.gov/epcd/www/naics.html on the web.

Listed below are the description of some of the SIC numbers and their corresponding NAICS numbers that appear in the preceding listings.

<u>SIC#</u>	<u>NAIC#</u>		<u>SIC#</u>	<u>NAIC#</u>	
2514	337124	Manufacturers of metal household furniture.	3545	333515	Manufacturers of machine tool accessories.
2522	337214	Manufacturers of metal office furniture.		333512	Manufacturers of measuring devices.
3089	326199	Manufacturers of plastic products, not elsewhere classified.	3556	333284	Manufacturers of food products machinery.
3291	32791	Manufacturers of abrasive grinding wheels, abrasive coated products, and other abrasive products.	3559	333298	Manufacturers of special industry machinery, not elsewhere classified.
3363	331521	Castings and die castings of aluminum.	3561	333911	Manufacturers of pumps and pumping equipment.
3364	331522	Nonferrous (except aluminum) die casting foundries.	3566	333612	Manufacturers of speed changers, high speed drives, and gears.
3398	332811	Hardening, heat treating and tempering of steel for the trade.	3569	333999	Manufacturers of general industrial machinery & equipment, not elsewhere classified.
3423	332212	Manufacturers of hand and edge tools.	3599	332710	Machining plants, jobbing and repair; grinding castings; manufacturing or repairing machines and equipment parts, not elsewhere classified.
3429	332510	Manufacturers of hardware, not elsewhere classified.	3613	335313	Manufacturers of switchgear and switchboard apparatus.
3449	332312	Manufacturers of miscellaneous structural metal work.	3621	335312	Manufacturers of electric motors and generators.
3451	332721	Screw machine products.	3644	335932	Manufacturers of noncurrent carrying wiring devices.
3452	332722	Bolt, nut, screw, rivet & washer manufacturing	3679	334419	Manufacturers of electronic components and accessories.
3462	332111	Manufacturers of iron and steel forgings.	3824	334514	Manufacturers of registering meters.
3465	336370	Manufacturers of automotive stampings.	3841	339112	Manufacturers of surgical and medical instruments and apparatus.
3469	332116	Manufacturers of metal stampings, not elsewhere classified.	5051	421510	Metal service centers.
3471	332813	Electroplating, plating, polishing, anodizing and coloring.	5084	421830	Marketing of industrial machinery and equipment.
3479	332812	Engraving metal products for the trade.	5085	421840	Wholesale distribution of industrial supplies.
3495	332612	Manufacturers of wire springs.	7692	811310	Welding repair, brazing.
3496	332618	Manufacturers of miscellaneous fabricated wire products.	8711	541330	Engineering consulting and research.
3499	332999	Fabricated metal products, not elsewhere classified.			
3541	333512	Manufacturers of metal cutting types of machine tools.			
3542	333513	Manufacturers of metal forming types of machine tools.			
3544	333514	Special tools & dies, die sets, jigs & fixtures.			
	333511	Industrial mold manufacturing.			

From the Desk of Gary Wood

Administrator MTA Workers' Comp Fund



No one likes getting a visit from MIOSHA and especially getting a citation from that visit. You need to know that you can appeal a citation, but you need to follow the specific guidelines that MIOSHA has set forth. To understand the criteria for an appeal, I am presenting the following article from MIOSHA itself, detailing the steps you need to take.

Affirmative Defense—So You've Received a Citation You Disagree With

MIOSHA conducts inspections in Michigan workplaces under authority of the Michigan Occupational Safety and Health (MIOSH) Act 154, P.A. of 1974, as amended.

As we all know, such inspections can result in MIOSHA issuing citations against an employer alleging that rules or standards established under authority of the MIOSH Act have been violated. The issued citation tells the employer what they are expected to do to comply with the rule or standard.

The Appeal Process

MIOSHA also establishes an appeal process in the event that an employer disagrees with all or part of a citation that has been issued. The MIOSHA program provides a unique feature of offering employers an appeal process not found in federal OSHA.

First Appeal—All or part of the citation may be appealed within 15 working days of the receipt of the citation to the MIOSHA division that issued it. A division review follows and a decision issued.

Second Appeal—This appeal may be filed within 15 working days upon receipt by the employer of the results of the first appeal. The Board of Health, Safety, Compliance, and Appeals holds an informal hearing.

If the issues are not resolved, a decision is issued following a formal hearing by an administrative law judge (ALJ). Decisions by the ALJ may be appealed to the full seven-member Board and ultimately to a Michigan Circuit Court.

“Unpreventable Employee Misconduct” Defense

One of the most common arguments used in appeals by employers in defending against a MIOSHA citation, is what is commonly known as the “unpreventable employee misconduct” defense. This has also been referred to as “affirmative defense,” “isolated occurrence,” “isolated incident,” “isolated misconduct,” or “employee misconduct.”

Regardless of the name, the basic idea behind this defense is that if the employer has taken reasonable steps to ensure a safe

workplace, then it is unfair and does not promote workplace safety and health to penalize the employer for conditions that were unpreventable and rare.

Since the beginning of OSHA in 1970, these issues have been discussed and debated. Judicial rulings have established a four-part test to determine if an employer has a valid unpreventable employee misconduct defense.

All of the four elements must be met by the employer in order to sustain an unpreventable employee misconduct defense.

Below is an explanation of all four elements of this four-part test.

The Four-Part Test

(1) The employer has established work rules designed to address hazards in the workplace and comply with MIOSHA rules and standards. This establishes whether the employer has addressed in any way health and safety in the workplace and is usually the easiest of the four elements for the employer to show.

It is very unlikely that an employer would raise the unpreventable employee misconduct defense without presenting some evidence that the employer had at least some elements of a safety and health program in place to address the hazards in the workplace.

If the employer can show that they have established a program, operating procedure, etc., which addresses the hazard in question, then they have met the requirement of this element.

If it can be shown that the requirements of this first element have not been met, then the other three elements discussed below become irrelevant, and the citation that was issued would typically be sustained.

(2) The employer has adequately communicated established work rules to the employees (employee training). This element focuses on how well the employer has trained the employees on the specific hazards that have been identified in the workplace, and how well the employer has communicated to the employees specific work practices designed to reduce or eliminate exposure to the hazard.

Where it can be shown that the employer has provided inadequate training, and/or the employer has missed providing training for some employees (e.g., new employees), then the defense will typically fail. Establishing element (2) can be shown when the employer can show that employees are well trained, and were aware of established work rules.

(3) The employer has taken steps to determine that employees are complying with established work rules (surveillance in

the workplace). The third element has to do with whether the employer has exercised reasonable diligence in detecting workplace non-compliance with established work rules.

Where there is evidence of non-compliance, the assumption will typically be that the employer has not been diligent in identifying violations of established work rules. The defense has typically been rejected where there were identifiable incidents of non-compliance and the employer's efforts to detect and correct violations has been lacking.

(4) The employer has effectively enforced established work rules when violations have been discovered. This element has to do with the degree to which the employer has enforced its safety and health work rules through sanctions and discipline against non-complying employees.

If the employer discovers that employees have not complied with established work rules and fails to take some sort of action, then the employer fails to show that the condition was unpreventable, and the fourth element of the defense would typically not be sustained.

Where there is evidence of sanctions such as written reprimand, docking of pay, an enforced progressive disciplinary process, then the defense may be upheld with regard to this element.

Meeting all Four Requirements

It has been MIOSHA's experience that many employers can show that they have met the requirements of elements (1) and (2) above, but have a difficult time showing that they have performed adequate surveillance in the workplace, and have adequately enforced established work rules.

Keep in mind that decisions have typically ruled that all four elements must be provable before an unpreventable employee misconduct defense will be successful.

The issues discussed above are addressed in the MIOSH Act in Section 33(6), which states "A citation for an alleged violation of this act, an order issued pursuant to this act, or a rule or standard promulgated pursuant to this act shall be vacated if it is shown that the employer has provided the equipment or training, educated employees regarding use of the equipment or implementation of the training, and taken reasonable steps including, where appropriate, disciplinary action to assure that employees utilize the equipment and comply with the training as referenced in this section."

- by: Robert Pawlowski, director of Construction Safety and Health Division, MIOSHA; reprinted by permission.

The MTA Workers' Comp Fund's loss control staff is ready to assist you with any MIOSHA questions or citations. Please call your designated loss control representative or contact our office at 248-488-1172.

Legislative Update

by: *Judy Augenstein*
Legislative Consultant, Lansing



The legislature is finishing up work on the Republican "jobs package." At the request of MTA, Senator Jason Allen (R-Traverse City) has agreed to make changes to the renaissance/recovery zone legislation passed in December.

On April 27th Governor Jennifer Granholm was in Washington, D.C. with two other Democratic governors, asking Congress and the Bush Administration for changes in federal policy that would create a better business environment for the manufacturing sector. Wisconsin Governor Jim Doyle and Pennsylvania Governor Ed Rendell joined Granholm for the manufacturing day. The governors met with Bush Administration officials, participated in a Capitol Hill forum moderated by U.S. Senator Hillary Clinton, D-N.Y. and U.S. Rep. Charles Rangel, D-N.Y., and a live appearance on a live CNN program.

Granholm, Doyle and Rendell, who represent three of the largest manufacturing states in the nation, asked Congress and the Bush Administration for changes in policy and laws related to international trade, workforce training and development, rising pension and health care costs, improvements in the U.S. and Canada border infrastructure and energy policy.

Granholm stressed that the federal government must stop currency manipulation, make countries live up to their World Trade Organization commitments, protect the intellectual property of American companies and insist that America's trade partners eliminate non-tariff barriers. She also asked for more federal job training money, more flexibility in workforce grants, more money for a manufacturing program and more federal R&D money.

The legislature plans to recess in mid-June to campaign for the August primary election.

Welcome New Members!

We would like to take this opportunity to welcome the following new members to the Michigan Tooling Association:



- ❖ **Jaco Specialty Fabrications** of Stevensville, specializing in metal fabricated parts;
- ❖ **Maxi-Grip Inc.** of Warren, work holding equipment specialists; and
- ❖ **Tube Forming and Machine Inc.** of Oscoda, specializing in tube bending fixtures.

Mark's Remarks

by: Mark Tyler, General Manager
MTA Insurance Agency



Generic Drugs Save Money and Consequently Lower Insurance Rates

If you don't think generic equivalent drugs save lots of money for insurance carriers—savings which are subsequently passed on to employers in their rates, look at this. Studies have shown that generic meds can save between 35% - 50% over the brand name equivalents.

Here are some of the savings that Blue Cross Blue Shield of Michigan has documented from their pay-outs, for a 30-day supply of the medications. (Drug names given are the brand name; prices based on average quantity of drug prescribed).

Drug	Brand Name Cost	Generic Costs
Ativan	\$66.61	\$27.11
Calan SR	\$46.13	\$20.27
Darvocet	\$117.43	\$19.08
Glucophage	\$76.93	\$17.01
Imdur	\$60.66	\$8.37
Lasix	\$6.85	\$1.91
Lopressor	\$20.75	\$2.11
Paxil	\$90.90	\$55.50
Prilosec	\$138.30	\$90.90
Prinivil	\$36.39	\$6.02
Prozac	\$99.72	\$5.70
Remeron	\$95.60	\$32.58
Ritalin	\$66.82	\$29.48
Tylenol 3	\$59.75	\$16.80
Valium	\$47.76	\$1.82
Vicodin	\$80.05	\$15.37
Xanax	\$103.91	\$26.70
Zantac	\$149.11	\$10.80

Generic drugs are a win-win-win situation—for the employer, for the employee (patient) and for the insurance carrier.



Members in the News

LaSalle Foundry & Machine Co. of Ferndale is pleased to announce they received their ISO 9001:2000 Certification on May 5, 2004.

Our congratulations and best wishes to the above. Let us know what is happening at your company.

2004 First/Second Quarter Business Trends Survey Results

Many thanks to the 164 member companies that took the time to respond to the latest Business Trends Outlook survey that was sent with last month's issue of **Tool Talk**. The figures in the brackets are the responses from the survey done six months ago.

1. Describe your company's operation:

Tools & Dies	09%	(12%)
Special Machinery	09%	(08%)
Precision Machining	31%	(32%)
Molds/Die Cast Dies	01%	(02%)
Metal Stamping/Fabrications	15%	(08%)
Prototypes	07%	(05%)
Cutting Tools	10%	(12%)
Others	18%	(23%)

2. How is your business now?

Excellent	05%	(04%)
Very good	18%	(11%)
Good	27%	(28%)
Fair	37%	(40%)
Bad	10%	(15%)
Very bad	03%	(03%)

3. Over the next six months, your company's business will:

Increase substantially	05%	(05%)
Increase moderately	46%	(55%)
Remain the same	41%	(32%)
Decrease moderately	08%	(06%)
Decrease substantially	00%	(01%)

4. Current average workweek:

Hours per week	45	(45)
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5. Current employment:

Hourly:	35	(33)
Salaried:	9	(9)

6. Compare to one year ago your current level of business:

	Up	Same	Down
Quoting activity	54% (48%)	30% (33%)	17% (26%)
Shipments	54% (42%)	21% (33%)	25% (25%)
Order backlog	35% (27%)	35% (34%)	30% (39%)
Profits	36% (29%)	31% (26%)	33% (42%)
Employment	24% (18%)	47% (49%)	28% (33%)

Comments from our Members - “Every day is an adventure”; “...we fight to survive and we will!”

No signs of anything getting better in the near future. (tools & dies)

Fuji seems to be getting several entire cars from Ford and GM and putting the die construction all over S.E. Asia: the Mustang, the HHR and more to come. (tools & dies)

Quoting is at an active level. Prices are very competitive. Customers are being more selective on purchases and holding back on delaying purchases. Seeing more overseas competition every quarter. (special machinery)

If economic conditions are improving and we are coming out of the recession, and these are the good times—oh boy!! Can't wait until they get better. What are profits—(are they old optimistic economists)—for all of the companies still in business—are we the lucky ones ??! (special machinery)

All customers are running inventory down to a minimum, then waiting too long to send replacement orders. (They want it yesterday!) Steel prices; re-pricing, re-pricing; is keeping us off balance. A quote today may be invalid tomorrow. We will be lucky to get steel. Most of our customers want American Made steel because of its quality. Foreign materials do not have the integrity of American Made. (precision machining)

The manufacturing process of the automobile manufacturers continues to push the machining down to Tier One and Two suppliers, providing for opportunities with companies who are flexible and willing to invest in capital. (precision machining)

We are riding the roller coaster by the week and by the day. Cost of raw materials is killing any profit projections. Competition from China & India is bustering. (precision machining)

Have hired 10 people this year—7 flunked the drug test, the other 3 worked 1-2 weeks and quit—said the job was too hard. (precision machining)

Banks continue to pull back from small manufacturers. With no improvement in margins & customer demands to improve quality and lower costs, investment in new technology is impossible. Aging workforce is increasing already expensive benefit programs. No political party has a plan to defend our national manufacturing base. (precision machining)

Every day is an adventure. Tough to make business decisions in such a fragile market. (precision machining)

Seeing increase in quoting. Prices are tight; deliveries are shorter. However, no long term commitments. (precision machining)

We are so fortunate to be building our business during 2004. We are expanding our building to ½ times the length it is now. Our number of employees will double from 2003. We are very appreciative of the opportunity to reach our goals. (precision machining)

Seems to be getting a little better—but costs are out of control. (precision machining)

Business is up & down—not steady! (metal stamping/fabrication)

Profits are low, material is high. (metal stamping/fabrication)

Little will > will > won't...go home. How can you have the time...if you don't take the time? (molds/die cast dies)

Business is flat. It takes more effort and paperwork to run your business. The stack of auction notices is getting higher. Our government is ignoring us. But, we fight to survive and we will! (prototypes)

Business climate has improved over past three years, however, still not confident of stability. We have changed our business practices & operations to survive & remain profitable. The good old days are behind us. (prototypes)

A four month recovery came to a halt mid-April. Current activity resembles last fall. (cutting tools)

Price Buying! Customer talent drain accelerating; foreign tooling everywhere, machines also...getting paid is another problem. USA in trouble. What happened to integrity? (cutting tools)

Health care premiums: +18%. Steel Costs: +5-7%. Gas: +20%. Breaking even is a blessing!! (cutting tools)

Getting better. (finishing)

March and April were fantastic after a year draught. Even with the current strength of demand it still feels fragile—hoping that it's only because we're weary after 3 years of hell. (high speed steel service center)

Bookings are good, but pricing is extremely competitive. (gauging)

We are seeing many of the quality issues that traditionally benchmark an upsurge in business in the manufacturing sector. Basically, many of our customers are getting back into the game after a hiatus of 2-3 years. (industrial testing)

Enjoy—China, India, Turkey, etc.!! (production machining)



2004—4th Of July Holiday Survey Results

Our thanks to the 168 companies that took the time to complete our 4th of July survey. The average number of days off is 1.04. May we all remember the freedoms we enjoy as we celebrate this day.

	Open	½ Open ½ Paid	Closed Paid	Closed Unpaid
Thurs 7/1	161	0	0	0
Fri 7/2	139	2	9	12
Sat 7/3	17	3	4	130
Sun 7/4	1	0	23	131
Mon 7/5	23	1	129	7
Tues 7/6	143	0	4	1
Entire Week 7/5-7/9	42	0	3	4

"It took me seventeen years to get 3,000 hits in baseball. I did it in one afternoon on the golf course."

—Hank Aaron



MTA List of Endorsed Service Providers

- ❖ **Assurant Employee Benefits**
(life, s&a, and dental insurance)
- ❖ **Blue Cross Blue Shield of Michigan/Blue Care Network** (health insurance)
- ❖ **Federated Insurance**
(property & casualty insurance)
- ❖ **Freedom One Financial Group**
(401(k) programs)
- ❖ **Hertz**
(car rentals)
- ❖ **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
April 2004	183.5	546.5	635.7*
March	182.9	544.8	633.6*
Feb	181.9	541.7	630.1*
Jan	180.9	538.7	626.7*
Dec 2003	179.9	536.0	623.2*
Nov	180.2	536.7	624.2*
Oct	180.7	538.2	626.0*
Sept	181.0	539.2	627.0*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
April 2004	188.0	563.2	655.0*
March	187.4	561.5	652.9*
Feb	186.2	557.9	648.7*
Jan	185.2	554.9	645.2*
Dec 2003	184.3	552.1	642.1*
Nov	184.5	552.7	642.8*
Oct	185.0	554.3	644.5*
Sept	185.2	554.7	645.2*

Note: April 04 CPI-W represents a 2.1% increase from one year ago; CPI-U 2.3% 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.