

# tmta talk

A publication of the Tooling, Manufacturing & Technologies Association



**FROM ROB'S ROOST**  
BY ROB DUMONT  
PRESIDENT & CEO

## Saving The "Big Two", One Daughter's Thoughts

It's been nearly a quarter of a century since my dad punched a clock for the last time, but he's still got his tools, the ones he used for 37 years in the die room at a Chevy spring and bumper plant, though they don't get much exercise anymore. My parents moved into senior housing a couple years back, and if something breaks, Dad just calls maintenance. The only thing he fixes now is supper, a job he's taken over from my mom, who suffers from dementia. Dad is 83 and, like his former employer, he's seen better days.

Back when I was a kid growing up on the northwest side of Detroit, everybody we knew was connected in some way to the Big Three. The streets in our neighborhood were named after Ivy League colleges, but it was a solidly blue collar area; block after block of modest little houses plunked down like tokens on a life-size Monopoly board, most of them crammed to the rafters with kids. Every morning at six thirty, with the precision of a choreographed dance, back doors would open and men would emerge and, after hasty good-bye kisses from women in curlers, they would vanish into the steel jaws of the great automotive giants, only to be belched out again eight hours later, twelve during model changeover time.



"Generous Motors" (with the help of the U.A.W.) put the food on our table and the roof over our head and the money in my parents' bank account, money that financed much of my education, supplemented by what I earned from my own well-paying summer jobs at my dad's plant, one of the perks that went

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## tmta Calendar of Events

### December 2009

<b>24- 25</b>	Christmas Holiday - TMTA & MTMIC Offices Closed
<b>31- 1/1</b>	New Year's Holiday - TMTA & MTMIC Offices Closed

Visit [www.thetmta.com](http://www.thetmta.com) for detailed, up-to-date information on all events.

### ***(Rob's Roost continued from Page 1)***

along with being in a GM family. My dad, the only son of an itinerant laborer from Arkansas, was lucky to graduate from high school. On the other hand, like most of the kids I grew up with, I viewed college as a birthright. I even tacked on three years of law school. Such a huge change in just a single generation, made possible by virtue of a strong union and a robust industry.

And how did I return the favor? How did I express thanks for my newfound upward mobility? I packed my bags, moved to California and, like millions of my fellow baby boomers, promptly went out and bought a Japanese import, which I subsequently traded in for a Volvo.

On News Hour late last week, I listened to an interview with Micheline Maynard, New York Times senior business writer and author of two books about the decline of the American car industry. According to Maynard, the demise of General Motors comes largely as a result of changing brand loyalties among baby boomers. By 1990, half of all Americans under age 45 did not own American cars. Just as we rebelled against our parents' taste in music and clothing and hair styles, so we came to reject their choices in transportation as well.

Okay, maybe we had good reason. American cars didn't last as long, or so the thinking went. They weren't as fuel efficient. But how hard did we try, really? How much comparison shopping did we actually do? The truth is, in my case, and in the case of many of my peers as well, it never occurred to us to buy an American-made car. And so we went blithely on our way, tooling around in our imports, listening to Bruce Springsteen sing about decaying cities and forgotten workers, and we never even made the connection.

All I ask is that we take a second look. My husband and I have decided to only buy American from here on, figuring better late than never. He loves his new GM car, a Yukon hybrid. It's good for a big guy like him, and for hauling big dogs and navigating country roads, and the city mileage is great for an SUV. When the new Chevy Volt comes out, I'll trade in my Mini.

Yesterday morning, as I drove home from San Francisco on Highway 101 in a sea of foreign-made cars, listening to the bankruptcy news, I called my dad to see how he was holding up. He sounded tired. Like many in his generation, he put his faith in big institutions, things he thought would last forever. Now he wonders what will happen next. His dental and vision care coverage will end July 1. After that, who knows? (Though in another few months, his own wife may not even recognize him, which puts things in a certain perspective.)

My dad could always fix anything, from a toaster to a ten-ton press, and even, on occasion over the years, his daughter's broken heart. He's my institution. After we hung up, I thought of a line from Middlesex, the brilliant novel by Jeffrey Eugenides: "Grow up in Detroit, and you see the way of all things. Early on, you are put in close relations with entropy."

The traffic was sluggish, as it often is at that hour and, while I waited for it to clear, I contemplated the rear end of a shiny black BMW 750i idling directly in front of me. It had vanity plates, surrounded by a frame that said "life is a cabaret."

Yeah, right, I said to myself. Tell that to the folks back in Michigan.

*(Author Unknown)*

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## Expanded Coverage of FMLA Policies

On October 28, 2009, President Obama signed into law a military spending bill that included amendments to the Family Medical Leave Act (FMLA) that may permit more eligible employees to take military-related "qualifying exigencies" or "caregiver" leave.

Under the regulations effective 1/1/09, protected leave for eligible employees who face "qualifying exigencies" due to a spouse, child, or partner's being called to active military duty had been limited to situations involving those family members serving in the National Guard and Reserves. The new law expands "qualifying exigency leave" to also apply to eligible employees whose spouse, child, or parent is an active duty member of the armed forces.

Under the current regulations, eligible employees may take protected leave to care for a spouse, child, parent, or next-of-kin in active military service with a serious injury or illness incurred in the line of duty. The new law expands this "military caregiver leave" to include eligible employees whose covered family members are veterans undergoing medical treatment, recuperation, or therapy for a serious injury or illness incurred or aggravated in the line of duty, so long as the veteran was an active service member at any time during the five years preceding the treatment, recuperation, or therapy.

The law is unclear whether the new amendments take effect immediately, on January 1, 2010, upon adoption of new regulations, or some other date; however, in the meantime, employers should amend their handbooks and policies to reflect the expanded definitions of covered family members for the military-related FMLA leave categories.

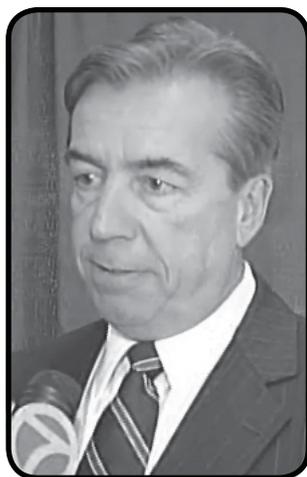
## Notice for TMTA Groups Who Participate in the Disability Program

### W-2 Preparation for TMTA Groups:

- Reliance Standard Life Insurance Issues W-2's for LTD and STD policyholders.
- Reliance provides the employer's match and also issues the W-2's on taxable business. Reliance handles all tax filing responsibilities for the employer.
- W-2's are mailed directly to the employee. A copy is NOT sent to the employer.
- The December Monthly Case Summary Report (DICS) is your company's year-end statement. The monthly DICS reports are cumulative.
- The December DICS report is mailed the second week in January and cannot be provided sooner due to year-end corporate cut off dates.

## TMTA Chairman Testifies at Hearing on Credit Issues

On November 30<sup>th</sup> the Chairman of the TMTA Board of Directors, Herbert W. Trute of **T & W Tool & Die** testified at a Field Hearing of the House Financial Services Committee held at Lawrence Technological University in Southfield Michigan. The subject matter was the availability (or lack thereof) of credit to small businesses.



Members of the Congress in attendance were Gary Peters (D-9<sup>th</sup> MI), the Chairman of the Committee Dennis Moore (D-3<sup>rd</sup> KS), John Dingell (D-15<sup>th</sup> MI) and Mark Schauer (D-7<sup>th</sup> MI).

WXYZ television did a related story and interview that you can see on the TMTA website, [www.thetmta.com](http://www.thetmta.com).

## 2010 IRS Mileage Rates

The IRS issued the 2010 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, and medical/moving purposes.

Beginning 1/1/10, the rates are as follows:

Business rates	- 50 cents
Medical or moving	- 16.5 cents
Charitable rates	- 14 cents

The 2010 mileage rates for business and medical or moving purposes are slightly lower than last year to reflect the lower transportation costs compared to a year ago.

## Inflation Talk

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

Month	82-84	1967	57-59
<b>Oct 09</b>	<b>211.549</b>	<b>630.140</b>	<b>732.85*</b>
Sept	211.322	629.462	732.06*
Aug	211.156	628.970	731.49*
July	210.526	627.093	729.30*
June	210.972	628.422	730.85*
May	208.774	621.875	723.23*
Apr	207.925	619.344	720.29*
Mar	207.218	617.239	717.84*

### CPI-U All Urban Consumers

Month	82-84	1967	57-59
<b>Oct 09</b>	<b>216.177</b>	<b>647.570</b>	<b>753.11*</b>
Sept	215.969	646.948	752.39*
Aug	215.834	646.544	751.92*
July	215.351	645.096	750.24*
June	215.693	646.121	751.43*
May	213.856	640.616	745.03*
Apr	213.240	638.771	742.88*
Mar	212.709	637.182	741.03*

**Note: October 2009 CPI-W represents a 0.3% decrease from one year ago; CPI-U a 0.2% decrease.**

\* 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

# LEGISLATIVE UPDATE

By JUDY AUGENSTEIN,  
LEGISLATIVE CONSULTANT, LANSING

How does a Bill become a Law?

Bills may be introduced in either the House or the Senate. Senate bills are filed with the Secretary of the Senate and House bills with the Clerk of the House. Upon introduction, bills are assigned a number. At the beginning of each biennial session, House bills are numbered consecutively starting with House Bill Number 4001 and Senate bills are numbered starting with Senate Bill Number 1.



## Title Reading

Every bill must be read three times before it may be passed. The requirement can be satisfied by reading the bill's title. Upon introduction, the bill's title is read a first and second time in the Senate and is read once in the House. The bill is then ordered to be printed. A bill cannot be passed or become law until it has been printed and in the possession of each house for at least five days.

## Referral to Committee

Upon introduction, a bill is also referred to a standing committee in the Senate by the Majority Leader and in the House of Representatives by the Speaker of the House. All bills involving an appropriation must be referred either directly to the appropriations committee or to an appropriate standing committee and then to the appropriations committee.

## Committee Review

Committee members consider a bill by discussing and debating the bill. The committee may also hold public hearings on the bill.

## Committee Action

A standing committee may act on a bill in various ways. The committee may:

- Report the bill with favorable recommendation.
- Report the bill with amendments with favorable recommendation.
- Report a substitute bill in place of the original bill.
- Report the bill without recommendation.

- Report the bill with amendments but without recommendation.
- Report the bill with the recommendation that the bill be referred to another committee.
- Take no action on a bill.
- Vote to not report a bill out of committee.

In both houses, a majority vote of the members serving on a committee is necessary to report a bill. If a committee fails to report a bill, a motion to discharge the committee from consideration of the bill may be offered in the house having possession of the bill. If this motion is approved by a vote of a majority of the members elected and serving, the bill is then placed in position on the calendar for floor action. In the House, at least a one-day prior notice of the motion to discharge must be given to the Clerk of the House.

## Committee Reports

If a bill is reported from committee favorably with or without amendment or in the form of a substitute bill, the committee report is printed in the journal under the order of business entitled "Reports of Standing Committees" in the House. On being reported favorably from committee, the bill and recommended committee amendments (if any) are placed on the order of "General Orders" in the Senate. In the House, the bill and amendments are referred to the order of "Second Reading."

## General Orders or Second Reading

For the purpose of considering the standing committee recommendations on a bill, the Senate resolves itself into the Committee of the Whole and the House assumes the order of Second Reading. Amendments to the bill may be offered by any member when the bill is being considered at this stage of the legislative process. In the Senate, a simple majority of members present and voting may recommend adoption of amendments to the bill and recommend a bill be advanced to Third Reading. In the House, amendments may be adopted by a majority serving, and a majority voting may advance the bill to Third Reading. In the House, a bill may be placed on Third Reading for a specified date.

## Third Reading

While there are provisions in the House Rules and the Senate Rules for reading bills unless exception is made, in practice, bills are not read in full in either chamber. In both houses, amendments must be approved by a majority vote of the members serving and the previous question maybe moved and debate cut off by a vote of a majority of the members present and voting. At the conclusion of Third Reading, the bill is either passed or defeated by a

roll call vote of the majority of the members elected and serving or one of the following four options is exercised to delay final action on the bill: (a) the bill is returned to committee for further consideration; (b) consideration of the bill is postponed indefinitely; (c) consideration is postponed until a certain date; or (d) the bill is tabled. Following either passage or defeat of a bill, a legislator may move for reconsideration of the vote by which the bill was passed or defeated.

#### Five-Day Rule

No bill can become law at any regular session of the Legislature until it has been printed and reproduced and in the possession of each house for at least five days. (Constitution, Art. IV, Sec. 26)

#### Immediate Effect

No act shall take effect until the expiration of 90 days from the end of the session at which the measure was enacted. The Legislature may give immediate effect to an act by a two-thirds vote of the members elected and serving in each house.

#### Enactment by the Legislature

If a bill passes, it is sent to the other house of the Legislature where the bill follows the procedure outlined above, resulting in defeat or passage.

If a bill is passed by both houses in identical form, the bill is ordered enrolled by the house in which the bill originated. Following enrollment and printing, the bill is sent to the Governor.

If a bill is passed in a different form by the second house, the bill must be returned to the house of origin and one of the following occurs:

- a. If the amendment(s) or substitute bill of the second house is accepted in the house of origin, the bill is enrolled, printed, and sent to the Governor. It should also be noted that either house may amend an amendment made by the other to a bill or joint resolution. At any time while in possession of the bill, either house may recede from its position in whole or in part and the bill may be returned to the other house for this purpose. If this further action is agreed to by both houses, the bill is ordered enrolled.
- b. If the amendment(s) or substitute proposal of the second house is rejected in the house of origin, the bill is then sent to a conference committee (a special committee composed of three legislators from each house) which attempts to compromise differences between the two versions of the bill. The conference committee can consider only issues in the bill upon which there is disagreement between the two

houses. The conference committee may reach a compromise approved by at least a majority of the conferees from each house, and submit a report to the house of origin. If adopted, the report and bill are transmitted to the second house. If the conference committee report is approved in the second house, the bill is then enrolled, printed, and sent to the Governor. A conference report may not be amended by either house. If the conference committee is notable to agree, or if the report is rejected by either house, a second conference committee is appointed. When a second conference has met and the two houses are still unable to agree, no further conference is in order.

#### Approval by Governor

Upon receipt of an enrolled bill, the Governor has fourteen days to consider the bill. The Governor may:

- a. Sign the bill, which then either becomes law at the expiration of ninety days after the Legislature adjourns sine die or on a date beyond the ninetieth day specified in the bill. If the bill has been given immediate effect by a two-thirds vote of the members elected to and serving in each house, the bill will become law after the Governor signs the bill and files it with the Secretary of State or on a day specified in the bill.
- b. Veto the bill and return it to the house of origin with a message stating the Governor's objections.
- c. Choose not to sign or veto the bill. If the bill is neither signed nor vetoed, the bill becomes law fourteen days after having reached the Governor's desk if the Legislature is in session or in recess. If the Legislature should adjourn sine die before the end of the fourteen days, the unsigned bill does not become law. If the Legislature has adjourned by the time the bill reaches the Governor, he or she has fourteen days to consider the bill. If the Governor fails to approve the bill, it does not become law.

#### Legislative Veto Response

If the Governor vetoes a bill while the Legislature is in session or recess, one of the following actions may occur:

- a. The Legislature may override the veto by a two-thirds vote of the members elected to and serving in each house. The bill then becomes law.
- b. The bill may not receive the necessary two-thirds vote and thus the attempt to override the veto will fail.
- c. The bill may be tabled.

The bill may be re-referred to a committee.

# 2010 First/Second Qtr Business Trends Outlook Survey

Thanks to the 106 member companies that took the time to respond to the latest Business Trends Outlook Survey. The figures in the brackets are the responses from the survey completed six months ago.

## 1. Describe your company's operation:

Dies, Molds	07%	(11%)
Jigs, Fixtures, Gages	05%	(07%)
Engineering, Technology	00%	(00%)
Stamping, Forging, Casting	06%	(04%)
Manufacturing	23%	(19%)
Machining	21%	(19%)
Tools	13%	(10%)
Special Machines	06%	(07%)
Assemblies	01%	(00%)
Fabrications	04%	(06%)
Prototypes	02%	(03%)
Other	12%	(14%)

## 2. How is your business now?

Excellent	01%	(00%)
Very good	04%	(03%)
Good	15%	(09%)
Fair	54%	(30%)
Bad	22%	(36%)
Very bad	04%	(22%)

## 3. Over the next 6 mos. your co.'s business will:

Increase substantially	05%	(00%)
Increase moderately	42%	(32%)
Remain the same	49%	(35%)
Decrease moderately	03%	(23%)
Decrease substantially	01%	(10%)

## 4. Current average work week:

Hours per week	40.6	(38.3)
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## 5. Current employment:

Hourly:	19.2	(18.2)
Salaried:	5.4	( 5.6)

## 6. Compare to 1yr ago, current level of business is:

	Up	Same	Down-
Quoting activity	30% (15%)	30% (17%)	40% (68%)
Shipments	20% (04%)	21% (07%)	59% (89%)
Order backlog	14% (02%)	23% (07%)	63% (91%)
Profits	07% (03%)	22% (07%)	71% (90%)
Employment	05% (01%)	27% (13%)	68% (86%)

## ***"Business still Sucks. (tools)***

After 40 years Bad, Bad, Bad. (manufacturing)

Four months into improvement having slashed overhead by 30%. (machining)

We were at 32 hours per week for most of 2009. (manufacturing)

We see the green shoots & hope it is not crab grass. (tools)

This is getting old! (replacement parts)

The survivor should prosper, government policies could destroy capitalism. We are all government workers now with GM & Chrysler. (cutting tools)

Still waiting for the stimulus money to trickle down. (manufacturing)

Cash flow is killing us! (machining)

Never had it so rough. Never had it so slow and tough. Yet automotive customers still threaten us that they want money back. (manufacturing)

Cannot predict what will happen in 2010. Business climate is too unstable. (tools)

We need a new senator for Michigan who understands manufacturing needs. (machining)

Hesitancy is now shifting to our customer's customer. (foundry)

Hope we can hang on. (tools)

Need to keep work in USA. (dies/molds)

2009 worst since depression of 1929-35. Sales less than half of 2008. Lost money every month. (machining)

Looking forward to better times. (machining)

Still very competitive pricing. Lead times extremely short. (manufacturing)



### 19 Year Old Dependent Reminder

This is a reminder to those companies who have members with a dependent that turned age 19 during the 2009 year, BCBSM will automatically add that dependent on as a family continuation rider with increased premiums due effective 1/1/10. You need to report dependents that are being terminated at the end of the year to avoid extra rate charges. You also need to check your BCBS billings carefully to make sure charges are correct since you can only delete back 30 days from the current date. If you have any questions, contact Elaine at TMTA at 248-488-0300, ext. 1309.

### COBRA Subsidy Guidance for 2010

The Department of Labor (DOL) recently posted guidance as the COBRA Subsidy eligibility nears its end on December 31, 2009.

In a question and answer format, the DOL confirms that individuals who do not become eligible for COBRA until on or after January 1, 2010 will not qualify for the subsidy even if the termination of employment occurred prior to that date.

Also, individuals who qualify for the subsidy in 2009 may continue to receive it in 2010 for the full nine months as long as they remain eligible.

Legislation that would extend the COBRA subsidy is now pending in Congress and it is uncertain whether or when this will come to pass. TMTA will keep you informed of future developments.

### BCBS/BCN Member Services Redesigned

If you haven't checked out the member area of the BCBSM or BCN websites lately, you should. Log on to [www.BCBSM.com](http://www.BCBSM.com) or [www.MiBCN.com](http://www.MiBCN.com).

Both sites were redesigned this fall to be more user-friendly. After registering, members can take an interactive health assessment and receive a lifestyle score and a tailored action plan. There are 11 online health coaching programs to help you achieve your health goals. It includes extensive, up-to-date health content including podcasts and videos. Find and compare doctors and hospitals based on specific factors. And don't forget to check out the discounts you can receive on health and wellness, family care and travel services by accessing the Blue 365 program.

## TMTA Endorsed Service Providers

**Manufacturing Technology Mutual Insurance Company (MTMIC)**  
(workers' compensation program)

Provider contact:

Gary Wood 248-488-1172 ext. 1316

**Reliance Standard/Ameritas**

(life/dental insurance programs)

TMTA contacts:

Dennis Campbell 248-488-0300 ext. 1313

Stella Krupansky 248-488-0300 ext. 1310

**Blue Cross Blue Shield/BCN**

(health insurance program)

TMTA contacts:

Dennis Campbell 248-488-0300 ext. 1313

Elaine Burger-Laskosky 248-488-0300 ext. 1309

**Federated Insurance**

(property & casualty insurance program)

Provider contact:

John Medo 800-428-4143

**Freedom One Financial Group**

(401(k) retirement program)

Provider contact:

Lesley Goodwin 248-620-8100

**John M. Packer & Associates**

(unemployment cost control program)

Provider contact:

Nathan Wiest 800-482-2971

**Custom Telecom**

(phone/communications programs)

Provider contact:

Kathy Schaumburger 866-332-1200

**Schena Roofing & Sheet Metal Co., Inc.**

(commercial/industrial roofing contractor)

Provider contact:

586-949-4777

**GlobalTranz - CarrierRate.com**

(freight discount program)

Provider contact:

Chad Hill 866-275-1407 ext. 130

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

## OSHA's Top 10 Most Cited Violations for 2009

OSHA has unveiled this year's initial top 10 most cited OSHA violations. According to OSHA's director, Richard Fairfax, 81% of the violations recorded throughout the year were either serious or willful violations. While the standards are fairly consistent from year to year, the number of top 10 violations has increased almost 30% over the same time period in 2008.

OSHA's top 10 most cited violations for 2009 are:

- Scaffolding, General – 9,093 violations
- Fall Protection – 6,771 violations
- Hazard Communication – 6,378 violations
- Respiratory Protection – 3,803 violations
- Lockout/Tagout – 3,321 violations
- Electrical, Wiring – 3,079 violations
- Ladders – 3,072 violations
- Powered Industrial Trucks – 2,993 violations
- Electrical, General – 2,556 violations
- Machine Guarding – 2,364 violations

## Happy Holidays!

*Our Very Best Wishes  
for a Safe and Joyous  
Holiday Season to  
Each of You  
and  
Your Families  
From Your Staff at TMTA:  
Robert Dumont,  
Pat Burg,  
Elaine Burger-Laskosky,  
Stella Krupansky,  
and  
Ron Mariutto.*

## Christmas/New Year Holiday Survey Results

Our sincere thanks to the 109 companies that responded to this year's holiday survey. We hope the results will be useful to your business as both you and your employees enjoy the Holiday Season.

		<u>Open</u>	$\frac{1}{2}$ Open <u><math>\frac{1}{2}</math> Closed</u>	<u>Closed</u> <u>Paid</u>	<u>Closed</u> <u>Unpaid</u>
12/21	Mon	96.2%	0.0%	0.0%	3.8%
12/22	Tues	95.2%	1.0%	0.0%	3.8%
12/23	Wed	86.8%	7.5%	0.0%	5.7%
12/24	Thurs	11.0%	22.0%	58.7%	8.3%
12/25	Fri	0.0%	0.0%	93.6%	6.4%
12/26	Sat	2.9%	0.0%	2.9%	94.2%
12/27	Sun	3.8%	0.0%	1.0%	95.2%
12/28	Mon	64.2%	0.0%	9.4%	26.4%
12/29	Tues	65.1%	0.0%	8.5%	26.4%
12/30	Wed	63.2%	0.9%	14.2%	21.7%
12/31	Thurs	21.1%	11.9%	50.5%	16.5%
1/1	Fri	0.0%	0.0%	90.8%	9.2%

## tmta talk

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