

tmta talk

A publication of the Tooling, Manufacturing & Technologies Association



FROM ROB'S ROOST
BY ROB DUMONT
PRESIDENT & CEO

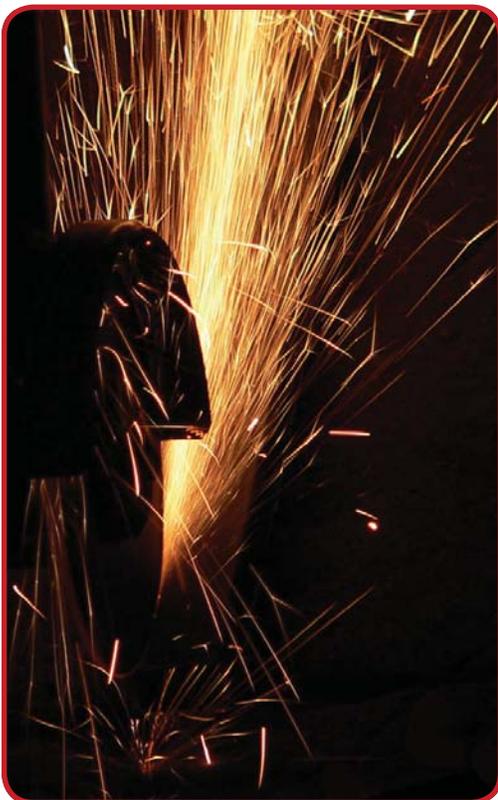
We Need to be Serious About This!

Together with a number of other associations and the Coalition for a Prosperous America, the TMTA has been active in efforts to add co-sponsors to the existing 119 members of the House of Representatives currently listed on H.R. 2378. You can view a copy of the proposed legislation on the TMTA website at www.thetmta.com.

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If it becomes law H.R. 2378 "will amend title VII of the Tariff Act of 1930 to clarify that fundamental exchange-rate misalignment by any foreign nation is actionable under United States countervailing and anti-dumping duty laws, and for other purposes".



That currency misalignment (read currency manipulation, not as gentile perhaps but equally accurate) is a major contributor to the decline in America's manufacturing base and the loss of American jobs is so well documented that I need not elaborate. Equally obvious and well documented is that the current Obama administration, in spite of its lip service to the issue, is no more dedicated to taking the problem on than were the last two successive administrations in the nation's capital.

Here's the deal: check the legislation's list of co-sponsors by visiting www.govtrack.us and enter the number (H.R. 2378) and you will then view an up to date alphabetical list of those members who are signed on. If your member of the House of Representatives is not listed as a co-sponsor take a few moments and send her or his office a fax requesting that she or he sign on the bill. If you want any help

(Rob's Roost continues on Page 7)



Calendar of Events

May/June 2010

6/14	Flag Day
6/21	Summer Solstice First Day of Summer
6/24	TMTA's 75 th Annual Golf Outing & Dinner

Visit www.thetmta.com for detailed, up-to-date information on all events.

Obama HIRE Act



The Golf Outing's Here! The Golf Outing's Here!

Attend TMTA's Annual Golf Outing & Dinner at the Fox Hills Golf Club on June 24, 2010 and you could have the chance to win a brand new vehicle (model to be announced) or \$1,000,000 in our hole-in-one shoot-out contest. We've seen some close calls in the past, but we're still waiting for someone to win. This year it could be YOU!

The event includes the usual continental breakfast during registration; a day of scramble style golf with a shotgun start; lunch on the turn with beer and sodas on the course and an open bar in the clubhouse; all followed by our traditional evening of hors d'oeuvres, dinner and prizes galore!

This is an opportunity for TMTA members to spend time together as well as to treat their customers to a day of golf, food, prizes and camaraderie.

Visit our website at www.thetmta.com for a reservation form, map to Fox Hills and further information. Fax your completed reservation form to TMTA ASAP as tee assignments are made on a first-come, first-served basis.

Plan to join us again this year at one of the longest running annual golf events in the country.

We look forward to seeing you there!

President Obama recently signed into law the Hiring Incentives to Restore Employment Act (HIRE Act). The HIRE Act provides cash revenues in the form of payroll tax exemptions and increased tax credits to employers who hire qualified individuals.

Employers who hire unemployed workers this year (after 2/3/10 and before 1/1/11) may qualify for a 6.2% payroll tax incentive, in effect exempting them from their share of Social Security (SS) taxes on wages paid to these workers after 3/18/10. This reduced tax withholding will have no effect on the employee's future SS benefits and the employer would still need to withhold the employee's 6.2% share of SS taxes, as well as income taxes. The employer and employee's share of Medicare taxes would also still apply to these wages. There is no limit on the number of qualified workers hired.

The tax credit applies to new position employees and new hires filling existing positions only if the workers they are replacing left voluntarily or for cause. Workers related to the employer or to the majority owners of a corporate employer do not qualify. Household employers cannot claim this new tax benefit.

The new law requires that the employer obtain a certified affidavit, under penalty of perjury, from each eligible new hire certifying that he/she was unemployed during the 60 days before beginning work or, alternatively, worked less than a total of 40 hours for someone else during the 60-day period.

Employers may claim the tax exemption on their quarterly federal employment tax return beginning with the second quarter of 2010. The IRS has released a revised Form 941 for this purpose.

In addition, for each worker hired after 2/3/10 and employed for at least 52 consecutive weeks, the employer can receive a business tax credit. Although there is no limit on the number of qualifying employees for whom the tax credit can be claimed, the credit per employee is limited to the lesser of \$1,000 or 6.2% of the wages paid during the 52-week period. One catch is that the wages paid to the worker during the last 26 weeks must be at least 80% of the wages paid during the first 26 weeks.

This business tax credit can be claimed on the business's income tax return.



New BCBSM Pharmacy Initiatives

Blue Cross Blue Shield of Michigan has made the following changes to prescription coverage plans effective July 1, 2010:

- ❖ The standard retail 34-day supply limit will be changed to a 30-day supply limit.
 - ❖ Groups with the 90-day retail rider will still be able to get a 90-day supply.
 - ❖ Members will still be able to get a higher supply amount for drugs on the Blue Cross Maintenance Drug List if this benefit applies to them.
- ❖ The initial fill of a select number of highly potent specialty drugs will be limited to a 15-day supply. If the member is able to tolerate the drug, he/she can then go back to the pharmacy to get the rest of the 15-day supply or the member can choose to get the standard 30-day supply. The member's copay is reduced by half for the initial 15-day supply.
 - ❖ Initially this will only apply to the following oral oncology drugs: Sutent[®], Tarceva[®], Nexavar[®], and Revlimid[®]. Members who have filled prescriptions for at least a 15-day supply of these drugs in the past 180 days will be grandfathered in and can continue to receive a full 30-day supply at one time.
- ❖ The required time between prescription refills will be longer. Currently, a member can obtain a refill when 66.6% of their current supply is estimated to have been consumed. Under this new policy, the refill requirement is extended and members will have to wait until 75% of their prescription has been consumed before receiving a refill.

New BCBSM ID Cards Issued for New Rx Vendor

BCBSM is changing their prescription claims processing vendor to Medco Health Solutions, Inc. beginning July 1, 2010. This affects groups who currently have their

prescription claims processed by MedImpact. (The word "MedImpact" is printed on the front or back of the group's current BCBSM ID cards.)

Beginning mid-May through the end of June, affected members will receive new BCBSM ID cards that identify Medco as their pharmacy claims processor. The old card should be used through June 30, 2010 and then be discarded. The new card should be presented to pharmacies beginning July 1, 2010.

This change does not affect members' prescription drug benefits and Michigan retail pharmacy networks. The Medco mail-order program and the specialty pharmacy mail-order program through Walgreen's Specialty Pharmacy will remain the same.

No BCBSM Premium Refunds for Groups Cancelled For Non-Payment

Beginning July 1, 2010, BCBSM is changing their policy on handling payments from groups that have been cancelled for non-payment. Group premium payments received following a cancellation for non-payment will not be refunded to the group.

BCBSM will apply any late premiums they receive after cancellation that relate to the 30-day grace period and advance the related paid-through date and cancellation date accordingly. The group will remain in a cancelled state.

There is no time limit on applying late premium payments related to the grace period. That is, whether a payment is received 5 days or 5 months after cancellation, BCBSM will apply it accordingly and will not refund it. BCBSM will refund any premium payments received from cancelled groups that relate to coverage periods after the grace period.

A reminder: because BCBSM is pre-paid health care, all premiums must be paid in full and as billed on or before the due date. Failure to do so may result in cancellation of group coverage. Termination of coverage may be due to non-payment or non-sufficient funds, failure to meet participation requirements or failure to meet group eligibility criteria.

If a group's premiums are more than 30 days past due, BCBSM may immediately terminate coverage retroactive to the date in which premiums were paid. Groups that are cancelled for non-payment are not eligible to re-enroll for 12 months following the date of cancellation, nor are they eligible for reinstatement.

Protecting Workers From Heat Stress

Heat Stress Causes Body Reactions

Four environmental factors affect the amount of stress a worker faces in a hot work area: temperature, humidity, radiant heat (such as from the sun or a furnace) and air velocity. Perhaps most important to the level of stress an individual faces are personal characteristics such as age, weight, physical fitness, metabolism, medical condition, acclimatization to the heat, and use of alcohol or drugs.

The body reacts to high external temperature by circulating blood to the skin which increases skin temperature and allows the body to give off its excess heat through the skin. However, if the muscles are being used for physical labor, less blood is available to flow to the skin and release the heat.

Sweating is another means the body uses to maintain a stable internal body temperature in the face of heat. However, sweating is effective only if the humidity level is low enough to permit evaporation and if the fluids and salts lost are adequately replaced.

Safety problems are common to hot environments. Heat tends to promote accidents due to conditions such as the slipperiness of sweaty palms, dizziness, or the fogging of safety glasses. Also, heat lowers the mental alertness and physical performance of an individual. Increased body temperature and physical discomfort promote irritability, anger and other emotional states which sometimes cause workers to overlook safety procedures or to divert attention from hazardous tasks. Fainting, frequently associated with heat stress, can be dangerous if a worker is operating machinery and/or is otherwise injured when falling.

If the body cannot dispose of excess heat, it will store it. When this happens, the body's core temperature rises and the heart rate increases. With so much blood going to the external surface of the body, relatively less goes to the active muscles, the brain and other internal organs. As the body continues to store heat, the individual begins to suffer declining strength and fatigue. The worker will lose concentration and have difficulty focusing on a task, may become irritable or sick and often loses the desire to drink. The next stage is most often fainting and death is possible if the person is not removed from the heat stress situation.

Heat Disorders

Heat stroke, the most serious health problem for work-

ers in hot environments, occurs when the body's system of temperature regulation fails and body temperature rises to critical levels. This is a medical emergency situation. Sweating stops and the body can no longer rid itself of excess heat. Signs include (1) mental confusion, delirium, loss of consciousness, convulsions or coma; (2) a body temperature of 106 degrees F or higher; and (3) hot dry skin which may be red, mottled, or bluish. Victims of heat stroke will die unless treated promptly. While awaiting medical help, the victim must be removed to a cool area and his/her clothing soaked with cool water. He/she should be fanned vigorously to increase cooling. Prompt first aid can prevent permanent injury to the brain and other vital organs.

Heat exhaustion results from loss of fluid through sweating when a worker has failed to drink enough fluids or take in enough salt or both. The worker with heat exhaustion still sweats but experiences extreme weakness or fatigue, giddiness, nausea, or headache. The skin is clammy and moist, the complexion pale or flushed, and the body temperature normal or slightly higher. Treatment is usually simple: the victim should rest in a cool place and be given immediate fluid replacement with cool (50-60 degree F) water or an electrolyte solution (a beverage used to quickly restore potassium, calcium, and magnesium salts). Severe cases involving victims who vomit or lose consciousness may require longer treatment under medical supervision.

Heat cramps, painful spasms of the muscles, is brought about by performing hard physical labor in a hot environment causing an electrolyte imbalance. It is important to understand that cramps can be caused by either too much or too little salt. Cramps appear to be caused by the lack of water replenishment. Because sweat is a hypotonic solution (approximately 0.3% NaCl), excess salt can build up in the body if the water lost is not replaced. Thirst cannot be relied on as a guide to the need for water; instead, approximately one cup of water must be taken every 15-20 minutes. Cramps may occur during or after working and, if determined medically necessary, may need treatment by intravenous saline solutions.

Heat collapse (fainting or heat syncope) is caused when the brain does not receive enough oxygen because blood pools in the extremities. Its onset is rapid and unpredictable. Victims usually recover quickly after a brief period of lying down. Moving around, rather than standing still, can reduce the possibility of fainting, but proper heat acclimatization is more important to avoid this condition.

Heat rash (prickly heat) may occur in hot and humid environments where sweat is not easily removed from the surface of the skin by evaporation. Red papules ap-

pear in areas where clothing is restrictive and give rise to a prickling sensation. When extensive or complicated by infection, heat rash can be so uncomfortable that it inhibits sleep and impedes a worker's performance or even results in temporary total disability. It can be prevented by resting in a cool place and allowing the skin to dry.

Preventing Heat Stress

Most heat-related health problems can be prevented or the risk of developing them reduced. Following a few basic precautions should lessen heat stress:

1. A variety of engineering controls including general ventilation and spot cooling by local exhaust ventilation at points of high heat production may be helpful. Shielding is required as protection from radiant heat sources. Evaporative cooling and mechanical refrigeration are other ways to reduce heat. Cooling fans can also reduce heat in hot conditions. Eliminating steam leaks will also help. Equipment modifications, the use of power tools to reduce manual labor and personal cooling devices or protective clothing are other ways to reduce the hazards of heat exposure for workers.

2. Work practices such as providing plenty of drinking water—as much as a quart per worker per hour—at the workplace can help reduce the risk of heat disorders. Training first aid workers to recognize and treat heat stress disorders and making the names of trained staff known to all workers is essential. Employers should also consider an individual worker's physical condition when determining his or her fitness for working in hot environments. Older workers, obese workers and personnel on certain types of medications are at greater risk.

3. Alternating work and rest periods with longer rest periods in a cool area can help workers avoid heat stress. If possible, heavy work should be scheduled during the cooler parts of the day and appropriate protective clothing provided. Supervisors should be trained to detect early signs of heat stress and should permit workers to interrupt their work if they are extremely uncomfortable.

4. Acclimatization to the heat through short exposures followed by longer periods of work in the hot environment can reduce heat stress. New employees and workers returning from an absence of two weeks or more should have 5-day period of acclimatization. This period should begin with 50 percent of the normal workload and time exposure the first day and gradually building up to 100 percent on the fifth day.

5. Employee education is vital so that workers are aware of the need to replace fluids and salt lost through sweat and can recognize dehydration, exhaustion, fainting, heat

cramps, salt deficiency, heat exhaustion, and heat stroke as heat disorders. Workers should also be informed of the importance of daily weighing before and after work to avoid dehydration.

For More Information

An OSHA QuickCard on Heat Stress is located on the back of this edition of TMTA Talk. Please cut it out and post it on your employees' information board as a fast reference for workers.

Visit the U.S. Department of Labor OSHA website at <http://www.osha.gov/SLTC/heatstress/index.html> for additional important information.

Contact your workers' compensation carrier. **The Ralph C. Wilson Agency** is TMTA's endorsed provider of insurance needs. You can contact Jay Poplawski for questions on your workers' compensation at 248-355-1414, ext. 158 or toll-free at 1-800-638-1174.

A 15-page booklet, *Working in Hot Environments*, is available free from the National Institute for Occupational Safety and Health Publications, 4676 Columbia Parkway, Cincinnati, Ohio 45226; telephone (513) 533-8287.



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

- ❖ **Bruce Fox Inc.** located in New Albany, IN; they design and manufacture custom recognition products; visit their website at www.brucefox.com; and
- ❖ **Fabtronic, Inc.** located in Macomb, MI; they manufacture paint tools.

I never pray to God to make a putt. I pray to God to help me react good if I miss a putt.

~Chi Chi Rodriguez



Surveys Included with TMTA Talk

The semi-annual **Business Outlook Survey** and the annual **Fourth of July Survey** are included with this month's TMTA Talk. Please complete these surveys and fax them to TMTA at 248-488-0500 by June 18th.

Your input is important so that we may present a well-informed response in next month's edition of TMTA Talk.

New DOL Website Offers Guidance on Employment Regs

The Department of Labor (DOL) stepped up enforcement efforts in the Obama administration. Now they have designed a new website resource to help employers stay compliant with the maze of federal employment regulations.

The new DOL website features a series of interactive online Advisors which "help users determine if they are in compliance with federal employment laws by asking questions, providing information and directing the individual to appropriate resolutions." Topics include: pay and overtime, workplace poster requirements, health benefits, re-employment rights for returning uniformed service members, federal contractor compliance, and more.

Visit the DOL website at www.dol.gov/elaws.

BLS Issues Revised Fatal Work Injury Statistics for 2008

The Bureau of Labor Statistics (BLS) has updated the final count of 2008 fatal work injuries in the U.S. The revised number of deaths is 5,214, representing an increase from the preliminary count of 5,071. The increase in the final numbers reflect updates from the identification of new cases, and the revision of existing cases, based on source documents received after release of the preliminary results. The year 2008 saw the lowest annual total since the fatality census was first conducted in 1992.

TMTA Training Center & Boardroom For Rent

The TMTA Training Center has seating and table room for 60-70 people along with a speaker system, 2 dry

eraser boards and an overhead projector. The Boardroom can accommodate 15-20 people. TMTA will provide coffee and tea, and can arrange for lunch at your request.

TMTA members receive discounted rates. For more information, contact Stella Krupansky at 248-488-0300, ext. 1310 or e-mail to stella@thetmta.com.

INFLATION TALK

CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
Apr 2010	213.958	637.316	741.19
Mar	213.525	636.025	739.69*
Feb	212.544	633.105	736.29*
Jan	212.568	633.176	736.38*
Dec 2009	211.703	630.600	733.38*
Nov	212.003	631.491	734.42*
Oct	211.549	630.140	732.85*
Sept	211.322	629.462	732.06*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
Apr 2010	218.009	653.059	759.49*
Mar	217.631	651.925	758.18*
Feb	216.741	649.259	755.08*
Jan	216.687	649.098	754.89*
Dec 2009	215.949	646.887	752.32*
Nov	216.330	648.028	753.65*
Oct	216.177	647.570	753.11*
Sept	215.969	646.948	752.39*

Note: April 2010 CPI-W represents a 2.9% increase from one year ago; CPI-U a 2.2% 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

(Rob's Roost continued from Page 1)

with what to say or if you need a fax number or, for that matter, an e-mail address just contact me and I will assist you. My e-mail is rob@thetmta.com.

This is important legislation and there is a companion bill in the Senate being S 1027 and it has currently 8 co-sponsors. Using the same website set out above you can view the list and if either or both of your Senators are not co-sponsors then, please, take the same action. I can help you out in the Senate much more easily given there are so few co-sponsors: both Michigan & Pennsylvania Senators are on the legislation and so are Senators Brown (OH), Bunning (KY), Feingold (WI) and Snowe (ME). If you are in a state where a Senator is not listed on the legislation, please get to work and let them know they should be.

This is an election year and every member of the House is running or retiring. With the acknowledged anti-incumbency mood out there members are really sensitive to what the folks back home are saying. There will not likely soon be another atmosphere as conducive to influencing legislation as there exists right now. TMTA works long and hard on these efforts and you can really give our efforts a huge boost.

If you have any questions just call or send an e-mail to me and I will do my best to assist.

Don't overlook the fact that your employees have a genuine and vested interest in these types of issues. They vote, they are constituents, it is their job we are trying to preserve (or re-create) so get them to contact legislators as well. Motivate your family, friends and neighbors—they are being hurt by currency misalignment too!

Know too that if you want me to visit your site to speak to your employees on why this is a critical issue and why they need to be involved I am pleased to do that. Obviously I need lead time to schedule but given that, I will be there. Let there be no mistake: this is a serious issue and we must be or get to be serious about it.

Get your registration in for the TMTA Golf Outing on June 24, 2010 at Fox Hills. It is a fun day and we have the longest continuous running association outing in the country. This is our 75th consecutive event. Don't miss it!

**TMTA ENDORSED
SERVICE PROVIDERS**

Blue Cross Blue Shield/BCN

(Health insurance program)

TMTA contacts:

Dennis Campbell 248-488-0300

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

Encompass Energy Group

(Energy conservation program)

Provider contact:

Shel Rader 248-515-3217

Rick Wald 248-755-6523

Freedom One Financial Group

(401(k) Retirement program)

Provider contact:

Lesley Goodwin 248-620-8100

GlobalTranz — CarrierRate.com

(Freight discount program)

Provider contact:

Chad Hill 866-275-1407, ext. 130

John M. Packer & Associates

(Unemployment cost control program)

Provider contact:

Nathan Wiest 800-482-2971

Ralph C. Wilson Agency, Inc.

(Insurance management)

Provider contact:

Robert Farris 248-355-1414, ext. 109

Provider contact for P&C and WC coverages:

Jay Poplawski, 248-355-1414, ext. 158

Reliance Standard/Ameritas

(Life/Dental insurance programs)

TMTA contacts:

Dennis Campbell 248-488-0300

Stella Krupansky 248-488-0300, ext. 1310

SVS Vision

(Safety & Vision programs)

Provider contact:

Monica Dyja 800-611-3683 or www.svsvision.com

Schena Roofing & Sheet Metal Co., Inc.

(Commercial/industrial roofing contractor)

Provider contact:

586-949-4777

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.

Cut out the handy OSHA Quick Card below and post it on your employee information board.

OSHA QUICK CARD™

Protect Yourself Heat Stress



When the body is unable to cool itself by sweating, several heat-induced illnesses such as heat stress or heat exhaustion and the more severe heat stroke can occur and can result in death.

Factors Leading to Heat Stress

High temperature and humidity; direct sun or heat; limited air movement; physical exertion; poor physical condition; some medicines; and inadequate tolerance for hot workplaces.

Symptoms of Heat Exhaustion

- Headaches, dizziness, lightheadedness or fainting.
- Weakness and moist skin.
- Mood changes such as irritability or confusion.
- Upset stomach or vomiting.

Symptoms of Heat Stroke

- Dry, hot skin with no sweating.
- Mental confusion or losing consciousness.
- Seizures or convulsions.

Preventing Heat Stress

- Know signs/symptoms of heat-related illnesses; monitor yourself and coworkers.
- Block out direct sun or other heat sources.
- Use cooling fans/air conditioning; rest regularly.
- Drink lots of water; about 1 cup every 15 minutes.
- Wear lightweight, light colored, loose-fitting clothes.
- Avoid alcohol, caffeinated drinks, or heavy meals.

What to Do for Heat-Related Illness

- Call 911 (or local emergency number) at once.

While waiting for help to arrive:

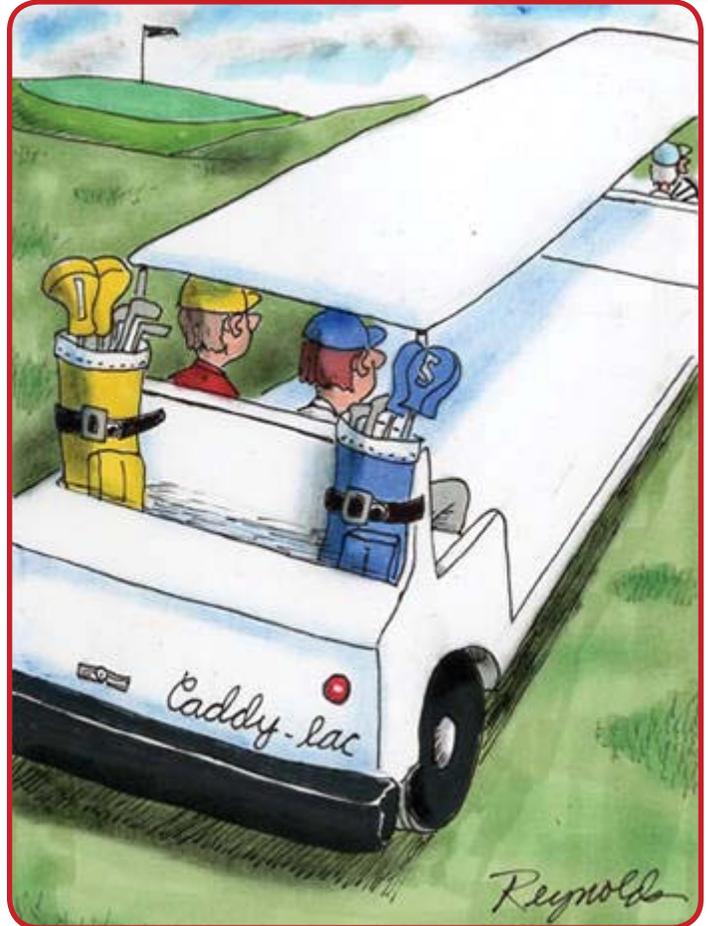
- Move the worker to a cool, shaded area.
- Loosen or remove heavy clothing.
- Provide cool drinking water
- Fan and mist the person with water

For more complete information:

OSHA Occupational Safety and Health Administration
U.S. Department of Labor
www.osha.gov 800) 321-OSHA

OSHA 3154-07R-06

For more information about TMTA, our advocacy, events and benefits, visit us at www.thetmta.com.



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Send/Fax to TMTA, Attention: TMTA Talk Editor.