

THE CUTTING EDGE

WOOD MACHINERY MANUFACTURERS OF AMERICA

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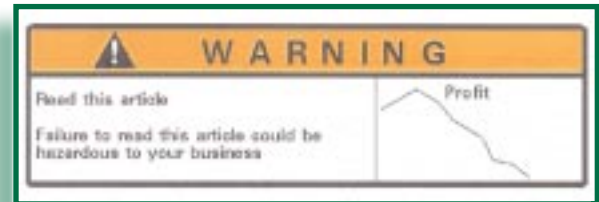
It's IWF Time...

Do you Know Where your Machine Warning Labels Are?

By Dan Delong, Black Bros Co

Member, WMMA Product & Engineering Standards Committee and ASC 01

If you are reading this article you probably work for a company that is a WMMA member and you may be the WMMA contact person for your organization. If you are the contact person, then you may have received a call from a "Product & Engineering Standards" Committee member. The purpose of the call was to ask if you use the free services provided by WMMA, such as the safety label catalog by Hazard Communication Systems Inc. (HCS).



If we have not talked to you yet, maybe this article will help you understand the importance of machine warnings that follow the current standards.

WMMA Product & Engineering Standards (P&ES) Committee has given much time and effort to provide members with a dependable source for machine warning decals and signs. The result is an association with Hazard Communication Systems (HCS). WMMA does not share any profit from warning labels sold, so you may wonder why we are promoting this service. The answer is simple; it is part of the mission statement of the P&ES Committee to provide services to help members cope with their product liability problems. This service provides a source for warnings that follow the current safety standards and provide uniformity throughout our industry, giving operators easy warning recognition and thus a higher level of safety.

Some of the "ADDED VALUES" to members that use the hazard label service are:

- The ease with which the warnings can be acquired.
- The lives and limbs that warnings can help save.
- The lower accident levels that can be generated throughout our industry.
- The lower work time lost in our industry from accidents.
- The product liabilities support that ANSI Z535 compliant warnings may give.

In past years, companies were forced to make their own warning labels. Today there are many standard labels available as well as specific standards to follow. HCS and P&ES worked together to develop standard labels for the woodworking industry and HCS will work with our members to develop special labels or new standard labels that are ANSI compliant.

Continued on next page

In This Issue...

- Association Mission and Benefits p.9
- Export Developmentp 7&8
- Industry Marketing/IWFp.3&4
- Product & Engineering Standardsp1&2
- Public Policyp.5&6

Product & Engineering Standards

Continued from previous page

When we buy labels from HCS we know that the layout, quality and longevity of the labels will satisfy the ANSI Z535 standards.

Would you like a free catalog? Just contact the WMMA or go to www.hazcomsys.com and Browse the catalog online. The catalog name is "U.S. and International Safety Signs for the Woodworking Industry." You can also link directly by visiting the "resources" section of the WMMA site at www.wmma.org/resources.htm.

This free service and the machine manual guideline, which was released in June 2002, are part of your "added value" WMMA membership. Your dues are at work looking for services that improve your product safety and advance your business.

If you have questions or comments about the WMMA hazard icons brochure, or other Product & Engineering Standards issues, contact the author of this article: Dan Delong of Black Bros at 815/539-7451 or ddlong@blackbros.com. Or, contact Product & Engineering Standards Committee Chair Jim Laster of Newman Machine at 336/273-8261 or jelas@aol.com. You can also e-mail WMMA headquarters at wmma@fernley.com.

Safety Reminder from the Product and Engineering Standards Committee:

You can access Industrial Guidelines for Development of User Manuals for Woodworking Machines on the WMMA website. These three downloadable document versions are the result of a coordinated effort within the woodworking industry to develop a common tool that will provide an improved level of user safety.

Please visit <http://www.wmma.org/members/pescguide.htm>, (PESC username: PESC, password: committee) and utilize these priceless documents, for safety's sake.



WMMA Booth at IWF 2002

If you have a question or request for WMMA staff during the upcoming IWF you can reach them at the WMMA booth:

Booth #CCAB26

Phone #: 404-222-5216

Fax # 404-222-5217

Stop by to pick up copies of the new Buyer's Guide or just to say hello!

IWF 2002

Industry Marketing/IWF 2002

New IWF Planning Tools = FREE Promotion for WMMA Members



By now, you have received a complimentary supply of the planning tools that you, your colleagues, your customers, and buyers will use at IWF 2002. The IWF Product Locator and the Map to American Made Products were designed to get you, the WMMA member, more *Bang for your Buck*. These are proud products of the Industry Marketing Committee in conjunction with *Modern Woodworking* and *Wood Digest Magazine*, respectively.

These advertising supplementals are a value-added benefit of your WMMA membership. This year, the Industry Marketing Committee was more committed than ever to gain exposure for WMMA member companies in preparation for IWF 2002, the largest International

Woodworking Fair ever. These planning tools, along with the special Guide to American Made Products (also produced by *Wood Digest Magazine*), will be in the hands of thousands of buyers in Atlanta, and in the hands of your current customers and colleagues.

This spring, *Wood Digest Magazine* offered WMMA members the opportunity to be depicted in a full-color supplemental, a planning tool for IWF. One full page is devoted to each company, displaying your mission statement, your contact information, and a product that you will be exhibiting at IWF. When you see The Guide to American Made Products, you may regret not taking *Wood Digest* up on their offer to include you. Don't be left in the dust in 2004!

Enjoy these three advertising pieces, and use them to help you plan your precious time at IWF efficiently. If you see a member of the Industry Marketing Committee in the aisles, be sure to thank them for putting your company in front of the Almighty Buyer.

Spread the Word about WMMA Member Products!

Share these resources – IWF Product Locator, the Map to American Made Products and the Advertising Special - with your customers so that they can find the American technology that they need at IWF 02! Copies were sent to every WMMA member company. Use the order form to request additional copies or contact headquarters at (ph) 215/564-3484 or (e-mail) wmma@fernley.com. These materials will also be available at IWF on the AES carousels located at the entrances to the show.

Latest Member Benefit

*Have YOU taken advantage of
WMMA's latest Member Benefit?*

For critical business advice, pending legal issues, confusing insurance matters, or annual taxation frustration, call on the trusted partners of London & Satagaj. For years, WMMA has enlisted the legislative guidance of London & Satagaj. Now, as a special service to WMMA members, they have availed themselves to YOUR needs, and with just one quick phone call. Stop wondering about how you will jump your everyday business hurdles. Call London & Satagaj NOW, free of charge. They know the answer! (202) 639-8888

Let us know what you think about the Industry Marketing Committee's Planning Tools for IWF! Contact Marketing Committee Chair Mark Chappell at 616/784-6000 or info@dodds.com. You can also e-mail headquarters at wmma@fernley.com.

Industry Marketing/IWF 2002

WMMA Website Offers Product Locator option for IWF

You can now plan for IWF 2002 using the WMMA website, INTERACTIVELY!

Visit www.wmma.org and click on the IWF 2002 logo to view the WMMA/IWF Product Locator.

- Enter a username and password you will remember
- Browse the companies and products you wish to visit at IWF
- Select "Add to Itinerary"
- You are now building your printable list of WMMA member companies to visit at IWF!
- Sort your itinerary by Product, Booth Number or Company
- Re-visit your itinerary as often as you like to add, delete, or resort
- Print your itinerary, put it in your pocket, and fly with it to Atlanta in August. Focus your efforts!



This tool was developed as a WMMA member benefit, as proposed by the WMMA Industry Marketing Committee. Just one more way WMMA plans to give you more Bang for your Buck.

New at IWF 2002

A Flag for Every WMMA Booth

Every WMMA member exhibiting at IWF 2002 will receive a WMMA flag banner for display in their booth during the show. Be sure to display yours with pride! Banners will be distributed by members of the Industry Marketing Committee on August 20 and 21.

New Buyer's Guide

The 2003 edition of the WMMA Buyer's Guide and Directory will debut IWF 2002. WMMA Staff will distribute copies from the Association booth. If you would like copies for your booth, please contact headquarters at wmma@fernley.com, or stop by the WMMA booth (#ccab26) at the show.

WMMA Members Vie for IWF Challengers Award

Congratulations to the 21 WMMA member companies whose 26 innovative products and services are entered in the competition for the Challengers Distinguished Achievement Awards®, which will be presented at IWF 2002. In total, 93 companies are entered with 113 entries this year. What a great demonstration of the ingenuity of WMMA members!

The competing companies will be listed in your IWF brochure on site. Please support your fellow member companies, visit their booths, and root for a WMMA Challengers Award winner!

2002 IWF Will be the Largest Ever

The woodworking industry continues to look forward to the largest International Woodworking Machinery and Furniture Supply Fair EVER! To date, 1,298 companies are registered to exhibit over 822,000 net square feet of space at the Georgia World Congress Center from August 22nd to 25th, 2002! This square footage sets a record for IWF.

In 2000, 1,291 companies exhibited over 706,000 net square feet.

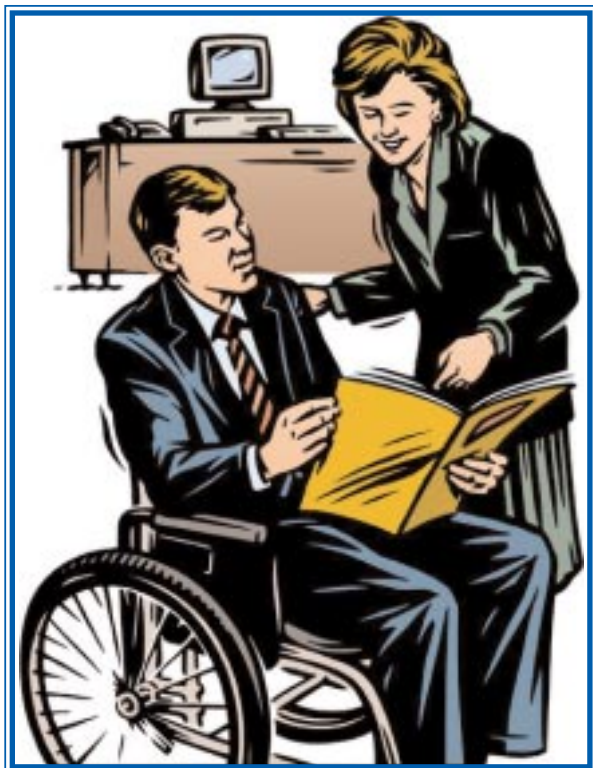
Be sure to purchase your plane ticket now. See you in Atlanta!

For more information on IWF, visit the website: www.iwf2002.com

Supreme Court Befriends the Employer

Sheldon London, London & Satagaj

Recently the United States Supreme Court has rendered decisions that have an impact on an employer's



responsibilities under the Americans with Disabilities Act (ADA). I think just about everybody knows the "gray areas" of the ADA are many in number, and slowly cases to fill in the blanks have been making their way through the court system with several reaching the high court.

The ADA prohibits an employer from discriminating against "an individual with a disability" who with "reasonable accommodation" can perform a job's essential functions unless the employer "can demonstrate that the accommodation would impose an undue hardship on the operation of its business." The Supreme Court has ruled an employer's showing that a requested accommodation conflicts with seniority rules is ordinarily sufficient to show that an "accommodation" is not "reasonable." According to the Court, "A typical seniority system provides important employee benefits by creating, and fulfilling, employee expectations of fair, uniform treatment — e.g., job security and an opportunity for steady and predictable advancement based on objective standards — that might be undermined if an employer were required to show more than the system's existence. Nothing in the statute suggests that Congress intended to undermine seniority systems in such a way."

However, the employee remains free to present evidence of special circumstances that makes a seniority rule exception

reasonable in the particular case. The employee might show, for example, that the employer, having retained the right to change the system unilaterally, exercises the right fairly frequently, reducing employee expectations that the system will be followed—to the point where the requested accommodation will not likely make a difference.

In a second case, the plaintiff worked for independent contractors at an oil refinery until the oil refinery itself refused to hire him because of a liver condition — which its doctors said would be exacerbated by continued exposure to toxins at the refinery — and the contractor employing him laid him off in response to the potential employer's request that it reassign him to a job without exposure to toxins or remove him from the refinery. The applicant filed a suit, claiming, among other things, that the potential employer's actions violated the ADA. The potential employer defended under an Equal Employment Opportunity Commission (EEOC) regulation permitting the defense that a worker's disability on the job would pose a direct threat to his health. The District Court granted the potential employer summary judgment, but the Ninth Circuit reversed, finding that the regulation exceeded the scope of permissible rulemaking under the ADA.

The Supreme Court disagreed with the appeals court and reversed their decision. The ADA itself creates an affirmative defense for action under a qualification standard "shown to be job-related and consistent with business necessity," which "may include a requirement that an individual shall not pose a direct threat to the health or safety of other individuals in the workplace." The EEOC's regulation carries the defense one step further, allowing an employer to screen out a potential worker with a disability for risks on the job to his own health or safety.

In a third case, the Supreme Court refused to review an appeals court's ruling that an employee who was unable to drive herself to and from work while she was taking medication for epilepsy was not "disabled" for the purposes of the ADA.

Continued on next page

Public Policy

Continued from previous page

The Supreme Court has also rendered one important decision regarding Health Maintenance Organizations (HMOs). In the case, the HMO that contracted to provide medical services for employee welfare benefits plans covered by the Employee Retirement Income Security Act of 1974 (ERISA), denied an individual's request to have surgery by an unaffiliated specialist on the ground that the procedure was not medically necessary. The individual made a written demand for an independent medical review of her claim, as guaranteed by Illinois' HMO Act, which provides that "in the event that the reviewing physician determines the covered service to be medically necessary," the HMO "shall provide" the service. The HMO refused her demand, and the individual sued in state court to compel compliance with the Act. That court ordered the review, which found the treatment necessary, but the HMO again denied the claim.

While the suit was pending, the individual had the surgery and amended her complaint to seek reimbursement. The HMO removed the case to federal court, arguing that the amended complaint stated a claim for ERISA benefits. The District Court treated the individual's claim as a suit under ERISA and denied it on the ground that ERISA preempted the Illinois law. The Seventh Circuit of Appeals Court reversed. It found the individual's reimbursement claim preempted by ERISA so as to place the case in federal court, but it concluded that the state Act was not preempted as a state law that "relates to" an employee benefit plan, because it also "regulates insurance" under ERISA's saving clause. The Supreme Court agreed.

The Supreme Court has also considered Family and Medical Leave Act matters.

WMMA offers a "business advisory" service that allows you to call us at London and Satagaj for a "free" telephone consultation regarding a variety of legal information matters including federal employment laws. Call us at 202/639-8888.

If you have questions or comments about this article, or other Public Policy issues, contact John Satagaj at e-mail@lonsatlaw.com or 202/639-8888. You can also e-mail WMMA headquarters at wmma@fernley.com.

warning warning warning warning warning

Computer Virus Alert: Watch Your Mail!

Fernley & Fernley has been contacted by some of our association members recently about virus-infected email being sent out by the staff of Fernley & Fernley. The emails are infected with a virus known as W32.Klez.E. Information about the virus and how to deal with it is available through Symantec's Anti-Virus website at <http://securityresponse.symantec.com/avcenter/venc/data/w32.klez.e@mm.html>. A computer infected with this virus sends an e-mail message with a randomly generated subject line and randomly generated file attachment. It also picks an e-mail address from the computer's address book and marks the outgoing e-mail as coming from that address. In other words, the infected e-mails do not appear to be coming from the computer that is actually infected and sending the e-mail. Fernley & Fernley has full time Anti-Virus software running on the computers and servers and has done extra testing on suspect computers to be certain that there is no virus present. No evidence of a Klez infection has been found. The e-mails that appear to be coming from Fernley & Fernley are in fact coming from another source that has our e-mail address in their address book

Export Development

WMMA and AWFS® Will Host 19 Foreign Buyers at IWF

By Harold Zassenhaus, WMMA Export Director

In partnership with the AWFS®, the WMMA has invited 19 foreign representatives and buyers (furniture manufacturers, sawmill operators, etc) to the IWF as our guests. All have accepted the invitation. The buyers will be invited to be at IWF on "Dealers Day", Wednesday August 21, participate in the WMMA Press Tour and be available to meet with interested members anytime before and during the fair. To learn more about each (to include contact information, lines carried/products manufactured and interests in attending the IWF) go to <http://www.wmma.org/members/activitiesmo.htm#expodev>

Now is the time to check out these special guests who maybe looking for your products and services. Start exchanging information and setting up appointments now!

To learn more about the program and activities being organized at the IWF see the June issue of the Cutting Edge (www.wmma.org/pdf/cuttingedge060102.pdf).

Opportunity to Exhibit in China

By Harold Zassenhaus, WMMA Export Director

As mentioned in another article in this issue, China is a large and growing force in manufacturing furniture for export. It also has a growing internal market for veneer, lumber, millwork, flooring, windows and doors, as well as furniture and furniture parts.

The WMMA is organizing a pavilion in China's largest woodworking and equipment fair in 2003, WoodMac China in Shanghai, February 25-28. Space is available and the association is offering space discounts until August 1.

Why exhibit at WoodMac China?

- The fair is well known and growing.
- In 2001, exhibitors hailed from 26 countries. Nine national pavilions are again planned from Austria, Germany, Italy, Finland, Korea, Spain, China, Canada and the USA.
- 2001 Fair statistics: No. of participating companies: 483; Exhibition Area: 18,200 sq. meters; No. of visitors: 9,651 (trade only—1/2 from outside the Shanghai area).

Why Exhibit in the WMMA Pavilion?

Space Discounts! We have negotiated a significant space discount: \$243/sq. meter, versus the going rate of \$320. Members will have until August 1, 2002 to take advantage of the discount.

Professional Appearance! As we have done in previous pavilions, we will hire a professional contractor to erect a custom pavilion with 4.0-meter high towers with the WMMA logo and USA flag design. Each member stand will identify the member company and will be tailored to meet its needs.

Excellent Location! The pavilion is an island, easily spotted by all entering the hall.

We make it Easy! We organize hotel accommodations (at a discount), assist in freight consolidation and hire translators.

You're with Friends! Lastly, you can exhibit next to your WMMA colleagues, share experiences, leads, etc.

For a sign up form and more reasons to go to China, go to <http://www.wmma.org/members/mpdf/woodmac2003.zip> or contact me at (301) 652 0693, fax (301) 986 1389, email zemg@erols.com

Export Development

Wood Furniture Import Trends, 1st Quarter 2002

By Harold Zassenhaus, WMMA Export Director

For the past few years, members have become increasingly interested in the shift of furniture production offshore, especially to China. We have been reporting on woodworking equipment trade trends with China and changes in the China marketplace for a number of years. We began reporting on the changes in China's furniture shipments to the U.S. over two years ago. As this is an important topic, we will continue to periodically weigh in on the issue providing members with current information and insight.

Members can view a summary of wood furniture imports for 2001 and 1st quarter 2002, by type as well as by country by going to the WMMA website, members only section and clicking on Export Development (http://www.wmma.org/members/mpdf/2001_furnimp.zip and http://www.wmma.org/members/mpdf/1st_2002_woodimp.zip, respectively). For definitions of product categories, contact Harold Zassenhaus.

Wood furniture imports began to rebound in the first quarter of 2002 rising 6% over the 1st quarter of 2001 to \$2.4 billion. Compared to the 4th quarter of 2001, however, wooden furniture imports dropped by about \$160 million.

Imports from China increased a hefty 40% compared to the 1st quarter 2001. As predicted last year China is now the largest supplier to the U.S. market with over 30% of the market, compared to Canada's 24%. If current trends continue, China's market share should increase to something over 36% in 2002 while Canada's share will drop to around 20%. Taiwan's share, which 10 years ago was over 25% will likely drop to 3% in 2002.

Again, China is not the only developing country that is gaining U.S market share; others of note are:

Country	% US market	\$Millions shipments 1 st qtr.	% Change 02/01
Thailand	3.1	73.5	30.0
Brazil	1.8	42.0	28.4
Romania	0.4	8.9	82.4
Vietnam	0.25	6.0	121.4

Members interested in a further breakdown of the statistics by total, by country or region should contact Harold Zassenhaus, tel. 301 652 0693, fax 301 986 1389, email zemg@erols.com.

Important Dates for WMMA Members:

August 21

WMMA Press Tour of member booths from 1:00 P.M. – 3:00 P.M. Free publicity on new products for WMMA members. Advance registration is required and space is limited.

August 22 – 25

IWF 2002, Georgia World Congress Center, Atlanta, GA. For more information, visit the website at www.iwf2002.com

August 23

Seminar at IWF on "Attaining Target Profitability" will be held from 1:00 P.M. – 3:00 P.M. The seminar is co-sponsored by WMMA, WMIA and AWFS®.

Member News

“What Does Your WMMA Dues Dollar Buy?”

Industry Tradeshow Discounts

Worldwide Publicity

Monthly Newsletter

Educational Opportunities

Industry Advisor Program

Industry Safety Standards

Industry Statistics

Economic and Benchmarking Data

Regulatory Alerts

Legislative Calls to Action

Internet Links

Leads for New Business

Access to Overseas Distributors

Export Trade Certificate

Networking with Industry Peers

Manufacturer/Distributor Conferences

WMMA Mission Statement

The WMMA shall represent and support domestic manufacturers of equipment and tools used in the processing of wood and wood products from the forest to finished products.

PROFIT THROUGH AMERICAN TECHNOLOGY



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MANUFACTURERS
OF AMERICA®**

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