

tmta talk

A publication of the Tooling, Manufacturing & Technologies Association



FROM ROB'S ROOST
BY ROB DUMONT
PRESIDENT & CEO

This is What is Coming Up

June is a busy month for the TMTA and its member companies! At the outset let me say that we always appreciate inquires, suggestions and or requests from members. So when we got an inquiry about the availability of Supervisor Training we set about looking into that as well as other options and in the result we have arranged a series of three seminars: the first on June 15 "EFFECTIVE SUPERVISION"; the second on June 22 "BETTER COMMUNICATIONS" and the third on June 29 "NATURAL SELLING PROCESS". Full details have been sent out to all member companies and responses are coming in. Details are available on the TMTA website (www.thetmta.com).

Our 76th Annual Golf Outing and Dinner will take place on June 23rd at Fox Hills in Plymouth, Michigan. Again, details have been sent out and information

is also available on the website. This event is always very well attended and thoroughly enjoyable so get those registrations to us to avoid disappointment.

As has been pointed out many times in the past, the TMTA works diligently to provide high value for membership through a variety of programs and services made

available to and provided for members. Perhaps it goes without saying that participation in those programs and availing yourself of the services is how the real value is delivered. You really do owe it to yourself to look into taking advantage of that that is made available. Our insurance program and in par-

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tmta Calendar of Events June 2011

15	TMTA Board of Directors meets at TMTA Offices
21	Summer Solstice First Day of Summer
23	TMTA's 76 th Annual Golf Outing & Dinner at Fox Hills Golf Club, Plymouth

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



New BCBSM ID Cards Coming Soon

BCBSM ID cards will now contain additional information. The new cards will list the date your card was issued (month/year). In the near future, cards will also include your copayment or coinsurance amount for routine physician office visits and your emergency room visit copayment or coinsurance amount.

“Our research has shown us that members want more useful information on their Blues ID cards,” said Kathryn Levine, VP of Corporate Marketing for BCBSM. “By having easy access to this information, members should have a smoother experience at the point of contact when visiting their doctor.”

BCBSM No Longer Accepts Principally Supported Members

BCBSM has announced that they will no longer accept new principally supported members for coverage. This change applies to new customers that enrolled or will enroll after January 1, 2011. Customers that enrolled before January 1, 2011 may retain their principally supported members, but may not add new members.

A “principally supported” member is a dependent who is not a child of the subscriber or the subscriber’s spouse by birth. This includes nieces, nephews and grandchildren, even if they are under 19 years of age, legally reside with the subscriber and are supported financially by the subscriber (included on their federal income tax returns).

Blue Care Network **will** continue to accept principally supported children.

Exemption From W-2 Health Care Reporting

The IRS has published guidance that may exempt your company from the new Patient Protection and Affordable Care Act of 2010 requirement to report the cost of health care on your employees’ Form W-2s beginning with the 2012 tax year.

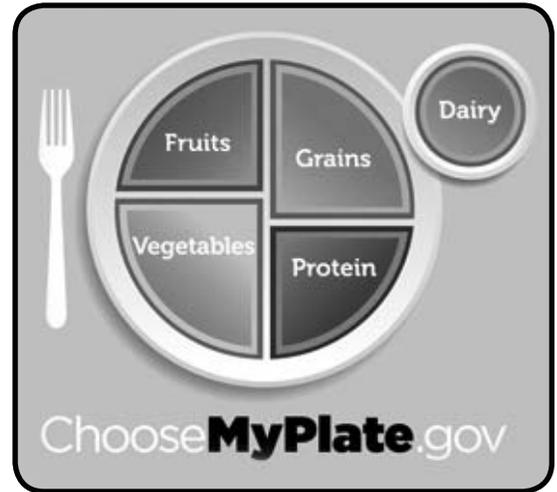
Employers who filed less than 250 Form W-2s during

the preceding calendar year are exempt from reporting in the current year. There is a penalty of \$200 for each W-2 that does not provide the correct information.

New MyPlate Way of Eating

The MyPyramid is being replaced by the MyPlate icon as the government’s primary food group symbol. This comes at a time when more than 1/3 of children and more than 2/3 of adults in the U.S. are overweight or obese.

The food pyramid was criticized as being too confusing. The simple plate icon **u r g e s** Americans to eat a more plant-based diet.



One half of your plate should be filled with fruits and vegetables, with whole grains and lean proteins on the other half. Low-fat dairy on the side is also suggested. Less emphasis is placed on grains which were predominantly featured at the bottom of the food pyramid.

While the plate icon is simpler, Americans have to remember portion control is crucial, even while eating healthy foods. Think about the size of the plate.

For more information on MyPlate, visit the USDA website at www.choosemyplate.gov designed to help Americans make better food choices.

Mediterranean or Low-Fat Diet: What’s Better for You?

There are a lot of diet plans out there, and new research might help you choose one that’s right for you.

Women and men ages 18 to 70 who ate a Mediterranean type diet for three months reduced their risk for cardiovascular disease by 15 percent.

Not far behind at a 9 percent disease reduction: Their peers who consumed a low-fat diet like the one recommended by the American Heart Association (AHA).

In other words, both diets worked. Subjects in both diet groups lost weight and lowered their blood sugar levels. They also lowered their total cholesterol and “bad” LDL cholesterol levels.

The subjects on the Mediterranean diet were given the following guidelines:

- Eat a variety of fruits and vegetables at least three times a day. You can eat them raw, cooked or dried.
- Eat legumes, nuts and dried fruit one to two times a week.
- Eat fish four times a week, and limit red meat to once a week. For your other two main meals, choose poultry or an egg-based meal.
- Choose cheese from sheep and goats.
- Use a lot of tomato sauce when cooking.
- Make olive oil the primary oil used. You can also use a little canola oil.
- Limit butter to once a week for breakfast. On other days, use yogurt or cottage cheese.
- Choose whole grain breads and cereals.
- Limit yourself to one glass of red wine a day if you’re a woman or two glasses if you’re a man.
- Eat more like a healthy American.

The subjects on the AHA recommended low-fat diet were also told to eat lots of fruits and vegetables. Here are some other tips for following this heart healthy approach:

- Choose poultry over other meats; but do not eat more than 120 to 150 grams of meat a day.
- Eat fish two or three times a week.
- Limit egg consumption to two or three times a week.
- Use skim milk and other low-fat dairy products.
- Eat butter, cream and other animal fats in moderation; instead, use vegetable oils.
- Try low-fat cooking methods, such as steaming and sautéing in a nonstick pan.
- Restrict chocolate, sugar, honey, jam and other sweets; especially refined sugars.
- Avoid alcohol.

A Weight-Loss Plan Tailored to Your Needs

There are lots of ways to lose weight—you just have to find the strategy that works best for you. Balance®, an online health coaching program from BlueHealthConnection®, can help you create a personalized weight-loss program based on your needs and behaviors.

Balance focuses on your psychological, emotional and behavioral patterns—in addition to your physical activity habits and diet—to help you reach your weight-loss goals.

To begin, log on to Member Secured Services on the BCBSM website at www.BCBSM.com. Click on the Health and Wellness tab and take the Succeed™ health assessment.

Survey: Social Networking on the Job

Tweets and “likes” are becoming more beneficial to business, a new Robert Half Technology survey suggests. More than half (51 percent) of chief information officers (CIOs) surveyed said they permit employees to use social media sites like Twitter and Facebook on the job as long as it’s for business purposes. This is up from 19 percent in 2009. But while firms may be more open to the business applications of social media, more than one out of three (31 percent) organizations still prohibit it completely at the office. The surveys were based on telephone interviews with more than 1,400 CIOs from companies across the United States with 100 or more employees.

CIOs were asked, “Which of the following most closely describes your company’s policy on visiting social networking sites, such as Facebook and Twitter, while at work?” Their responses:

- Prohibited completely: 31% in 2011. (54% in 2009)
- Permitted for business purposes only: 51% 2011. (19% in 2009)
- Permitted for limited personal use: 14% in 2011. (16% in 2009)
- Permitted for any type of personal use: 4% in 2011. (10% in 2009)

“Companies recognize the value of using social media for brand building, whether it’s marketing a product, offering customer service, gathering information, or simply listening to what fans and followers have to say,” said John Reed, executive director of Robert Half Technology. Reed noted, however, that companies draw the line at workers’ excessive personal use of social media.

Source: Robert Half Technology; www.rht.com.

2011 3rd/4th Quarter Business Trends Outlook Survey Results

Thanks to the 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	12%	(08%)
Jigs, Fixtures, Gages	04%	(06%)
Engineering, Technology	00%	(00%)
Stamping, Forging, Casting	07%	(06%)
Manufacturing	28%	(21%)
Machining	16%	(19%)
Tools	07%	(10%)
Special Machines	00%	(05%)
Assemblies	00%	(00%)
Fabrications	04%	(08%)
Prototypes	04%	(02%)
Other	18%	(15%)

Comments:

"...our confidence factor is quite low"

Still can't find qualified people.
(machining)

Things look up—programs promised, but slow to materialize.
(fabrications)

Future looks bright.
(machining)

2. How is your business now?

Excellent	07%	(08%)
Very good	33%	(26%)
Good	35%	(31%)
Fair	23%	(31%)
Bad	02%	(03%)
Very bad	00%	(01%)

Difficult finding new hires.
(heat treat)

Although we have the makings of a very good year—our confidence factor is quite low.
(castings)

What Recovery?
(gages)

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

Increase substantially	04%	(05%)
Increase moderately	52%	(51%)
Remain the same	37%	(36%)
Decrease moderately	07%	(08%)
Decrease substantially	00%	(00%)

Wow. What a difference a year makes. Hope it lasts—fix the gas price swings or it's going to kill the growth.
(prototypes)

Can't hire skilled people.
(machining)

4. Current average work week:

Hours per week	46.1	(44.7)
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Finally!
(manufacturing)

5. Current employment:

Hourly:	24.9	(32.1)
Salaried:	6.0	(7.7)

Growth seems to be curbing off.
(cutting tools)

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

	<u>Up</u>	<u>Same</u>	<u>Down</u>
Quoting activity	67% (56%)	24% (38%)	09% (06%)
Shipments	64% (70%)	33% (19%)	03% (11%)
Order backlog	60% (57%)	22% (30%)	18% (13%)
Profits	46% (54%)	42% (29%)	12% (17%)
Employment	47% (51%)	49% (36%)	04% (13%)

Hoping that business continues to improve "slow & steady." Still concerned.
(machining)

Some positive signs but extremely cautious on buying equipment or hiring new employees.
(cutting tools)

Michigan's New Corporate Income Tax (CIT)

On May 25, 2011, Governor Rick Snyder signed House Bill 4361 and House Bill 4362 that repealed the Michigan Business Tax (MBT) and replaced it with the new Michigan Corporate Income Tax (CIT) effective January 1, 2012.

Highlights of the CIT legislation include:

The CIT will only be imposed on corporations that are 'C' corporations for federal income tax purposes. The CIT will not apply to "pass-through" entities such as S-corporations and most limited liability companies. A C-corporation will be exempt if its Michigan-apportioned annual gross receipts are less than \$350,000 or its CIT liability is less than \$100. A C-corporation will be subject to the CIT if it has a physical presence in Michigan, or actively solicits sales in Michigan and has gross receipts of at least \$350,000 sourced to Michigan. C-corporations with an ownership or beneficial interest in a flow-through entity with Michigan nexus will also be subject to the CIT.

In general, the CIT imposes a flat 6% tax on Michigan apportioned income. The CIT requires C-corporations with Michigan and non-Michigan business activities to apportion business income using the ratio for Michigan sales to total sales. Apportioned sales of a unitary business group will include all sales in Michigan of every member of a unitary business group, whether or not a member has Michigan nexus. Non-Michigan C-corporations will no longer be able to apportion business activity to Michigan based on property, payroll or any other factors other than sales.

The only credit available under the CIT will be the small business credit. Unused MBT credits will not carry over to the CIT. The CIT small business credit will allow qualified small businesses to pay tax at a rate of 1.8% of adjusted business income instead of 6%. This credit will be available to C-corporations with gross receipts that do not exceed \$20 million, adjusted business income that does not exceed \$1.3 million and officers' and owners' compensation that does not exceed \$180,000 per individual. There is a phase-out for gross receipts between \$19 million and \$20 million and officers' and owners' compensation between \$160,000 and \$180,000 per individual.

Businesses with certain credits, such as Michigan Economic Growth Authority (MEGA) credits and some Renaissance Zone credits, will be able to use the credits only if the business elects to remain subject to the MBT.

The election will be binding until all credits are used and then the business must become subject to the CIT. The election to remain under the application of the MBT must be made on the taxpayer's first tax year ending after December 31, 2011. No other taxpayers will be able to elect to retain the application of the MBT.

MEGA credits include employment credit, anchor company payroll credit, anchor company taxable value credit, photovoltaic technology credit, polycrystalline silicon manufacturing credit, hybrid technology research and development credit and high power energy battery credit. Only Renaissance Zone credits that require a development agreement or qualified collaborative agreement with the state qualify as certified credits. Other credits include Brownfield Redevelopment Credits, Historic Preservation Credits, Media Production Credits, Media Infrastructure Credits and Early Stage Venture Capital Credits.

The CIT will eliminate "double taxation" as many business owners were required under the MBT to pay tax both on the money as it flowed into their business and then again as they took it as personal income. Owners of partnerships, S-corporations and other simpler business entities will now pay only personal income tax. Effective January 1, 2013, the current individual income tax rate of 4.35% will be reduced to 4.25%.

If you have any questions regarding the CIT, contact your tax advisor.

New "OSHA Recordkeeping Advisor" Web Tool

The Occupational Safety and Health Administration (OSHA) has introduced OSHA Recordkeeping Advisor, a new web tool that helps employers understand their responsibilities to report and record work-related injuries and illnesses under OSHA regulations.

A set of questions assists in determining quickly whether an injury or illness is work-related, whether it needs to be recorded and which provisions of the regulations apply. The Advisor is written in plain language. For those who wish to read exact regulatory language, links are provided throughout the Advisor where appropriate.

You can find the OSHA Recordkeeping Advisor web tool on the OSHA website at www.dol.gov/elaws/OSHARecordkeeping.htm.

TMTA June Seminars

By popular member request, TMTA is hosting the following seminars this June:

- **Effective Supervision** held on June 15, 2011.
Mastering the skills needed for successful supervision.
- **Better Communications** held on June 22, 2011.
Techniques and styles of great communications.
- **Natural Selling Process** held on June 29, 2011.
A selling system that uses and builds upon the natural ability of every person to increase their sales and services results.
- Location: ESD Training Center
20700 Civic Center Dr, Southfield, MI
- Time: Registration begins at 7:15 a.m.
Classes are from 8:00 a.m. to 5:00 p.m.

Seating is limited so make your reservation ASAP!

Visit the TMTA website at www.thetmta.com for more information and reservation forms.

USCIS Final Rule for Form I-9

U.S. Citizenship and Immigration Services (USCIS) has announced a final rule that adopts, without change, an interim rule to improve the integrity of the Employment Eligibility Verification (Form I-9) process. USCIS received approximately 75 public comments in response to the interim rule, which has been in effect since April 3, 2009.

The main changes made by the interim rule and adopted by the final rule include: prohibiting employers from accepting expired documents; revising the list of acceptable documents by removing outdated documents and making technical amendments; and adding documentation applicable to certain citizens of the Federated States of Micronesia and the Republic of the Marshall Islands.

Employers must complete Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. The list of acceptable documents that employees may present to verify their identity and employment authorization is divided into three sections: (1) List A documents, which show identity and employment authorization; (2) List B documents, which show identity only; and (3) List C documents, which show employment authorization only.

The text of the final rule, which becomes effective on May 16, 2011, has been published in the Federal Register and is available at www.uscis.gov. Employers may continue to use the current version of the Form I-9 (Rev. 08/07/2009) or the previous version (Rev. 02/02/2009).

For more information, visit the new USCIS Form I-9 dedicated website at www.uscis.gov/I-9Central.

INFLATION TALK

CPI-W Urban Wage Earners and Clerical Workers

Month	82-84	1967	57-59
Apr	221.743	660.503	768.16*
Mar	220.024	655.385	762.21*
Feb	217.535	647.969	753.58*
Jan 2011	216.400	644.591	749.65*
Dec	215.262	641.200	745.71*
Nov	214.750	639.673	743.94*
Oct	214.623	639.296	743.50*
Sept 2010	214.306	638.353	742.40*

CPI-U All Urban Consumers

Month	82-84	1967	57-59
Apr	224.906	673.717	783.52*
Mar	223.467	669.409	778.51*
Feb	221.309	662.943	770.99*
Jan 2011	220.223	659.692	767.21*
Dec	219.179	656.563	763.57*
Nov	218.803	655.438	762.26*
Oct	218.711	655.162	761.94*
Sept 2010	218.439	654.346	760.99*

Note: April 2011 CPI-W represents a 3.2% increase from one year ago; CPI-U a 3.6% 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)

ticular the affiliation we have with the "Blues", Blue Cross Blue Shield/BCN, all through the Ralph C. Wilson Agency (the Insurance arm of the TMTA); our 401k service provider, Freedom One Financial Group; the relationship with Packer and Associates (Unemployment Cost Control) and with the Staffworks Group (Staffing Needs); the discounts for you and your employees provided by member company SVS Vision as well as their Safety and Vision programs; the discounts available to members in need of roofing services through Schena Roofing; and, not least a freight discount program with GlobalTranz. More detail and contact information is to be found in the shaded area on this page of TMTA Talk.

Much is mentioned these days in the media about the recession and whether or not it will be a "double dip" recession. Much is said about the "recovery" and whether it is or will be a "jobless" recovery. The pundits are grinding out their various theories and observations. My view of reality dictates that a "jobless recovery" is indeed an oxymoron: a figure of speech by which is produced an incongruous seemingly self-contradictory effect, as in "cruel kindness" or "to make haste slowly".

And, when it comes to the release of figures on monthly employment and job losses, it continues to confound me when someone suggests, for example, that 230,000 new job losses is an improvement because the figure is lower than that of the previous month without making any reference to the obvious: that as jobs are lost the pool of jobs that exist is reduced and since that pool is smaller and, as it gets smaller, one might reason the number of jobs being lost will naturally reduce as there are fewer jobs to lose. My observation assumes that the number of jobs in existence is indeed "finite"...I believe that to be the case!

Finally, I have been invited to participate as a panelist discussing a newly released and most interesting and informative book by PETER NAVARRO and GREG AUTRY entitled *DEATH BY CHINA: Confronting the Dragon — A Global Call to Action*. The book was just released in May and is available at www.Amazon.com. I am careful not to over-emphasize but this book really should be read by every "thinking" American. It will scare many and outrage most! The truths therein are well documented and supported. The event is a CPA (Coalition for a Prosperous America) Issues Forum: "China Policy: Where Do We Go From Here?" Visit Issues Forum at www.ProsporousAmerica.org for more information.

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:

John Young 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 for Benefits coverages:

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

Staffworks Group

(Staffing needs)

Provider contact:

Bill Brann 877-304-9690

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.

TMTA's 76th Annual Golf Outing & Dinner

Attend TMTA's 76th Annual Golf Outing and Dinner at the Fox Hills Golf Club on June 23, 2011 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.

The outing features a shot-gun start; lunch on the turn; open bar in the clubhouse and beer & sodas on the course; dinner including hors d'oeuvres, a delicious buffet and premium open bar; and prizes galore.

Tickets are \$175 per person for golfers and \$80 per person for dinner only. Visit our website at www.thetmta.com for a reservation form, map, sponsorship application and further information.

Fax your form to TMTA ASAP since tee and table assignments are made on a first-come, first-served basis.

We Look Forward To Seeing You There!

Be A TMTA Golf Sponsor

By becoming a TMTA Golf Sponsor, you will have your company's name displayed on a placard at one of the golf holes along with a discount on ticket prices to the event and company recognition in a special upcoming issue of TMTA Talk.

Contact Ron at 248-488-0300 ext. 1306 or e-mail to ron@thetmta.com.



2011 Fourth Of July Holiday Survey Results

Our thanks to the companies that took the time to complete our 4th of July Holiday Survey.

May we all remember the freedoms we enjoy as we celebrate this day.

	Open	½ Open ½ Paid	Closed Paid	Closed Unpaid
Fri 7/1	69	0	1	6
Sat 7/2	7	4	0	64
Sun 7/3	1	0	0	74
Mon 7/4	0	0	77	1
Tues 7/5	75	0	1	0
Wed 7/6	74	0	1	0
Week 7/4-7/8	25	0	1	0

**HAVE A SAFE & HAPPY 4TH OF JULY
FROM THE STAFF AT TMTA**

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P.O. Box 9151 Phone (248) 488-0300
Farmington Hills, MI 48333 Fax (248) 488-0500
www.thetmta.com

President and CEO — Robert J. Dumont
Editor, Layout/Design — Elaine F. Burger-Laskosky

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