



# TMTA TALK

A Publication of the Tooling, Manufacturing & Technologies Association

## From Rob's Roost

by: *Rob Dumont,*  
*President and CEO*



## Going & Growing Nationally

The debate on currency manipulation continues and it is pleasing to note that it has captured the attention of lawmakers. I have had requests from several to meet the next time I am in Washington and I have set up appointments to do so. For those unfamiliar with the 'Hill' it is usually the visitor who has to request the meeting.

Kudos (alphabetically) to Representatives Vernon Ehlers (R-3<sup>rd</sup>); Dale E. Kildee (D-5<sup>th</sup>); Thaddeus G. McCotter (R-11<sup>th</sup>) and Candice Miller (R-10<sup>th</sup>) all of Michigan and all now co-sponsors of HR 782 (formerly HR 1498), legislation to address currency manipulation. It is noteworthy that this proposed Bill has been 'out of the gate' for fewer than two weeks and already has 47 co-sponsors. During the last Congress, HR 1498 had accumulated 178 co-sponsors. I will certainly be making my best efforts while on the Hill to add additional members to HR 782.

In the same vein and at the invitation of Senator Carl Levin I have an appointment to meet with him on the 14<sup>th</sup> of this month. Similarly I have been invited to breakfast with Presidential hopeful and co-author of HR 782, Duncan Hunter on the 13<sup>th</sup>. As well I have scheduled an appointment with Senator Deborah Stabenow on the 12<sup>th</sup>. There will as well be a 'meet

and greet' for all freshman members of Congress on the 14<sup>th</sup> and I will be part of that.

With the issue of currency manipulation in the forefront and the plight of manufacturing capturing the attention of many legislators the time is appropriate to re-double our efforts to fully inform them of the stark realities facing our members. You can help as well by contacting your representative at the federal level and ensuring that he/she is fully apprised of not only the difficulties being faced by you as an employer but by the people who vote, you and your employees.

Please visit the website for a useful summary of our efforts in Lansing. For those who haven't yet visited the site it is: [www.thetmta.com](http://www.thetmta.com).

You will see elsewhere in this edition that we gained five new members during the month of January; one in each of Michigan, Ohio and Pennsylvania as well as two in the State of Alabama. A very warm welcome to all! Inquiries continue to arrive from other States and from within Michigan. That is very heartening as the truism remains, numbers matter greatly!

Many of you know that Brian Sullivan joined us recently (last October) as the Director of Sales, Marketing and Communications. It is fair to say that he is doing an outstanding job in terms of media attention. The importance of the attention is not that TMTA gets coverage (admittedly that is a positive too) but rather that we are afforded the opportunity to get the issues and proposed solutions out in the public forum, a forum that is closely monitored by both policy and law makers. I suspect it is that type of exposure that results in the invitations to meet that I referred to earlier.

Please share with us your concerns and ideas, we don't have a corner on either of those markets and we are, after all, here to serve you.

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### TMTA Calendar of Events—February 2007

Remember, visit the TMTA website Calendar at [www.thetmta.com](http://www.thetmta.com) for detailed, up-to-date information on all events.

- 15 MTMIC Board of Directors meet

# Mark's Remarks

by: Mark Tyler, General Manager  
TMTA Insurance Agency



## Most BCBSM Groups to Benefit From HPV Vaccine

A vaccine researchers believe will help prevent cervical cancer is now payable for groups with immunization coverage.

The vaccine prevents diseases caused by the Human Papillomavirus, a group of more than 100 infectious viruses that, besides cervical cancer, can cause genital warts and some precancerous or dysplastic lesions.

The immunization benefit, which became effective June 8, 2006, applies to females ages 9 to 26.

HPVs are extremely common sexually transmitted infections that, in more than 90 percent of cases, cause harmless infections that go away without treatment. However, some HPVs have been shown to lead to a number of cancers, including cervical cancer.

Each year in the United States, about 10,000 women are diagnosed with cervical cancer with nearly 4,000 of them dying from it. Around the world, about 500,000 new cases of cervical cancer are diagnosed each year, with more than 250,000 resulting in death. Colorectal cancer and cervical cancer are the second and third most common cancers among women behind breast cancer.

The available vaccines, which are given in three doses, target the two most common high-risk HPVs, which, together, account for about 70 percent of all cervical cancer.



## Rx Changes Dominate 2Q 2007 Menu

A series of new prescription drug riders are designed to respond to a changing marketplace where customers are seeking affordable prescription drug coverage. In addition, several riders are being removed from the menu due to declining interest.

The Blues believe the new Rx designs respond to marketplace demand while providing a more competitive pharmacy alternative to take to customers, particularly those that are struggling with maintaining benefit levels for their members.

## Here is a summary of the new Rx menu offerings for Second Quarter 2007:

Four New Plans Available For All BCBSM Plans (except Traditional & POS options)

- **Two** CLOSED formulary
  - \$10/\$40 Closed (Tier 1—generic, Tier 2—brand); and
  - \$15/40% Closed (Tier 1—generic, Tier 2—40% for brand w/\$40 minimum & \$100 maximum).  
NOTE: There will be no grandfathering for members who may be taking non-formulary drugs.
- **Two** triple tier options
  - \$15/\$50/50% Open (50% for brand w/\$70 minimum & \$100 maximum); and
  - \$20/\$60/50% Open (50% for brand w/\$80 minimum & \$100 maximum)
    - Tier 1—generics (flat co-pay)
    - Tier 2—formulary brand (flat co-pay)
    - Tier 3—non-formulary brand (percentage co-pay)

Included in the four (4) above plans are the following cost containment features:

- Preauthorization;
- Step therapy;
- MOPD2x;
- Open & closed formulary options;
- Mandatory MAC (maximum allowable cost); and
- 90 day retail 2x.

### New Rider For Existing Drug Cards

The 90-day retail rider is available for groups at their renewal unless other plan changes are being made. This feature:

- Allows members to purchase a 90-day supply at participating retail pharmacies;
- Co-pays same as MOPD or MOPD2x;
- Eliminates maintenance drug list;
- Member must have been on medication for 60 continuous days within last 120 days; and
- Non-rated rider if groups has MOPD or MOPD2x.

### Integrated Drug Riders

Community Blue plans 12, 14 and 15 now have the option of combining drug and medical/surgical expenses into **one** deductible. By choosing this rider the CB network deductible and prescription drug benefits are subject to the same deductible amounts and are integrated together.

Drug choices are:

- \$10/\$40 Open;
- \$10/\$40 Closed; or
- \$15/\$50/50% Open.

These plans can be used with HRAs but **not** HSAs.

## Prescription Riders Removed

BCBSM is removing the following riders from its small group menu due to declining enrollment and strategic considerations. Riders affected:

- PD-50%, (\$10/\$100 min./max.) - **Action**—Remove from menu ;
- PD-\$10 generic/\$60 brand PRX-MM - **Action**—Remove Mandatory MAC rider from this option\*;
- PD-\$15 generic/\$50 brand PRX-MM - **Action**—Remove Mandatory MAC rider from this option; and
- Deductible Rider - **Action**—Remove from menu.

\*The Flexible Blue \$10/\$60 drug option will continue to include Mandatory MAC.

## BCN Menu Changes

BCN will also be adding “Build a Plan” to their Healthy Living, Blue SRO & standard menu of products which will allow groups to pick and choose among many BCN benefits. Groups are currently limited to packaged plans. Groups will choose one:

- Medical plan;
- Office Visit Co-pay;
- Emergency Room Co-pay;
- Urgent Care Co-pay; and
- Prescription Drug Co-pay.

BCN will also be adding the three new deductible riders:

- \$1,500/\$3,000 deductible;
- \$2,000/\$4,000 deductible; and
- \$3,000/\$6,000 deductible.

## Four New BCN Rx Plans

- \$15/40% Closed (Tier 1—generic, Tier 2—40% for brand w/\$40 minimum & \$100 maximum);
- \$15/\$50 Closed (Tier 1—generic, Tier 2—brand);
- \$15/\$50/50% Open (50% for brand w/\$70 minimum & \$100 maximum); and
- \$20/\$60/50% Open (50% for brand w/\$80 minimum & \$100 maximum).

For more information on these and other plans that could save your company money, contact Mark Tyler at the TMTA Insurance Agency at (248) 489-8505 or e-mail to [mark@thetmta.com](mailto:mark@thetmta.com).

The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just.

—Abraham Lincoln

# Legislative Update

by: *Judy Augenstein*

*Legislative Consultant, Lansing*



The Legislature is back in session. Legislative directories should be available in March. Senate and House committee chairs and members have been appointed. Access all committee/assignments online at: [www.legislature.michigan.gov](http://www.legislature.michigan.gov).

## Key Senate Committee Chairs:

Senate Commerce & Tourism (includes labor issues)—  
Senator Jason Allen, R-Traverse City  
Senate Energy Policy Committee—  
Senator Bruce Patterson, R-Canton  
Senate Natural Resources & Environmental Affairs—  
Senator Patty Birkholz, R-Sagatuck  
Senate Transportation Committee—  
Senator Jud Gilbert, R-Algonac

## Key House Committee Chairs:

House Commerce Committee—  
Rep. Andy Meisner, D-Ferndale  
House Energy & Technology Committee—  
Rep. Frank Acciavatti, D-Eastpointe  
House Labor Committee—  
Rep. Fred Miller, D-Mt. Clemens  
House Great Lakes & Environment Committee—  
Rep. Rebekah Warren, D-Ann Arbor  
House Transportation Committee—  
Rep. Hoon-Yung Hopgood, D-Taylor

We have had preliminary meetings with key legislative offices including meetings with Senate and House leadership. The legislature must revisit the Tool and Die Renaissance Recovery Zone Act. Specifically, the employee cap needs to be removed from the law so that all can have the ability to compete. Under the Renaissance Recovery Act many local governments will not grant a designation which is required for an MEDC application. It is important to add this issue to the list when we revisit the Act. Gaining legislative support for a plan to create a state credit insurance program so companies can get business loans is also on the legislative agenda.

Following the Governor’s State of the State address, the Legislature will struggle with the budget and work on a plan to replace the SBT. Many replacement proposals are on the table. Senate Majority Leader Mike Bishop, R-Rochester, is very concerned about the impact any SBT replacement tax plan could have on manufacturing and told me that a sales tax replacement tax plan will not be generated by the Senate.

# From the Desk of Gary Wood

MTMIC, Chief Operating Officer

## Manufacturing Technology Mutual Insurance Company News

The MTA Workers' Compensation Fund recently announced its conversion to the Manufacturing Technology Mutual Insurance Company. MTMIC is a new mutual insurance company which was authorized by the State of Michigan to write workers' compensation insurance effective January 1, 2007.

The MTA Workers' Compensation Fund had been increasingly limited by bureaucratic mandates to maintain the group fund exclusively for tool and die shops. With the volume of other manufacturing facilities in the state, the limitation on growth and development into related industries just did not make sense to the Board of Directors.

For those of you that are policyholders in the MTMIC, thank you for the opportunity to continue as your carrier for 2007. For those of you that are not policyholders, we look forward to the opportunity to provide a quote for your workers' compensation coverage at the renewal (or earlier) of your current coverage.

There are several changes which provide a good reason for you to check out the new program. The rates have remained competitive and there is now a premium discount available for those paying over \$5,000 in annual premium. New policyholders do not have to change their effective date to comply with the old program's January 1<sup>st</sup> date and, most important (but always overlooked), is the added benefit that the program has now become non-assessable.

In the past if the Fund ran out of money in a given year, the members in the year of the shortfall could be assessed if required by the Workers' Compensation Agency. The formation of the mutual insurance company has released all prior and current members from that commitment.

### Board of Directors

The Directors continue the practice of meeting at the offices of the TMTA on the third Thursday of the month. At the first meeting of the year, the Directors elected Richard Smith (**Wolverine Bronze**) as the Chairperson, Bobby Cox (**Acorn Stamping**) as the Vice-Chairperson, Kurt Heuser (**Bokum Tool**) as the Treasurer and Gary Wood as the Secretary of the MTMIC for the 2007 year.

While the operation of the Fund has ceased as an entity, the concept and thought process of doing business continues. The goal of providing an insurance option which is directed at saving the policyholders money in the long term is undoubtedly the first thought on the minds of the staff and Directors.

## Staffing

We are all still here:

Gary Wood	Ext. 1316	Chief Operating Officer
Glenda Moyle	Ext. 1315	Premium Accounting Mngr.
Donna Motley	Ext. 1011	Claims Manager
Kimberly Davis	Ext. 1004	Medical Claim Adjuster
Cindy Jackson	Ext. 1009	Indemnity Claim Adjuster
Marci Merath	Ext. 1005	Claim Technician
Linda Murphy	Ext. 1007	Indemnity Claim Adjuster
Bill Hoke	Ext. 1104	Loss Control Manager
Chris Demeter		Loss Control Consultant
Ruth Kiefer		Loss Control Consultant

But wait, there is more! We know you will all join us in welcoming Chris Doebler as the Controller of the Manufacturing Technology Mutual Insurance Company. Chris has been working as a part time consultant to the MTA WCF for several years and has now joined the staff of the MTMIC on a full time basis. Chris's knowledge of the membership, computer systems and manufacturing industry is just what we needed to complement the existing staffing of the organization. I personally welcome the addition and thank the Board for their foresight in bringing on a staff member with his level of expertise. Chris's extension is 1012.

Further information on the operation of the MTMIC is available by contacting:

Gary Wood, Chief Operating Officer  
Manufacturing Technology Mutual Insurance Company  
P. O. Box 9150, Farmington Hills, Michigan 48333-9150  
[gary@mtaonline.com](mailto:gary@mtaonline.com)  
Phone (248) 488-1172, ext. 1316 / Fax (248) 488-1980

## TMTA Blog Site

What did you think of the Governor's State of the State address? How about her ideas to raise money?

What do you think of the plans to replace the Single Business Tax in Michigan?

Have any thoughts on the Renaissance Recovery Zone Act?

Want to voice your opinion on the Currency Manipulation Issue?

You know that old saying, "Opinions are like...Everyone has one..", let others know yours. Use the TMTA Blog Button on the homepage of our website at [www.thetmta.com](http://www.thetmta.com).

This can be a very powerful forum for everyone, *but only if you use it*—post your message today!

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# OSHA Cold Stress Card Tips

With the recent spell of cold weather, here are some OSHA recommendations:

## How to Protect Workers:

- Recognize the environmental and workplace conditions that lead to potential cold-induced illnesses and injuries.
- Learn the signs and symptoms of cold-induced illnesses/injuries and what to do to help the worker.
- Train the workforce about cold-induced illnesses and injuries and what actions to take.
- Select proper clothing for cold, wet, and windy conditions. Layer clothing to adjust to changing environmental temperatures. Wear a hat and gloves, in addition to underwear that will keep water away from the skin (polypropylene).
- Take frequent short breaks in warm dry shelters to allow the body to warm up.
- Perform work during the warmest part of the day.
- Avoid exhaustion or fatigue because energy is needed to keep muscles warm.
- Use the buddy system (work in pairs).
- Drink warm, sweet beverages (sugar water, sports-type drinks). Avoid drinks with caffeine (coffee, tea, or hot chocolate) or alcohol.
- Eat warm, high-calorie foods like hot pasta dishes.

## Workers Are at Increased Risk When...

- They have predisposing health conditions such as cardiovascular disease, diabetes, or hypertension.
- They take certain medication (check with your doctor or pharmacy and ask if any medicines you are taking can affect you while working in cold environments).
- They are in poor physical condition, have a poor diet, or are older.

## Frost Bite:

### What Happens to the Body:

Freezing in deep layers of skin and tissue; pale, waxy-white skin color; skin becomes hard and numb; usually affects the fingers, hands, toes, feet, ears, and nose.

### What Should Be Done: (land temperatures)

- Move the person to a warm dry area. Don't leave the person alone.
- Remove any wet or tight clothing that may cut off blood flow to the affected area.
- **DO NOT** rub the affected area, because rubbing causes damage to the skin and tissue.
- **Gently** place the affected area in a warm (105°F) water bath and monitor the water temperature to **slowly** warm the tissue. Don't pour warm water directly on the affected area because it will warm the tissue too fast causing tissue damage. Warming takes 25-40 minutes.

- After the affected area has been warmed, it may become puffy and blister. The affected area may have a burning feeling or numbness. When normal feeling, movement, and skin color have returned, the affected area should be dried and wrapped to keep it warm. **NOTE:** If there is a chance the affected area may get cold again, do not warm the skin. If the skin is warmed and then becomes cold again, it will cause severe tissue damage.
- Seek medical attention as soon as possible.

## Hyperthermia (Medical Emergency):

### What Happens to the Body:

Normal body temperature of 98.6° F (37°C ) drops to or below 95°F (35°C); fatigue or drowsiness; uncontrolled shivering; cool bluish skin; slurred speech; clumsy movements; irritable, irrational or confused behavior.

### What Should Be Done: (land temperatures)

- Call for emergency help (Ambulance or Call 911).
- Move the person to a warm, dry area. Don't leave the person alone. Remove any wet clothing and replace with warm, dry clothing or wrap the person in blankets.
- Have the person drink warm, sweet drinks (sugar water or sports-type drinks) if they are alert. Avoid drinks with caffeine (coffee, tea, or hot chocolate) or alcohol.
- Have the person move their arms and legs to create muscle heat. If they are unable to do this, place warm bottles or hot packs in the arm pits, groin, neck, and head areas. **DO NOT** rub the person's body or place them in warm water bath. This may stop their heart.

### What Should Be Done: (water temperatures)

- Call for emergency help (Ambulance or Call 911). Body heat is lost up to 25 times faster in water.
- **DO NOT** remove any clothing. Button, buckle, zip, and tighten any collars, cuffs, shoes, and hoods because the layer of trapped water closest to the body provides a layer of insulation that slows the loss of heat. Keep the head out of the water and put on a hat or hood.
- Get out of the water as quickly as possible or climb on anything floating. **DO NOT** attempt to swim unless a floating object or another person can be reached because swimming or other physical activity uses the body's heat and reduces survival time by about 50 percent.
- If getting out of the water is not possible, wait quietly and conserve body heat by folding arms across the chest, keeping thighs together, bending knees, and crossing ankles. If another person is in the water, huddle together with chests held closely.

For more information or to order OSHA Cold Stress Cards, visit [www.osha.gov/Publications/osha3156.pdf](http://www.osha.gov/Publications/osha3156.pdf).

## Michigan's Senate Fiscal Agency Facts

The Senate Fiscal Agency (SFA) is a nonpartisan legislative agency created to provide the Michigan Senate with sound and unbiased assistance by providing staff support and assisting all members of the Senate on state budget-related issues and providing analysis of all proposed legislation being considered by the Senate. The following facts were taken from the report entitled "State Budget Update" by Gary S. Olson, Director of the Senate Fiscal Agency, dated January 24, 2007.

- ✓ Following the 2001 recession, the U.S. economy did not experience significant employment growth until the summer of 2003. Since this time, U.S. employment has increased 4.9%.
- ✓ After increasing 3.3% during 2006, the U.S. economy is expected to grow by 2.2% in 2007 and 2.7% in 2008.
- ✓ The Michigan economy has shown little improvement since the 2001 recession. Since the Michigan employment peak in 2000, Michigan employment has declined by 6.6%.
- ✓ During the same period, Michigan has lost 30.2% of its total manufacturing jobs and 40.0% of its auto-related manufacturing jobs.
- ✓ Michigan employment is expected to decline during 2007 by .9% and by .06 in 2008, marking the eighth consecutive year of employment decline in Michigan.

## Welcome New Members!

We would like to take this opportunity to welcome the following new members to the Tooling, Manufacturing & Technologies Association:



- ❖ **Die Services of Alabama** of Birmingham, AL, specializing in die repair and modification;
- ❖ **Kerr Lakeside, Inc.** of Euclid, OH, specializing in the manufacturing of precision turned and special cold head components as well as hex socket screw products;
- ❖ **Magnum Metalcraft, LLC** of Brown City, MI, specializing in prototype and production stampings, fabrication, welding and assemblies;
- ❖ **Numeric Machine Inc.** of Adamsville, AL, specializing in machining services; and
- ❖ **Universal Electric Corporation** of Canonsburg, PA, specializing in custom manufacturing of power distribution system products, crane electrification and trolley systems.

## "No Trade In Fakes Supply Chain Tool Kit" Now Available

Have you wondered why there are more and more cars on the road today that have nonworking tail lights and head lights? They could be the victims of counterfeiting. Counterfeit goods aren't just being sold on street corners. They are showing up in retail stores and auto repair shops all over the country. In fact, it is almost guaranteed that in the last month, you unknowingly bought counterfeit or pirated goods from a legitimate store.

Ford Motor Co. announced recently that they lose a staggering \$1 billion annually to counterfeit auto parts and that doesn't include the health and safety ramifications. Virtually every automotive part has turned up in the counterfeit trade.

American companies lose between \$200 and \$250 billion a

year to counterfeiting and piracy. The manufacturing industry loses an estimated \$12 to \$16 billion each year. And the numbers are growing. What can you do?

The U.S. Chamber of Commerce and the Coalition Against Counterfeiting and Piracy (CACCP) have come together to develop the "No Trade in Fakes Supply Chain Tool Kit." This document showcases many proven strategies that companies, both small and large, can use to protect themselves and their supply chains from counterfeiters and modern-day pirates. It includes 7 case studies from companies, including Ford, that highlight successful techniques employed from sourcing to distribution to eliminate illegitimate products and protect their brands and their customers.

You can download the Supply Chain Tool Kit and learn more about protecting yourself against counterfeiting at [www.thecacp.com](http://www.thecacp.com) or [www.stopfakes.gov](http://www.stopfakes.gov).

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## Tax News:

Remember, taxpayers have until Tuesday, April 17, 2007 to file their 2006 returns or file for an extension and pay any taxes due. The extra time is because April 15 falls on a Sunday and April 16 is a legal holiday in the District of Columbia.

### IRS Guidance on Per Diem Expense Reimbursements

The IRS has issued guidance emphasizing the need for employers to track the amount of expense reimbursement allowances paid to employees on a per diem basis.

Revenue Ruling 2006-56 tells employers that if they routinely pay per diem allowances in excess of the federal per diem rates, but do not track the allowances and do not require the employees either to actually substantiate all the expenses or pay back the excess amounts, and do not include the excess amounts in the employee's income and wages, then the entire amount of the expense allowances is subject to income tax and employment tax.

Generally, expenses for meals and other incidentals associated with business travel are not subject to income tax or employment tax for each day of travel up to the federal per diem rate without the employee having to actually substantiate the amounts of the expenses. However, if an employer pays expense allowances that exceed the federal per diem rates, the excess amounts are now subject to income tax and employment tax if they are not repaid to the employer, unless the employee actually substantiates all of the expenses covered by the per diem allowances.

While the ruling is effective immediately, the IRS recognizes that employers may need some time to adjust their systems so they can track excess allowances and account for them correctly. The IRS has issued instructions to its agents not to apply the results under the ruling for taxable periods ending on or before December 31, 2006, in the absence of intentional non-compliances.

### IRS Alternative Minimum Tax Assistant

The IRS announced it has updated its online tool to help taxpayers determine whether they may owe the Alternative Minimum Tax (AMT). The AMT Assistant is an automated, internet-based calculator version of the AMT Worksheet in the 1040 Instructions, "Worksheet to see if you should fill in Form 6251 – Line 45." The IRS projects that most taxpayers using the online AMT Assistant will find that the AMT does not apply to them.

The AMT Assistant is aimed at individual taxpayers. Since electronic filing software generally computes AMT liability automatically, taxpayers filing paper returns will benefit the most from this tool. All entries are anonymous.

To use the AMT Assistant, taxpayers must complete a draft Form 1040 through line 44 and have that information at hand. To use the AMT Assistant, go to <http://apps.irs.gov/app/amt2006/>.

### IRS Charitable Donation Changes

The Pension Protection Act signed in August 2006 toughened the tax laws for charitable donations. Household items such as cars, furniture, electronics, appliances and linens must be in "good condition" or better. Single items over \$500 can be donated regardless of their condition as long as the taxpayer includes a qualified appraisal of the item with his tax return.

For tax years beginning after August 17, 2006, donations of money require proof in the form of cancelled checks, credit card statements, or written communication from the charity showing the name of the charity and the date and amount of the contribution.

For tax years 2006 and 2007, an IRA owner, age 70-1/2 or over, can directly transfer tax-free, up to \$100,000 per year, to an eligible charitable organization. Funds must be contributed directly by the IRA trustee to the eligible charity. Since the distribution will not be included in taxable income, taxpayers will not be able to claim a tax deduction for these contributions. Transferred amounts are counted in determining whether the owner has met the IRA's required minimum distribution rules. Where individuals have made nondeductible contributions to their traditional IRAs, a special rule treats transferred amounts as coming first from taxable funds, instead of proportionately from taxable and nontaxable funds as would be the case with regular distributions.

### IRS Issues Guidance on the Pension Protection Act

The IRS has issued guidance on several rules relating to the new Pension Protection Act. The guidance addresses interest rate assumptions for lump sum distributions, hardship distributions from 401(k) and similar plans, rollovers from qualified plans to IRAs for non-spousal beneficiaries, earlier vesting of certain employer contributions, new rules for the notice and consent period for distributions, and qualified charitable distributions from IRAs.

The question-and-answer format can be found at [www.irs.gov/pub/irs-drop/n-07-07.pdf](http://www.irs.gov/pub/irs-drop/n-07-07.pdf).

It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.

--Charles Darwin



For over 70 years the Association has been the voice of the tooling industry and once again we are transforming ourselves to the world around us. The Michigan Tooling Association is now the Tooling, Manufacturing & Technologies Association. Our goals remain the same—a full-service organization comprised of member companies who have voluntarily united for the mutual benefit of all concerned through the increased power of group strength and leadership.

We have updated our website to reflect our new outlook. The TMTA website provides to you, its members, access to the people, information and resources you need to stay competitive, successful and profitable.

Remember that the TMTA is an association that exists of the members, by the members, and for the members—*so you need to be an active participant*. If you have not visited our website yet, you owe it to yourself to do it today! [www.thetmta.com](http://www.thetmta.com)



## List of Endorsed Service Providers

- ❖ **Reliance Standard/Ameritas** (life/dental insurance)  
TMTA contacts: Mark Tyler 248-489-8505  
Stella Krupansky 248-488-0300 ext. 1310
- ❖ **Blue Cross Blue Shield/BCN** (health insurance)  
TMTA contacts: Mark Tyler 248-489-8505  
Elaine Burger-Laskosky 248-488-0300 ext. 1309
- ❖ **Federated Ins.** (property & casualty insurance)  
Provider contact: Joseph Busby 800-428-4143
- ❖ **Freedom One Financial Group** (401(k) programs)  
Provider contact: Lesley Goodwin 248-620-8100
- ❖ **John M. Packer & Associates** (unemployment)  
Provider contact: Nathan Wiest 800-482-2971
- ❖ **Custom Telecom** (phone/communications)  
Provider contact: Kathy Schaumburger 866-332-1200

**TMTA receives a benefit from its Endorsed Providers when you, as a member, patronize them. This is one way we are able to maintain the level of dues.**

## Inflation Talk

### CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
<b>Dec 2006</b>	<b>197.2</b>	<b>587.3</b>	<b>683.1*</b>
Nov	196.8	586.1	681.8*
Oct	197.0	586.7	682.5*
Sept	198.4	591.0	687.3*
August	199.6	594.6	691.5*
July	199.2	593.2	690.1*
June	198.6	591.7	688.0*
May	198.2	590.5	686.8*

### CPI-U All Urban Consumers

Month	82-84	1967	57-59
<b>Dec 2006</b>	<b>201.8</b>	<b>604.5</b>	<b>703.0*</b>
Nov	201.5	603.6	702.0*
Oct	201.8	604.6	703.0*
Sept	202.9	607.9	706.9*
August	203.9	610.9	710.3*
July	203.5	609.6	709.0*
June	202.9	607.8	706.9*
May	202.5	606.5	705.5*

**Note: December 2006 CPI-W represents a 2.4% increase from one year ago; CPI-U a 2.5% 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

## TMTA TALK©

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