



TOOL TALK

A Publication of the Michigan Tooling Association

From Rob's Roost

by: Rob Dumont,
Managing Director



MORE ON RECOVERY ZONES

Much interest is generated on the Recovery Zone front. The inspiration is in all likelihood the result of the recent mailing by the MEDC (Michigan Economic Development Corporation) detailing the requirements established to propose the creation of a zone. The mailing is dated in mid-August and if you did not get one, let us know and we will be pleased to send members a copy.

The deadline of October 29, 2004, for the "first round" of designations was set, we are advised, in an effort to create a time frame that would enable successful applicants to gain a tax advantage in the current year. Implicitly there will be a "second" round sometime thereafter.

Our efforts to eliminate the 50-employee cap on eligibility continue and we are hopeful that legislation will be offered by mid-October to achieve that end.

MTA has an effort underway to create a "generic" collaborative agreement that we can provide to the membership. It will form a good foundation from which to work in customizing the agreement to any particular need. If you are interested in getting a copy, please either fax (248-488-0500) or e-mail Ron Mariutto at ron@mtaonline.com. Once the model is in hand we will get it out to you.

Recent discussions with the MEDC give rise to some concerns about the collaborative agreement, in view of the suggestion that the MEDC expects almost no one will have a collaborative agreement that will be approved by the State. Apparently the view is that the collaborative agreement will have to do much more than simply comply with the legislation.

The good news, I suppose, is that given this type of notice we have already taken steps with Senator Allen, author of the legislation, to correct that situation. As of the time of the conversation with the MEDC representative, no proposals for a Recovery Zone Designation had been received at MEDC. Little wonder, given the timing of the release of documents to be used and the normal time frame required to get before a governing body, in an effort to get the necessary resolution.

Certainly if the legislation is to amount to anything more than window dressing and good press, the negativism at the MEDC needs to be addressed and corrected. We will continue to work on that task and to keep you informed.

Would You Like to Serve on Your Association's Board of Directors?

The Michigan Tooling Association is governed by a 13 person Board of Directors. Each year at least 4 seats on the Board are up for election. Directors are elected to serve a 3-year term. It is a volunteer position, but a very important one.

Terms expiring at the Annual Meeting in April are: Dennis Haller (**Sunshine-Fifty, Inc.**), Rick Heidrich (**Richard Tool & Die**), Leroy LaJeunesse (**L&L Machine Tool**) and Gary Theuerkorn (**Hillside Tool & Die**).

If you are interested in being on the ballot for the term beginning April 2005, please let us know by either sending a fax to us at 248-488-0500, or e-mailing ron@mtaonline.com by Friday, October 22nd.

MTA Calendar of Events—October 04

- 5 MTA & NTMA sponsored dinner presentation
"First Tariffs, Now Surcharges"
5:30 p.m. at the Club Venetian, Madison Heights
RSVP Joan Walsh 248-682-7610 or ntmadetroit@aol.com
- 6 Seminar—"Long-Term Care Insurance Seminar"***
9:00 a.m. to 10:30 a.m. at the MTA Training Center
- 20 MTA Board of Directors meets
- 21 MTA WCF Board of Trustees meets



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****Don't delay. Please sign up ASAP for the Long-Term Care Seminar. Your life or the life of a loved one may depend upon it!!**

Mark's Remarks



by: Mark Tyler, General Manager
MTA Insurance Agency

New Year, New Blue and Savings Too

In response to practically every company, every agent and every association, Blue Cross is coming out with several new products for January 2005. This is great news for anyone looking for ways to manage rising health care costs and giving companies more flexibility in how they spend health care dollars.

The following is a brief summary of the new programs. Rates will be available after October 18th and **the MTA will be having a special meeting on November 4th that will explain these new options and the cost savings in depth.** See registration form enclosed.

The new programs are:

❖ Three new PPO plans that are called “Healthy Blue”. These plans offer simplicity and will have significant cost savings. These plans have no deductibles, but different co-pays for in-network and out-of-network health providers.

They are:

- 1) “Healthy Blue 70 PPO”—in-network the Blues pay 70%, the member pays 30%; out-of-network it is 50/50.
- 2) “Healthy Blue 80 PPO”—in-network the Blues pay 80%, the member 20%; out-of-network the Blues pay 70% and the subscriber 30%.
- 3) “Healthy Blue 90 PPO”—in-network the Blues pay 90%, the member 10%; out-of-network the Blues pay 80% and the subscriber 20%.

❖ “Blue HSA High-Deductible plans” are a new option that can be used in combination with a health savings account (HSA). An HSA is a special tax-free savings account that can be used for specific qualified medical expenses and must be used with a high-deductible health plan that satisfies specific federal requirements. The federal government can change the deductibles each year based on increases in the Consumer Price Index (CPI).

Currently, the annual deductible must be at least \$1,000 for an individual and \$2,000 for a family and annual out-of-pocket expenses cannot exceed \$5,000 per individual and \$10,000 per family for in-network services. All deductibles must be met before any medical expenses are paid by the Blues.

Companies save money on the lower premiums and have the option of contributing toward their employees’ HSAs. These contributions are tax-exempt for both the employer and employee, and what is not used each year stays in the account and

continues to earn interest on a tax-favored basis, like an IRA.

The plans are:

- 1) “Blue HSA 1000”—single deductible \$1,000; family \$2,000; with a co-pay of 80/20% in-network; an additional 20% co-pay for out-of-network.
- 2) “Blue HSA 2500”—single deductible \$2,500; family \$5,000; with a co-pay of 80/20% in-network; an additional 20% co-pay for out-of-network.
- 3) “Blue HSA BVO-2000”—single deductible of \$2,000; family \$4,000; with a co-pay of 70/30% in-network; 50/50% for out-of-network.
- 4) There are 2 additional plans available for companies with over 100 insured employees.

❖ New Prescription Drug plans that add deductibles and/or pre-authorization for certain drugs and “step therapy” which adds managed care to the drug plans similar to that of HMOs. The most significant of the plans is one that adds a deductible of \$250 per individual, \$500 per family on top of the \$10/20, \$10/40, \$10/60, \$15/30 & \$15/50 generic/brand-name drug plans.

❖ Blue Care Network is also adding three new plans with deductibles. Details will be released soon and we will keep you updated.

For additional information and rates, please try to attend our meeting November 4th or contact me at 248-489-8505 or e-mail to mark@mtaonline.com.

Legislative Update

by: Judy Augenstein
Legislative Consultant, Lansing



MTA continues to work with Senator Allen on amendments to the Renaissance/Recovery Zone law passed last year. The plan is to get a bill introduced and passed into law during the fall “lame duck” session.

Senate and House legislative sessions scheduled for August were cancelled because of ongoing budget negotiations between Governor Jennifer Granholm, Senate Majority Leader Ken Sikkema and House Speaker Rick Johnson. Negotiations to address the remaining \$115 million gap in the current year budget continue.

The Legislature plans to hold weekly sessions through the November elections. Following the elections, the Legislature will set a schedule of work for the “lame duck” session. Since 37 House members are term-limited, it is fair to assume that there will be a very active “lame duck” session. Traditionally, term-limited legislators make interesting “deals” during the final days of the session in order to get their bills passed before the clock runs out on December 31st.



Members in the News

C & B Machinery Company of Livonia, MI, a global preferred supplier to Ford Motor, General Motors and DaimlerChrysler, has recently been awarded a multi-million dollar order from General Motors Corporation Powertrain Division to supply double disc grinding cells for grinding the parallel faces on the pinion, sun and transfer gears for their new six speed, front wheel drive transmission "X22F". C & B Machinery continues to be a strong supplier to the automotive companies and the number one supplier of pinion and sun gear face grinders in North America.

Columbia Marking Tools of Harrison Township is taking the "training" to the customer. Their new 'Lunch-and-Learn' program uses a 32-ft. long trailer, equipped with the complete range of fully-operational Columbia peen marking machines, to familiarize and train existing and potential customers.

"90% of the training we schedule at our facility gets cancelled because companies operate very lean today and either don't have the manpower to allow production personnel to leave the plant for extended periods of time, or the added expenses for time and travel become prohibitive," says Thomas Phipps, CEO of Columbia Marking Tools. "For that reason, we have decided to take the training to the customer. Our program is called 'Lunch-and-Learn', with the idea that we can hold the training sessions on a customer's site, and provide engineers and skilled tradesmen with lunch too. Currently we have many sites scheduled for training at customers' plants in Michigan, Ohio and Indiana."

Columbia Marking Tools has designed and built a complete training and demonstration facility in a 32 ft. long x 8-1/2 ft. wide x 8 ft. high trailer. The trailer is completely self-contained with the necessary electrical and air supplies required to operate the complete range of Columbia peen marking machines. "This is a hands-on program," Phipps emphasizes. "It's essential that the customer can experience how easy our equipment is to program, and how accurate and legible the marks that our machines produce are. We have partnered with Cognex ID Products, the world's leading producer of Direct Part Mark Identification Systems, to provide examples of vision reading capability for our industry-leading Matrix.2D™ 3-axis peen/scribe marking system for two-dimensional (2D) codes."

Numerous types of Columbia peen/scribe/impact marking systems are available for demonstration and training. Requests

for the Columbia Marking Tools' 'Lunch-and-Learn' program can be made on the Columbia web site www.columbiamt.com or by calling the company direct at 800-469-MARK.

Columbia Marking Tools is a leading designer and manufacturer of metal and plastic marking equipment including stamps, roll marking dies, roll marking and impact marking machines, fully programmable peen/scribe marking machines, numbering heads and special marking machines.



Columbia Marking Tools' 'Lunch-and-Learn' trailer takes the demonstration and training process to the customer's facility. Tim Romano is the 'Lunch-and-Learn' program manager.

Our congratulations and best wishes to the above members. Let us know what is happening at your company. We would like to share it with all our readers.

**Daylight Savings Time Ends
on October 31st.
Don't turn into a pumpkin,
set your clocks back 1 hour!**



Happy Halloween !!

From the Desk of Gary Wood

Administrator MTA Workers' Comp Fund



2004—"The End is Near"

We are nearing the end of another fiscal year for the Fund and as that occurs there are a lot of housekeeping details that need to be addressed.

Safety

Again this year, the loss control staff, under the direction of Bill Hoke, developed an enhanced version of the "Michigan Tooling Association Workers' Compensation Fund Safety Data Base—2004 With Training Updates." This information, while encompassing the unchanged aspects of last year's information, has been completely restructured to reflect changes pertinent to the members and including MIOSHA required new-employee training information.

Last year this information was mailed to the person that normally receives the monthly billings. We found that 60 % of the safety personnel in your facilities reported that they were not aware of the availability of the material on the CD. This year to avoid the confusion, the loss control staff will be visiting every facility and demonstrating the CD containing the information as a part of their normal visit.

Drug Policy

The requirement of a drug policy remains in effect:

The Fund's official position is that an owner, officer or partner will have to sign a form indicating that there is a drug policy in effect. A policy will be mandatory.

Fund Annual Meeting

The Fund's Annual Meeting is scheduled for Thursday, November 18, 2004. The meeting will again be held at the Sterling Inn on the corner of 15 Mile and Van Dyke.

The annual meeting is an excellent forum to meet the Fund Trustees, personnel and other members. We encourage you to attend this important event. The Trustees and the staff will be in attendance to answer your questions and discuss any of the topics associated with your coverage.

Trustee Elections

The Trustees of the Fund are elected to serve three-year terms. Annually three of the Trustee seats are open to election and the three highest vote recipients are elected. This year the three seats currently occupied by Jack Accardo (**Tishken Products Co.**), Kurt Heuser (**Bokum Tool Co.**) and Tim Zink (**Metro Machine Works**) are up for election.

In addition to the three incumbents, the Fund seeks nomina-

tions from the qualified members. Trustees must be an officer, partner or owner of a member company.

The Trustees' duties include:

- Directing the administrator;
- Providing for the timely payment of claims;
- Determining payable premium;
- Investing monies not immediately required to pay for claims;
- Accepting new members;
- Terminating members that do not conform;
- Purchasing insurance contracts as required to protect the Fund members;
- Establishing accounts and accounting procedures;
- Maintaining and remaining responsible for all records of the Fund; and
- Auditing the payroll records of the members.

The ballot will be sent to the Fund members in October. If you have any interest in serving as a Trustee, or for information on the procedures and job requirements, please submit your name for nomination to Gary Wood.

Census Data

Last year we asked more questions about your organization than many of you have been asked in the past. It is going to happen again!

The insurance industry continues to collect statistical information on their policyholders. When we request information it is not because we are trying to impose upon you and your time; we have a real need as directed by the insurance companies that provide excess insurance to the Fund.

Aircraft and Watercraft Coverage

While not a widespread issue, but still an issue, is the exposure to the Fund of those companies that use airplanes (or watercraft) in their business. In the past the coverage was a "toss-in" as there was little exposure. In the last several years there has been ongoing consideration by the excess provider and they are requiring an "aircraft seat surcharge" for members that own or lease aircraft for company use. The seat surcharge for a fixed wing aircraft is \$500 per seat and helicopters are usually more.

If there is watercraft exposure, we need to know about this exposure immediately.

Rate Proposal—2005

The huge question facing the Fund is, "will we be able to hold off the effects of medical inflation one more year?" The rates have not changed through the Fund since before I started here (1998). Since about 80% of the cost of claims to the Fund is the cost of medical, I am extremely pleased with the abilities of the staff to maintain those costs at a tolerable level.

However, in the last two years those costs have continued the upward spiral, thus threatening the cost of the Fund operation (in a less than desirable economic situation). The court is out on where the cost will go. The actuaries are grinding the numbers and the excess carrier is studying the "book of business" to see what needs to be. Next month we will be seriously pursuing all possible cost cutting measures to hold on for one more year.

Surplus Asset Distribution—2005

The Fund is well on the way toward developing a distribution proposal to submit to the state. The Trustees have re-enforced their commitment to return money to existing members. The amount of any proposed distribution is ultimately approved by the state of Michigan and therefore no estimates are available at this point.

2005—Who would have thought it?

Seems like only yesterday we were scared that our computer would not flip over to the next year at midnight on December 31, 1999. Now we are nearly halfway to the next decade and the only thing that really happened as a result of that terrifying date is all of the computer people that were making their respective livings off of our fear of the unknown are now in another line of work.

The real fear is, as should have been then, will this nation sustain in a dwindling manufacturing economy until the end of the decade? I heard a pundit the other day liken the changes in the manufacturing economy to the changes that similarly occurred around the turn of the last century. While I wasn't here at the time, it is my understanding that our largely agrarian based economy took a huge turn and became a predominantly manufacturing based economy. The service based economy we are looking at in our near future, it was opined, would shadow that major shift in demographics, and we would all soon be living in prosperity in the good old USA.

The conundrum based on that line of thinking is that in an agrarian society, food is produced; in a manufacturing based society, goods are produced. What is produced in a service based society? Economic theory holds that wealth can only be developed when an activity enhances a product or process. I hope we are enhancing the system by the service we are providing.

Let's approach the end of this year on a positive note! The stock market is up, employment figures are up, and, (perhaps most importantly in a service based economy) "That order of fries will be right up!"



**"Alas, poor Yorick!
I knew him..."
—Hamlet**

Welcome New Members!

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



- ❖ **GR Spring & Stamping** of Grand Rapids, tool shop specialist;
- ❖ **J D Plating Company, Inc.** of Madison Hts, specializing in electroplating & metal finishing;
- ❖ **MRC Industrial Group, Inc.** of Warren, manufacturer of rivets and cold heading operations;
- ❖ **McLaughlin Company Inc.** of Petoskey, subsidiary of MRC Industrial Group;
- ❖ **Mol-Son, Inc.** of Mattawan, specializing in plastic injection molds—manufacture & design;
- ❖ **Northland Tool Corp.** of Traverse City, progressive dies specialist; and
- ❖ **Seeley Inc. dba Midway Engravers** of Williamston, manufacturer of rotary cutting dies & accessories for the converting industry.



Take the Time to Know What You Are Voting For

"China is a huge election-year issue. It's erupted at the grassroots level among manufacturers. When a company like GM buys billions from China, they're deciding to put billions in their economy and not ours."

—Gerald Flannery, President
Michigan Tooling Association

On the Road with Bill Hoke

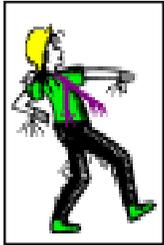
MTA WCF Loss Control Coordinator



You Don't Have To Be Michael Jackson To Get In Trouble Around Here!

What do members' employees of the MTA Workers' Compensation Fund and Michael Jackson have in common? As strange as this may seem they have several similar qualities. First, I have noticed that many of you dress and move just like the king of pop, but more importantly I have also noted that many of you gloved wonders have gotten into trouble this year.

The members of the loss control department and claims department have spent a lot of time and energy over the past few months examining and investigating injuries (severe lacerations, amputations and crushing) due to the use of gloves. Now it really doesn't matter if you look and move like Michael Jackson; if you study the rules in MIOSHA, you will find that the use of loose clothing (including gloves),



jewelry, long hair and anything else that can get caught, is not allowed around rotating or reciprocating shafts and equipment.

Many of us went out a couple of years ago after Part 33 (Personnel Protective Equipment) went into effect and completed the hazard assessment. Most of us recognized that handling stock and sharp tooling represented a hazard to our employees and so we purchased, provided and trained our employees on the use of gloves to protect them from these hazards. However we forgot to look at Part 26 (Metal Working Equipment). The rules clearly state that employees must:

- (a) Not use machinery and equipment unless authorized and trained in its use.
- (b) Report defective machinery and equipment and hazardous conditions, when detected, to his/her supervisor.
- (c) Not remove guards from machinery and equipment except when necessary for servicing. The guard shall be replaced before returning the machinery or equipment to normal operation.
- (d) Not wear loose clothing and neckwear encircling the neck or exposed jewelry, such as rings and necklaces, near a machine having reciprocating or rotating shafts or spindles.

While we are at it, don't forget what it says in the section immediately preceding the employee's requirements; it states:

R 408.12611. Employer responsibility.

Rule 2611. An employer shall:

- (a) Provide training to each employee as to the potential hazards and safe operation of the assigned job.
- (b) Maintain metalworking machinery, in conformance with this part.
- (c) Establish and maintain a lockout procedure as prescribed in sub-rule (1) of rule 2618.

If you have equipment with rotating shafts or reciprocating parts, take a look at the methods your employees are using. We would love to see you all, but not as a result of accident investigation. If you have questions or comments please contact your friendly MTA WCF Loss Control representative.

The Commodification of Everything

from: J.D. Ferrario
The Pillar Group LLC

We all know what commodities are. They are goods that are usually a product of agriculture or mining and they are usually mass-produced. Commodities are undifferentiated, easily traded, and as the basis of a business, are rather easily exploited by any and all competitors.

So what has that got to do with manufacturing things like dies, tooling or fixtures? These are clearly not commodities. They are designed to order and fabricated in small lots...maybe as small as one piece. Moreover, they have value only in their intended applications. There is no open, raging marketplace for them. In some respects, they are like works of contemporary art...embodying high creativity and selling individually to a very narrow audience.

Unfortunately, while dies, tooling and fixtures are not in themselves commodities, their design and production has become just that. Perhaps an analogy will help.

Thirty or forty years ago after electronic vacuum tubes passed from the technology scene, the integrated circuit made printed circuits essential. Things had just gotten too dense and too complicated for any other techniques to work.

In those days, the circuit was put into a schematic form and the layout of a circuit board was done by hand, usually by a draftsman...draftspersons came later. This artwork was checked and re-checked, sent to a photo lab for reduction to a transparency suitable for the photo-lithographic process. The photo-lithography work was then sent out, and usually took several weeks to several months to come back depending on the complexity of the circuit. A multilayer circuit board of any

size or complexity was a monumental project. Once the circuit board was fabricated, one or more prototypes were shipped to the engineer for assembly and evaluation of the circuit. Any revisions to the design or correction of errors sent the project reeling on the same weeks long path until the next draft could emerge. The design of electronics, for most of us, was held hostage to these outrageous iterations.

Recently, I discovered several web sites searching on “printed circuit boards”. On one, I could upload a design file from a popular CAD circuit layout software application. There was pricing for two, three, four or more layers of circuits with or without text screen printed on the boards. As I proceeded to “check-out”, I only had to decide if I wanted the prototypes in one, two, three or four days. There were no longer lead-times available. On another site, I did not even have to have the CAD software. I could download it free.

The circuit design software in some cases also analyzes the design. It will look for circuits that are too narrow for the current that is expected to flow in them. It will look for places that will get too hot because of voltages and currents in the design. I even found one site that will assemble the circuit board for you if the components you need are common enough to be in the vendor’s stocks.

The design and fabrication of printed wiring boards has become a commodity manufacturing process. No one gets into this business with any other expectation. The automation is mind boggling. The “velocity” of this business is so great that there is competitive advantage in regionalization just to keep shipping times short. There is no percentage in sending the business offshore.

If this analogy is resonating with you, consider the capability of modern CAD/CAM software. What were once automated drawing machines presided over by draftsmen or “CAD operators” are now in the hands of engineers performing simulations and analysis. And the capacity of these tools to predict results in production are becoming more and more advanced.

Consider prototyping with stereo lithography, laminations and even consolidating of metals into models and even working models...all driven by “the software”. Consider a CNC control driving a machining center processing 25,000 to 30,000 blocks per second. Exploiting this processing power to produce finer and finer detail at production feed rates takes the hand finishing out of much die and mold production.

We said above that commodities as the basis of a business are rather easily exploited. That means your competitors are exploiting these technologies as well. If your competitors are in low labor rate environments, they are also paying less for the little labor that remains in their production, but make no mistake, they are driving the automation technology relentlessly.

What this means is that the bases of your competitiveness need to be re-thought. If you call yourself a manufacturer, you probably think your core skills are fabricating and assembling things, but these operations are now commodified, and by nature are undifferentiated. There is usually some threshold of quality everyone is expected to meet or exceed, but ultimately, the only real basis of competitiveness in a commodity market is price.

“Manufacturing” should be taken more broadly to include the entire range of activities you perform from the time a customer calls with an inquiry to the time your products are retired from service and scrapped. The “new manufacturer” evaluates this range of activities, always looking for opportunities to tease value from them that his customers esteem and his competitors cannot deliver as efficiently as he can or not at all.

He could even become a virtual manufacturer and subcontract the commodified operations of fabrication and assembly to vendors who are geared to compete better in commodity markets by their investment in technology or by their labor environments.

Repositioning yourself in a market is not easy, but there are industries that have done it and knowledgeable, experienced people who can help find the value and new competitiveness in what you do.

—The Pillar Group LLC, located at 29777 Telegraph Road in Southfield, is a management consulting firm with significant experience helping large and small manufacturers.

What They Said ...

“There are two ways of constructing a software design; one is to make it so simple that there are obviously no deficiencies; and the other way is to make it so complicated that there are no obvious deficiencies. The first method is far more difficult.”

—C.A.R. Hoare

“Men have become the tools of their tools.”

—Henry David Thoreau

“It has become appallingly obvious that our technology has exceeded our humanity.”

—Albert Einstein

“PROGRAMMING TODAY IS A RACE BETWEEN SOFTWARE ENGINEERS STRIVING TO BUILD BIGGER AND BETTER IDIOT-PROOF PROGRAMS, AND THE UNIVERSE TRYING TO PRODUCE BIGGER AND BETTER IDIOTS. SO FAR, THE UNIVERSE IS WINNING.”

—RICH COOK



Don't Be Scared— Be an MTA Website Sponsor!



Would you like to help support your Association while having thousands of people see your company's name at the same time?

MTA will soon be debuting its new website and we have a limited number of sponsor ads still available. Please contact Elaine (ext. 1309) or Jerry (ext. 1308) at 248-488-0300; or e-mail to elaine@mtaonline.com or jerry@mtaonline.com for more information.



MTA List of Endorsed Service Providers

- ❖ **Assurant Benefits** (formerly Fortis) (life insurance)
MTA contacts: Mark Tyler 248-489-8505
Stella Krupansky 248-488-0300 ext. 1310
- ❖ **Blue Cross Blue Shield/BCN** (health insurance)
MTA contacts: Mark Tyler 248-489-8505
Pat Hoover 248-488-0300 ext. 1305
- ❖ **Federated Ins.** (property & casualty insurance)
Provider contact: Todd Bishop 800-428-4143
- ❖ **Freedom One Financial Group** (401(k) programs)
Provider contact: Leslie Goodwin 248-620-8100
- ❖ **Hertz** (car rentals)
Provider contact: 800-654-2210
- ❖ **John M. Packer & Associates** (unemployment)
Provider contact: Nathan Wiest 800-482-2971
- ❖ **LDMI/Custom Telecom** (phone/communications)
Provider contact: Kathy Schaumburger 866-332-1200
- ❖ **Lower Electric, LLC** (energy supply)
Provider contact: 866-569-3788

Inflation Talk

CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
Aug 2004	185.0	551.0	640.9*
July	184.9	550.8	640.5*
June	185.3	551.9	641.9*
May	184.7	550.2	639.9*
April	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*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
Aug 2004	189.5	567.6	660.2*
July	189.4	567.5	659.8*
June	189.7	568.2	660.9*
May	189.1	566.4	658.8*
April	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*

Note: August 04 CPI-W represents a 2.6% increase from one year ago; CPI-U 2.7% 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: **ToolTalk** Editor.