

THE CARRIER



Quarterly Publication of the
Michigan Movers Association

THIRD QUARTER
2010

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ADVERTISING INFORMATION The newsletter is mailed to all MMA members. There are four publications: Winter, Spring, Summer and Fall. For ad submission deadlines and any questions regarding advertising call 517.327.9207.

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LEGISLATIVE UPDATE

DONN EURICH
EXECUTIVE MANAGER

SB 1222 STALLED IN COMMITTEE

On June 23, The House Commerce Committee devoted over 90 minutes to debate on SB 1222. All testimony was in favor of passing the bill with only a representative from the State Treasurer's office opposing the bill. I distributed several letters from movers in support of the bill to the entire committee for their review.

Representatives from both Corrigan Moving Systems and Imlach Movers, Inc. offered excellent testimony in favor of the bill, which articulated the double and triple taxation that is occurring with subcontractors. Committee members spent considerable time questioning the freight representative and speaker from Treasury. Our detailed example of how certain invoices are taxed three times had an excellent impact. Republicans on the committee pushed for a vote, as there seemed to be no opposition to the bill other than Treasury, and the arguments in favor of passing the bill were very convincing. For whatever reason, Chairman Jones declared halfway through the hearing that there would be no vote to report the bill. Republicans on the committee voiced their displeasure, but to no avail. Neither Chairman Jones, nor his aide, would verify whether the bill would be taken up again later this spring and voted out of committee. We are now formally on record in support of the bill and the freight representatives were very appreciative of our support and participation. You can help seek action on this bill by contacting Commerce Committee Chairman Robert Jones, (D) Kalamazoo, and ask him to reschedule the bill and report it favorably to the House floor. We also need to write to Speaker Andy Dillon and ask him to instruct Chairman Jones to take the bill up and report it out of committee.

Unfortunately, as often happens with legislation, the upcoming elections and campaign cycle will impact what issues will or won't become law. Any bill which cuts taxes during the state's large budget shortfall will not be viewed favorably by the administration. I am in touch with the lobbyist for the freight haulers and we will keep on top of this bill. Should this issue not receive consideration before the legislature breaks for

the summer, our next opportunity to see action may be during the lame duck session of the legislature, as few issues which could be considered controversial will be considered or passed during the fall pre-election campaign cycle.

ON THE BALLOT FOR THE UPCOMING NOVEMBER 2ND GENERAL ELECTION

FEDERAL

United States House of Representatives (all)

STATE

Governor/Lt. Governor

Attorney General

Secretary of State

State Senate (all)

State House of Representatives (all)

Judgeships

State Board of Education (2)

University of Michigan Regents (2)

Michigan State University Trustees (2)

Wayne State University Governors (2)

LOCAL

Various Local Offices

BALLOT MEASURES

Various State and Local Ballot Measures

MOTOR CARRIER EXEMPTION TO OVERTIME REQUIREMENTS

By Rebecca Davies, Attorney, Foster Swift Collins & Smith PC

HISTORY: MOTOR CARRIER EXEMPTION TO OVERTIME REQUIREMENTS

When the Fair Labor Standards Act ("FLSA") was passed in 1938, it contained only two exemptions from the requirement to pay overtime pay for time worked in excess of 40 hours in a workweek. Those exemptions were for employees covered by the Motor Carrier Act and for railroad employees.

Before August 2005, the Motor Carrier Exemption covered drivers, mechanics and other employees who worked for employers that provided interstate "motor vehicle" transportation. Under this earlier version, many employers had exempted drivers and other employees who worked with lighter vehicles including cars, small trucks, compact vans and sport utility vehicles. However, once a 2005 law took effect, covered employees included only those drivers and other employees working with "commercial motor vehicles," that is, vehicles that weigh at least 10,001 pounds. Safe, Accountable, Flexible, Efficient Transportation Equity Act: a Legacy for Users (SAFETEA-LU), PL 109-59.¹

CURRENT STATE OF THE MOTOR CARRIER EXEMPTION

Section 13(b)(1) of the Fair Labor Standards Act ("FLSA") provides an overtime exemption for employees who are within the authority of the Secretary of Transportation to establish qualifications and maximum hours of service pursuant to Section 204 of The Motor Carrier Act of 1935. The Secretary of Transportation's authority, and thus the section 13(b)(1) overtime exemption, applies to employees who are:

1. Employed by a motor carrier or motor private carrier; and
2. Drivers, helpers, loaders, or mechanics whose duties affect the safety of operation of commercial motor vehicles in transportation on public highways in interstate or foreign commerce; and
3. Performing duties on commercial motor vehicles (meaning vehicles that weigh at least 10,001 pounds).

29 U.S.C. § 213(b)(1).

ELEMENT 1:

MOTOR CARRIER OR MOTOR PRIVATE CARRIER.

The first part of the test determines if the employer is a carrier whose transportation of passengers or property by motor vehicle is subject to the Secretary of Transportation's jurisdiction under the Motor Carrier Act. Movers, such as your company, qualify under the motor carrier exemption, 29 U.S.C. § 213(b)(1), if all the other elements are met. *Ellis v. All of My Sons Moving & Storage of Orlando, Inc.*, 2009 WL 2496626, 4 (M.D.Fla. 2009).

The exemption does not apply to employees of carriers who are not carriers subject to the Secretary's jurisdiction, or to employees of noncarriers such as commercial garages, firms engaged in the business of maintaining and repairing motor vehicles owned and operated by carriers, and firms engaged in the leasing and renting of motor vehicles to carriers and in keeping such vehicles in condition for service pursuant to the lease or rental agreements.

ELEMENT 2 (PART 1):

JOB DUTIES AFFECT THE SAFETY OF COMMERCIAL MOTOR VEHICLE.

The next step is to determine whether the employee in question engages in activities of a character directly affecting the safety of operation of motor vehicles in the transportation on the public highways of passengers or property in interstate or foreign commerce, within the meaning of the Motor Carrier Act. The exemption does not apply to an employee whose job does not involve engagement in any activities which have been defined as those of drivers, drivers' helpers, loaders, or mechanics, and as directly affecting the "safety of operation" of motor vehicles. 29 C.F.R. § 782.2(d).

Furthermore, the FLSA does not grant a blanket exemption to the employer, as such, from the payment of overtime compensation but applies on an individual employee basis; thus, it is quite possible for an employer, who operates a motor vehicle transporting property in interstate commerce, to have some employees subject to the exemption while others would not fall within it. *Mitchell v. Steinmetz*, 175 F. Supp. 761 (S.D. Ga. 1959), judgment aff'd, 268 F.2d 501 (5th Cir. 1959).

ELEMENT 2 (PART 2):

"REGULARLY" AFFECTS INTERSTATE TRANSPORTATION

As the first prong, that of being employed by a motor carrier was easily met, much of the litigation focused on whether an employee 'regularly' affects interstate transportation. The following addresses the tests and analysis used in determining whether an employee 'regularly' affects interstate commerce.

- a. The "four month rule." Once an interstate movement was made, the DOT, as explained in a formal guidance notice, had the power to exercise jurisdiction for a four-month period thereafter. 46 Fed.Reg. 37902 (July 23, 1981). The DOL, in turn, applied the Motor Carrier Exemption for that same four-month period. *Molina v. First Line Solutions LLC*, 566 F.Supp.2d 770 (ND.

Ill. 2007). On February 8, 2000, however, the DOT issued a policy memorandum in which the Secretary of Transportation "decided to replace the so-called four month rule with a 14/15 day rule." The DOL has examined the change in DOT policy, but it has nevertheless retained the four month rule for purposes of the Motor Carrier Exemption. *Fact Sheet #19*.

- b. **The de minimis movement rule.** Motor carrier employees need not actually perform duties affecting an interstate movement every four months. As long as the carrier engages in more than de minimis interstate commerce and there is a reasonable probability of assignment to an interstate movement, the exemption applies. *Williams v. Alex's Transportation, Inc.*, 969 F.Supp. 1142 (N.D. Ill. 1997). The "reasonable probability" threshold is met when (1) the carrier holds interstate authority, (2) the carrier advertises for interstate work, and (3) the carrier assigns the work indiscriminately to employees. *Id.*

Much litigation has centered on whether employees who perform duties associated with only intrastate legs of a journey may nevertheless fit the Motor Carrier Exemption, and whether delivery to a warehouse or bulk storage facility effectively ends the journey and destroys the interstate nature of the movement for all who handle the movement thereafter. *See, e.g., Klitzke v. Steiner Corp.*, 110 F.3d 1465 (9th Cir. 1997); *Merchants East Motor Lines v. ICC*, 5 F.3d 911 (5th Cir. 1993).

Purely intrastate transportation can constitute part of interstate commerce, as required for application of the motor-carrier exemption to the FLSA, if it is part of a continuous stream of interstate travel which requires a practical continuity of movement between the intrastate segment and the overall interstate flow. *Walters v. American Coach Lines Of Miami, Inc.*, 575 F.3d 1221 (11th Cir. 2009), *cert. denied*, 78 U.S.L.W. 3396 (U.S. April 5, 2010). However, although a motor vehicle need not actually cross state lines, in order to come within the exemption, it is necessary that the property transported be interstate shipments. *Southland Corp. (Cabell's Dairy Division) v. Shew*, 248 F. Supp. 12 (N.D. Tex. 1965), judgment *aff'd*, 370 F.2d 376 (5th Cir. 1966); *Earle v. Brink's Inc.*, 54 F. Supp. 676 (S.D. N.Y. 1943). If state lines are not crossed and the goods in transit are not in interstate shipment, then the exemption is not applicable. *Southland Corp.*, *supra*. Whether the employee 'regularly' affects interstate transportation is a factually sensitive inquiry. If your organization is unsure whether it 'regularly' affects interstate transportation, seeking legal advice prior to applying the exemption is recommended.

ELEMENT 3:

COMMERCIAL VEHICLE OVER 10,001 LBS

SAFETEA-LU changed the power of the Department of Transportation to set hour standards for employees of motor carriers and motor private carriers from transportation involving the operation of "motor vehicles" to transportation involving "commercial motor vehicles". Thus, with the passage of SAFETEA-LU on August 10, 2005, an

employee is covered by the FLSA § 13(b)(1) exemption only if that employee is engaged in transportation involving a "commercial motor vehicle." As a result of SAFETEA-LU, employees engaged in transportation via vehicles such as most light pick-up trucks and automobiles, who historically had been covered by the FLSA § 13(b)(1) exemption from overtime, are no longer exempt. Effective August 10, 2005, the FLSA § 13(b)(1) exemption applies only to employees engaged in otherwise exempt transportation using vehicles that meet the above definition of a "commercial motor vehicle."

APPLYING THE MOTOR CARRIER EXEMPTION TO YOUR COMPANY

Companies that are eligible for the motor carrier exemption should ensure that the following actions are taken:

1. Ensure the job descriptions clearly identify the nature of the tasks that bring it within the type of job covered by the motor carrier exemption. It is important to recognize that the motor carrier exemption cannot be applied company-wide.
2. Ensure that your company's handbook identifies the motor carrier exemption in its overtime policy.
3. Train payroll staff as to the proper application of the motor carrier exemption from overtime requirements.
4. Remember that the motor-carrier exemption applies to overtime only and does not affect the other FLSA requirements such as minimum wage provisions or the recordkeeping requirements for recording hours worked.
5. Audit your company's moves to ensure compliance under the 4-month rule.
6. Please do not hesitate to contact our office should you need assistance in implementing any of these steps.

'As the change to the overtime requirements was not made in the FLSA but another bill (SAFETEA-LU), many employers were unaware and failed to comply. This noncompliance, coupled with a ton of lawsuits, led to a brief reprieve. Specifically, on June 6, 2008, President Bush signed into law the SAFETEA-LU Technical Corrections Act of 2008. Included in the Technical Corrections Act was relief for employers affected by the original act. Specifically, the Technical Corrections Act provided for a limit on liability from August 10, 2005 to August 10, 2006 if the employer had isolated the Fair Labor Standards Act, and as of the date of the violation (between August 10, 2005 to August 10, 2006), the employer did not have actual knowledge that the employer was subject to the requirements of SAFETEA-LU.'

MICHIGAN MOVERS ASSOCIATION ATTORNEY APPOINTED TO MICHIGAN TRUCK SAFETY COMMISSION



Paul Millenbach

Michigan Movers Association (MMA) member, Paul Millenbach was appointed to the Michigan Truck Safety Commission by Governor Jennifer Granholm. Millenbach is assigned to represent private motor carriers for a term expiring August 4, 2011.

Millenbach has provided legal counsel to the association and been a frequent lecturer for MMA functions for several years.

An attorney with Foster Swift Collins and Smith PC, Millenbach is a highly specialized transportation and logistics lawyer and is also a visiting lecturer on Transportation Law at the University of Denver Sturm College of Law. In addition to his transportation practice, Millenbach handles Michigan No-Fault litigation, mass tort defense of asbestos disease cases, commercial litigation and family law matters. He also serves on the firm's executive committee and as co-leader of the General Litigation Practice Group.

The role of the Michigan Truck Safety Commission is to improve truck safety by developing and providing Michigan citizens and the trucking industry with effective education and training. The commission is responsible for the expenses of the Truck Safety Fund grants and initiates data collection and research on truck safety following the implementation of the educational programs.

ON-HIGHWAY RETAIL DIESEL PRICES—AVERAGE ALL TYPES DOLLARS PER GALLON, INCLUDING ALL TAXES

	8/2/10	8/9/10	8/16/10	CHANGE FROM A WEEK AGO	CHANGE FROM A YEAR AGO
<i>U.S.</i>	2.928	2.991	2.979	-0.012	0.327
<i>East Coast</i>	2.934	3.000	2.977	-0.023	0.290
<i>New England</i>	3.009	3.027	3.024	-0.003	0.285
<i>Central Atlantic</i>	3.020	3.086	3.055	-0.031	0.284
<i>Lower Atlantic</i>	2.890	2.962	2.940	-0.022	0.294
<i>Midwest</i>	2.900	2.966	2.953	-0.013	0.330
<i>Gulf Coast</i>	2.887	2.947	2.933	-0.014	0.326
<i>Rocky Mountain</i>	2.937	2.991	3.011	0.020	0.378
<i>West Coast</i>	3.071	3.124	3.129	0.005	0.385

HELP SHIPPERS RECYCLE **BEFORE THE MOVE!**

RECYCLECHICKEN: IT'S THE ANSWER TO WHY THE CUSTOMER CROSSED THE ROAD!

By Kelly Ignace, Head Hen, RecycleChicken



RecycleChicken.com is a website people can visit to find out where to take anything and everything for recycling and reuse in their area. The site's

directory is searchable by zip code and displays recycling/reuse locations for over 400 different items - the bulk of which cannot be recycled using the regular curbside bin. The directory points people to locations for "recycling" items such #3-#7 plastics, bowling balls, molded Styrofoam, gum wrappers, un-wearable clothing and even appliances.

Our goal is to help you help your customers find drop sites to properly discard those items they do not want moved. By partnering with RecycleChicken, you demonstrate an added sensitivity to recycling and the environment which is an excellent selling point in this competitive market.

MICHIGAN MOTOR CARRIER ADVISORY BOARD

This Board serves in an advisory capacity to the Michigan Public Service Commission on policy and procedural matters which impact the Michigan trucking industry. The Board Members are appointed by the Commission for a term of one year.

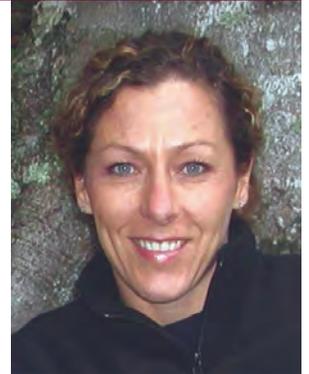
All meetings are open to the public and are held at the
MICHIGAN PUBLIC SERVICE COMMISSION
6545 Mercantile Way, Lansing, MI
Hearing Room A
at 9:30 a.m.

2010 MEETING SCHEDULE

SEPTEMBER 16, 2010 AT 9:30 A.M.

NOVEMBER 18, 2010 AT 9:30 A.M.

A broad spectrum of businesses and organizations are listed in the directory for accepting items... everything from municipal recycling locations to local resale shops (Goodwill & Habitat ReStore), and beyond that to include artisans and crafters. Getting listed as a recycling location in the RecycleChicken directory is easy and completely FREE.



Kelly Ignace

Being listed as a location for the public to bring moving boxes, twine, tape or other disposable moving supplies for reuse will do two things. One, it will help highlight your business in a "green" directory at absolutely no cost. Secondly, it will drive traffic to your business when people "recycle" items at your location(s). You can also get listed if you have a Goodwill or Salvation Army drop box on your property or accommodate paper, magazine or other recyclable items.

As you know one of the greatest challenges shippers have is deciding what to do with all their stuff. Some of it goes as part of the move, and some of it can be discarded. In the upload or unload of that stuff, your shippers will likely appreciate a web resource like RecycleChicken. A RecycleChicken web link or web button on your site can add value to your shipper's experience with your company. For your free web button, please email a simple request to info@recyclechicken.com. To list your business as a location for accepting moving boxes or any other item, just go to the "Get Listed" tab on the home page at www.RecycleChicken.com.

Lastly, RecycleChicken is guided on the old-fashioned principals of waste not, want not. While recycling and reuse are certainly considered "green," you and your shippers will not find any "higher purpose environmental messaging" associated with RecycleChicken. It's simply a place to find out where to take your stuff.

The RecycleChicken directory is currently serving NW and SE Michigan while growing swiftly throughout the rest of the state.

For the very latest updates, find RecycleChicken on Facebook and Twitter.

SERVICE FOR SUSTAINABILITY

By Phil DeSarno, Group Sales Manager, Enterprise Fleet Management

Often, some of the simplest things can make a significant difference. This is true when it comes to helping the environment. In fact, every business with a fleet of vehicles can help the environment just by performing regular vehicle maintenance, practicing sensible driving habits, and replacing vehicles at appropriate intervals to take advantage of more fuel efficient technologies.

For example, simply reexamining and changing routes could save a few gallons of gasoline every week. This can add up to a substantial savings at the end of the year when multiplied by the number of vehicles in a company's fleet.

Paying more attention to proper vehicle maintenance also can help reduce fuel consumption. This not only means performing preventative maintenance at the recommended intervals and using the correct fluids but also maintaining your vehicles' recommended tire pressure, checking wheel

alignment and keeping the air and fuel filters clean. It also means avoiding the temptation to overload a truck, which can result in poor performance and decreased fuel efficiency along with the possibility of expensive repairs and frequent downtime.

Maintenance issues that can have a significant effect on fuel consumption include the following:



Phil DeSarno

KEEP TIRES PROPERLY INFLATED.

Under-inflated tires create more rolling resistance on the road, which decreases fuel mileage and shortens tire life due to accelerated wear. Since tire pressure changes with temperature, you should check and adjust pressure when the tire is cold and when the vehicle has been sitting for a couple hours. Because information printed on the tire's sidewall may not be the optimum pressure for your vehicle or driving situation, the most accurate place to find out about proper tire pressure is on a label inside the driver's door or in your vehicle's owner manual.

CHECK WHEEL ALIGNMENT PERIODICALLY.

Misalignment can be caused by hitting potholes, curbs and bumps, worn steering or suspension components and deterioration from aging of suspension parts. Not only does misalignment increase rolling resistance and reduce fuel efficiency, it also causes additional wear and tear on tires. Wheel alignment should be checked every 12,000 miles or once a year, whichever comes first or if you notice unusual tire wear.

SELECT THE RIGHT OIL FOR YOUR ENGINE.

Using the correct viscosity oil is important because higher viscosity oils create greater resistance to the moving parts of the engine and can actually reduce fuel efficiency. Manufacturers have, in some cases, increased the service intervals for their vehicles to help reduce their carbon footprint. This not only decreases the cost of maintaining them but reduces the amount of crude oil needed and the amount of waste oil produced. Changing your vehicles' engine oil at the manufacturers recommended intervals is not only a good maintenance policy, but it is also good for fuel efficiency.

ADJUST DRIVING STYLE TO SAVE GAS.

Smooth, steady acceleration from a stoplight or stop sign uses fuel more efficiently than quick "jackrabbit" starts. Drivers also can increase fuel efficiency by shifting to higher

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gears at the lowest practical speed for standard transmission and accelerating gently with an automatic transmission. If vehicles are equipped with overdrive and/or cruise control, these should be used when appropriate. Also, making sudden starts and stops, revving the engine and excessive idling significantly lowers gas mileage. And, according to a United States government Web site, www.fueleconomy.gov, "each 5 mph you drive over 60 mph is like paying an additional \$0.15 per gallon for gas."

REMOVE EXCESS WEIGHT.

Using roof-mounted racks and keeping unnecessary items in your vehicle, especially heavy ones, increases rolling resistance. The U.S. government estimates that an extra 100 pounds in your vehicle can reduce your mpg by as much as 2 percent, based on the percentage of extra weight relative to the vehicle's weight, which affects smaller vehicles more than larger ones. A good rule of thumb is, when possible, to carry large items inside the trunk or vehicle, and remove items when you don't need to carry them.

Replacing older, less fuel efficient vehicles at appropriate intervals also can impact the environment. Knowing when to dispose of older vehicles, a systematic process known in the fleet management industry as "cycling," depends on many factors, such as the time of year, mileage, vehicle type, age and maintenance issues. A cycling program not only ensures vehicles are always in the best possible condition, it helps a company achieve optimum performance and the best resale value, which also directly affects cost savings.

Phil DeSarno is Group Sales Manager for Enterprise Fleet Management in Detroit and can be reached at 248-426-1437. He is supported by an experienced team of veteran mechanics and accredited Automotive Service Excellence (ASE) technicians to serve the fleet maintenance needs of businesses with mid-size fleets. In addition to maintenance management programs, Enterprise's services include vehicle acquisition, fuel management and insurance programs, as well as vehicle registration, reporting and remarketing. Visit the company's web site at www.efleets.com or call toll free 1-877-23-FLEET.

YOUR BUSINESS VS. THE UNEMPLOYMENT SYSTEM

By Kent Downey, Owner, Unemployment Services, Inc.

Test your knowledge of the unemployment system. The answers can be found on page 10.

1. What is the maximum weekly benefit someone can collect each week?
A. \$162 B. \$262 C. \$362 D. \$404
2. Can they collect more?
3. How many weeks can someone currently collect benefits?
A. 13 B. 26 C. 52 D. 99
4. How long does someone have to work to be eligible to collect benefits from your account?
A. 1 hour of 1 day B. 2 weeks C. 90 days
5. If someone quits another job making \$30,000 per year and comes to work full-time for you and lasts only two weeks with you and you lay them off, will you have any liability and if so, for how long?
6. If someone is working part-time for you and full-time for another employer who cuts their hours are you liable for any benefits?
7. How long is your tax account affected by someone collecting benefits from you?
A. 1 year B. 3 years C. 5 years.
8. What is the payback in taxes for the benefits charged against your account?
A. 1 to 1 B. 1.5 to 1 C. 2 to 1 D. 2.5 to 1
9. Are holiday and vacation pay considered wages?
10. If an employee quits to move because a spouse in the military has to relocate, can they collect?
11. If you discharge an employee because they are acting intoxicated and smell of alcohol and/or illegal substances, can they collect if you discharge them?
12. If an employee earned \$300, can you be charged?
13. Do the benefit charges paid from your account affect your taxes?
14. If an employee gives you two weeks notice of their intent to quit for another job and you let them go early, can they collect from you?

For more information or if you have additional questions, please contact Kent Downey at 248-926-8900.

ANSWERS: YOUR BUSINESS VS. THE UNEMPLOYMENT SYSTEM

Continued from page 9

1. C (\$362)
2. Yes, with extended benefits.
3. B (26 weeks with the possibility of 20 weeks or more of extended benefits.)
4. A (1 hour of 1 day)
5. Yes, \$362 per week for up to 26 weeks or more.
6. Yes, under employment. If an employee's hours are cut from full-time to part-time, all of the employers currently employing that person may have some liability. Even if you have not changed the hours for that individual.
7. C (5 years)
8. D (2.5 to 1)
9. Yes, holiday and vacation pay count towards gross wages earned.
10. Yes, this is a State of Michigan rule.
11. Yes, if you don't send them for a drug test and wait for the results.
12. Yes, a claimant who earns just \$300 in total earnings may qualify for benefits, if they have sufficient earnings with other employer in the base period.
13. Yes, \$2.5 for every \$1 paid out on average.
14. Yes, unless they agree to leave early.

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MEMBERSHIP BENEFITS & SERVICES



DISCOUNT ENERGY PROGRAM If your company spends more than \$500 a month on gas or electric bills then the MMA Discount Energy Program may save your company 5 - 20% a month! MMA has partnered with Summit Energy, a purchasing agent of energy, to bring members the Customer Choice Program. Summit Energy will work with many different suppliers to get the best rate on energy sources for you! This purchasing program will allow your company to substantially reduce natural gas and electric bills, with little or no up front costs. There is no service change over or interruption during the transfer to the Summit Energy. Contact Bruce Frandsen at 269-345-0440 x 22 or bruce.frandsen@summitenergy.com.

STAPLES BUSINESS ADVANTAGE PROGRAM Save money on office supplies with Staples! MMA members can receive an average of 50% off the list price on thousands of items available in the Staples Full Line Catalog and an additional 5% off the prices in the Staples Low Price Catalog. Imagine how convenient it would be to place orders, track orders, get a spending analysis, and much more, with just the push of a button. It's all possible via Staples web-based ordering system. Please contact Fred Lentz at 800-693-9900, ext. 415, or fred.lentz@staples.com.

EDUCATIONAL PROGRAMS MMA offers an annual convention in January and periodic seminars to help members obtain professional continuing education on topics ranging from management to marketing and personnel services.

INSURANCE PROGRAMS MMA can help you find the lowest rates regardless of your needs. We have discounts on health insurance through Industrial Insurance Services (Contact: Chuck Pomerleau (248) 649-1500), and business insurance through Howey & Associates Insurance (Contact: Skip Howey (734) 676-6600).

MMA WEBSITE (www.mimovers.org) The MMA website is a great source for members. We keep members current on events, member services, legislation and regulation, and news affecting the moving industry.

CREDIT CARD PROGRAM Let Paymentech help you with your company's processing needs. MMA members can take advantage of 1.99% processing fee on keyed in transactions. There are no monthly minimums, no annual fees, 24/7 customer service and technical support. Start saving today by contacting Cameron Meadows directly at (800) 824-4313, extension 3548 or cmeadows@paymentech.com.

CAR RENTAL PROGRAM You can save 15% off Standard Daily Member Benefit rates through our Hertz Membership Discount Program. You also receive coupons for additional discounts or vehicle upgrades. You can request additional cards for your staff at no cost as a great employee benefit!

TARIFF REGULATION As a MMA member, your moving company can participate in the MPSC 4000 Tariff, which the MMA administers. We are also available to help you file independent actions.

FORMS MMA members can purchase forms specific to the moving industry. Take advantage of discounts on items like Bills of Lading and log books.

MEMBERSHIP DIRECTORY Each fall, the MMA produces a Membership Directory for distribution to all MMA members. This directory contains the MMA by-laws, all MMA member moving companies and our partner service providers, upcoming MMA events, and scales located throughout Michigan.

UNEMPLOYMENT TAX RATE ANALYSIS
Is your company paying too much in unemployment insurance tax to the state?

Unemployment Services Inc. (USI) can provide your company with a FREE analysis of your current unemployment tax rate to ensure the rate is appropriate based on your company's size and claims filed. USI also helps fight claims and arbitrate claims for a company. Again, this service is FREE to MMA members. If you have any questions, please contact Kent Downey at 248-926-8900.



Our Customers Agree

We Are Your Best Source For Financing

“For seven years Trans Advantage has been the ‘one-stop-shop’ for all my company’s moving equipment needs. We purchase all of our straight trucks from Trans Advantage because they are uniquely spec’d for movers. We’ve also found that their finance packages are perfect for the moving industry. My company prefers the TRAC lease option which gives us flexible lease terms, lower monthly payments and predetermined residuals. And their customer service is second to none. They’re not just a vendor ... they’re our partner.”

Alex Petrusha, President
Two Men And A Truck
Naperville, Illinois

Read what others are saying about us and learn more about our company at www.transadvantage.com.

Call your sales representative today at 800-325-3863.

West & South Region
Dan Green, Ext. 8234

Midwest Region
Bruce Anthony, Ext. 4899

East Region
Terry Moffitt, Ext. 4898

