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HIGHLIGHTS TO HELP YOU THIS WEEK

- Balancing the Law: Employee or Contractor?
- Giving Constructive Criticism
- Know What You're Signing
- Cathay Buys Dragonair

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>> SMALL BUSINESS SECTION <<



SMALL BIZ - BALANCING THE LAW EMPLOYEE OR CONTRACTOR?

It's a snare that's tripped up major employers such as Microsoft, IBM, Coca-Cola and Federal Express, but legal experts say it more often foils small to midsize businesses that can easily be caught unaware.

It's the thin line between independent contractors and employees, and it's increasingly a dilemma for employers. Studies estimate the number of contingent workers is growing anywhere from three to five times the pace of full-time workers, making the employee-contractor distinction a growing challenge.

- More than five years ago, Microsoft paid nearly \$100 million to settle a case involving differences in how it was treating contractors and employees who, the plaintiffs contended, were doing comparable work.
- In December, FedEx lost a six-year-old case in California where the company claimed that people driving leased delivery trucks with its logos on the sides of the trailers were contractors just like other independent truckers. Thirty similar suits filed against FedEx in 25 states have been consolidated into a class action suit.

"Smaller employers tend to commit this kind of violation. These people have been doing things the same way for a long time and it hasn't occurred to them that it is against the law," says Charlot Wood, a labor attorney.

The Internal Revenue Service's Form 15-A and an article on its Web site describe the conditions under which workers are employees and contractors.

Twenty criteria are listed and are called "common law," with the number one rule being that if an employer tells someone how to do the job and when it needs to be done, as most managers do, the workers could be employees.

"The rules are specific. The major thing is if the employer has 'behavioral control' over how the person does the task," says Gloria Wajciechowski, of the IRS.

If the employer sets down the rules on when and where to do the work, provides the tools to do the work, tells the person what other workers can be hired to assist in the work and where supplies must be purchased, then the person is almost certainly an employee rather than a contractor.

"If you are controlling the hours someone works and telling him how you want the job done, you have an employee,"

IRS EMPLOYEE VS. CONTRACTOR: <http://www.irs.gov/businesses/small/article/0,,id=99921,00.html>

MORE: http://www.bizjournals.com/triangle/stories/2006/05/29/focus5.html?et=150&hbx=e_vert

IRS DEFINITION:

A general rule is that you, the payer, have the **right to control or direct only the result of the work** done by an independent contractor, and **not the means and methods of accomplishing the result.**

FUN:

25 Things You Should Have Learned By Now

NEXT WEEK

Energy + Effort = Luck

Links to source stories at end of excerpts

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SMALL BIZ – DELIVERING CONSTRUCTIVE CRITICISM

Ask most employees and they will tell you that they rarely get enough feedback... positive or negative. That's because most managers don't want to create conflict.

For most people it's easy to see that someone isn't doing a job correctly, but it's very difficult to tell him or her how to do it better.

Here are some tips to help you give team members the feedback they need and want.

1. Make sure you have all the necessary information. The quickest way to offend people is to criticize them for something they did not do.
2. Choose the best time and place. Never give criticism in public, in front of another person, or at the end of the day when you or the other person may be too tired to deal with it appropriately.
3. Talk about the performance, not the person. Feedback is not about telling someone he is bad at what he does, it's about telling him how he could do it better.
4. Realize that the person you're giving feedback to may get defensive. This is a natural response to criticism, especially if he or she has gotten her feelings hurt by you (or another manager) in a previous experience. Use a softened start-up. For example you could say, "You've really done well this quarter, but there's one area that could use a bit of improvement."
5. Use humor if possible. If you can deliver criticism in a light-hearted manner it will be received in a much more positive way. Humor doesn't diminish the seriousness of the feedback and can help the person receiving the direction to open up and take it in.
6. Get a commitment. Make sure that the team member who is receiving the feedback makes a commitment as to how and when she will correct the problem.
7. Start and end with a compliment. Find something good to say about the person and her performance at the beginning, as this will help her take in your advice. At the end of the conversation it will help her to feel that she isn't a failure or about to be fired.

MORE: By Barton Goldsmith, www.BartonGoldsmith.com

HEALTH BIZ – CONSUMER-DIRECT PLANS HELPED BY RISING COSTS: The number of US residents enrolled in consumer-directed health plans increased from roughly three million in January 2005 to six million by January 2006.

MORE: <http://www.gao.gov/new.items/d06514.pdf>

HEALTH BIZ – HEALTH INSURANCE RATE HIKES ACROSS THE BOARD: Most employers renewing their group medical insurance over the past six months experienced 10% to 15% cost increases regardless of their size, according to a survey of benefits brokers.

MORE: <http://www.businessinsurance.com/cgi-bin/news.pl?newsId=7815&print=Y>

TECH BIZ – NEED A CHEAP LASER PRINTER?: Looking for a low cost laser printer? Here's a \$50 deal for a Samsung laser printer.

MORE: <http://ct.eletters.whatsnewnow.com/rd/cts?d=181-673-1-356-261855-36007-0-0-0-1>

TECH BIZ – WORKHORSE BUSINESS DESKTOPS: PC Magazine Labs has selected three desktop computers that cover a range of prices, from more than \$1,000 to less than \$500, but should provide the desktop computer you need for everyday business tasks.

MORE: <http://ct.enews.pcmag.com/rd/cts?d=184-2909-16-61-140208-357263-0-0-0-1>

TECH BIZ – GOOGLE SPREADSHEET: More and more companies are offering online software that can handle basic office suite tasks. Google's new spreadsheet is not ready to challenge MS Excel completely, but it offers real value on the low end (because its free).

MORE: <http://ct.eletters.whatsnewnow.com/rd/cts?d=181-675-1-358-261855-36142-0-0-0-1>

>>>> **TRUCKING SECTION** <<<<

FOCUS - TRUCKING – KNOW WHAT YOU ARE SIGNING

--- Excerpted from a detailed article by John Latta – Link at end ---

Potentially devastating and often well-hidden legal problems are waiting for trucking and

logistics companies that do not do their homework before signing contracts, according to Henry Seaton, a prominent transportation industry lawyer.

"For most truckload carriers, these are the best of times. Rates are up. After a number of lean years, most carriers are in the black. Yet, from a legal liability point of view, these are the worst of times," says Seaton. His firm specializes in freight claims, freight charge collection, contracting and bankruptcy.

--- LIMIT THE LIABILITY ---

"Today a key for carriers is to be sure that they limit their liability to what they are liable for and to be sure they are not potentially liable beyond that without being aware of it. It's important for a carrier to establish its own terms and conditions, to make sure those procedures are always followed, and then to manage by exception. For example, if you change from hauling a relatively inexpensive product to hauling something like big screen televisions, you would need to adjust your basic terms and conditions, for example getting extra theft insurance."

"Limiting the risk involves making sure you do not assume another carrier's liability, you keep your name off the bill of lading, and you assume no liability other than arranging transportation with a contractor who is licensed, authorized and insured as per FMCSA regulations."

- Beware demands for indemnity or insurance coverage from shippers or brokers. "These provisions require broad indemnity against loss 'arising out of' carrier services and demands to be named as 'additional insured.'"
- Make sure your insurance agent explains all the risks you might face and what protection your insurance does and does not include.

--- CARGO COVER GAPS ---

- A flatbed carrier with a \$1 million policy that is expected to cover any possible problem may find out the policy includes "wetness, dampness and moisture" exclusions.
- If a driver leaves a truck to sleep in his own bed during a weekend break, and the load is stolen, the carrier may find that because the driver wasn't with the truck, the load was not deemed to be "in transit," and therefore the insurance was void.
- Know what you carry. "In one case a carrier insured the load he was hauling thinking that under the tarp on his flatbed was a used canning machine. Only after an accident did he discover it was a missile launcher."
- Be sure your contracts establish exactly when your liability begins and when it ends. "It is possible for a carrier to be held responsible for a theft from the shipper's property after his truck has arrived and parked."
- "Every motor carrier who hauls foodstuffs or perishables needs a corporate policy on broken seals. That policy is what can save you when a driver arrives at a dock, is told to break the seal and back up to the doors to unload, and when he gets there he's told no one saw him break the seal, and the load is rejected."
- If you do business with intermediaries, be sure you have a contractual limit to your liability. You cannot assume the intermediary has such a clause in its contract with the shipper, and after a problem, the shipper may turn to you for compensation.

MORE: <http://www.etrucker.com/apps/news/article.asp?id=53722>

TRUCKING – "PRACTICAL LUXURY" HELPS RETENTION

--- SO WHAT? ---

- US truck driver turnover is at 130%
 - It costs between \$5,000 and \$8,000 to find, hire and train a new driver
 - Each driver you keep is like adding \$5,000 profit to your bottom line
- With truck drivers in short supply and high demand, commercial vehicle makers are rolling out tractors with truly cushy cabs and sleepers as fleets increasingly turn to "comfort" as a primary consideration for retention.

"One of the keys to our new sleepers is that they optimize operator ergonomics, productivity and comfort," said Dan Sobic, GM for Peterbilt.

Tom Kelly, Mack's VP-Marketing, noted that new cab designs include a four-inch increase in the depth of day cabs.

"Their truck may be their home for weeks at a time," said Scott Kress, Senior VP of Sales & Marketing for Volvo. "That's why we built a lot of functionality into our new VT 880 sleeper. For

example, it has an optional workstation that can function as dining table, office desk and den. After supper, the bench seats quickly convert to a full-length lower bunk."

"Driver comfort is a major factor in maintaining satisfied customers and happy drivers, so we focus our design efforts on offering a comfortable and spacious work environments for our customers," said Mark Lampert, Senior VP or Sales for Freightliner.

MORE: http://fleetowner.com/news/driver_shortage_cab_sleeper_oem_053106/

TRUCKING – BOOK AIMS TO CUT DRIVER TURNOVER: See 22 May Allcovered News

MORE: <http://www.allcovered.net/Newsletter/2006/2006-05-22-NEWS.pdf>

TRUCKING – PAY NOT ENOUGH TO KEEP DRIVERS: See 27 March Allcovered News

MORE: <http://www.allcovered.net/Newsletter/2006/2006-03-27-NEWS.pdf>

TRUCKING – APRIL HEAVY TRUCK SALES UP 19.2%

April's heavy-duty truck sales rose 19.2% to 24,297 units according to reports in Automotive News.

| APRIL | | | YEAR TO DATE | | |
|---------------|-------|----------|---------------|--------|----------|
| Freightliner | 6,442 | Up 13.9% | Freightliner | 25,591 | Up 10.4% |
| International | 5,083 | Up 10.1% | International | 17,164 | Up 13.0% |
| Peterbilt | 2,922 | Up 23.1% | Volvo | 10,062 | Up 26.7% |
| Volvo | 2,692 | Up 62.1% | Peterbilt | 10,715 | Up 20.4% |
| Mack | 2,614 | Up 9.5% | Kenworth | 9,697 | Up 27.4% |
| Kenworth | 2,591 | Up 20.4% | Mack | 9,659 | Up 20.9% |

MORE: http://www.truckinginfo.com/news/news-detail.asp?news_id=56771

TRUCKING – DIESEL UP SLIGHTLY: The US weekly average retail on-highway price of a gallon of diesel rose eight-tenths of one cent per gallon to \$2.89 for the week ending 5 June according to the Energy Information Administration of the Department of Energy, marking the third straight week that the price has been virtually unchanged.

MORE: <http://www.thetrucker.com/News/Stories/2006/6/5/Priceofgallonofdieselriseslessthanonecent.aspx>

>>>> SECURITY SECTION <<<<

SECURITY – NOT IF, WHEN RFID DOMINATES SUPPLY CHAIN

It's not a question of if, but when radio frequency identification (RFID) technology will dominate the supply chains of manufacturers, retailers and just about any company or organization that needs to trace products, parts and other items, according to senior executives at SAP, the software giant.

"Everyone knows RFID is coming and wants to be prepared," says SAP Executive Board member Claus Heinrich. "And quite frankly, everyone is just waiting for tag prices to fall. A majority of business cases for RFID depend on the price of tags, especially those companies that need to tag large numbers of items."

Prices have been dropping, down to below US\$0.10 per tag in large numbers from around \$0.30, thanks in large part to the introduction the new Gen-2 standard.

"Of all the industries looking at RFID, pharmaceutical has the best business case," he said. "The tracking and tracing of drugs from the manufacturer right up to the pharmacy is important for recalls and building consumer confidence," adds Eric Donski, RFID solution director at SAP.

--- SO WHAT? ---

While for most freight forwarders, truckers and air cargo operations RFID is not mandatory now, it is coming. Plan now for how you will add RFID capabilities to your operations.

MORE: http://www.cio.com/blog_view.html?CID=21895

SECURITY – BOEING & FEDEX TEST AIR ACTIVE RFID

Boeing has announced it is working with FedEx to test the effects of regularly beaconing active RFID tags in a functioning aircraft. For a 120-day period ending September 15th, the companies will jointly monitor and evaluate an active tag deployment on one FedEx MD-10 Freighter. The ultimate goal is to increase aircraft part visibility and improve aircraft

maintenance by storing inspection data directly on tagged parts.

The tags are powerful enough to be read from an interrogator positioned outside the aircraft while the aircraft's access doors are closed.

Boeing and FedEx will be testing for electromagnetic interference and related environmental effects that the tags might cause.

MORE: <http://www.rfidupdate.com/articles/index.php?id=1132&from=rss>

SECURITY – EU WANTS INTEGRATED SECURITY

A more integrated policing of European Union waters and greater international cooperation are needed to combat rising safety and security threats according to a new EU Green Paper which also highlights anti-piracy efforts in the Malacca Straits by the littoral states.

The 49-page document will form the basis of a future EU maritime policy that is widely expected to continue the EU's creeping influence in global maritime regulation.

'Such risks and threats to Europe's interests require control of compliance with maritime safety rules via port state control, reliable and efficient vessel traffic management, and stronger surveillance,' the report said.

MORE: <http://business-times.asia1.com.sg/sub/shippingtimes/story/0.4574.198078.00.html>

>>> AIR & OCEAN SECTION <<<

AIR – CATHAY BUYS DRAGONAIR

Cathay Pacific Airways officially reported Friday that it will pay USD 1.06-Billion in cash and shares to take over rival Dragonair in a long-expected deal that expands its access to the fast-growing mainland Chinese market.

Dragonair, which flies to 23 mainland cities including the lucrative Shanghai market, has in turn relied on Cathay to feed it international traffic bound for China.

As part of the deal, Cathay and mainland carrier Air China will step up their cooperation, with Cathay paying USD\$524.4 million to double its stake in Beijing-run Air China to 20%. In turn, Air China will pay USD\$694.5 million for 10% of Cathay.

MORE: <http://news.airwise.com/story/view/1149842347.html>

AIR – CATHAY PLANS BIGGEST CARGO TERMINAL: Cathay Pacific plans to build the world's biggest air cargo terminal in Hong Kong to meet growing demand and lower costs. The terminal would be able to handle as many as five million metric tonnes of goods a year when it's completed, The airline is also seeking to cut costs to compete with airports in Guangzhou and other southern Chinese cities.

MORE: <http://business-times.asia1.com.sg/sub/shippingtimes/story/0.4574.197552.00.html>

AIR - IST GETS BACK TO WORK AFTER CARGO FIRE: Cargo operations at Istanbul Atatürk International airport have recovered almost completely from the fire that destroyed one of the main cargo terminals. Handlers Çelebi, Havas and Sistem Lojistik were due to move their operations to an unused new cargo airside warehouse that had been intended for use by Turkish Airlines. X-ray and other equipment undamaged in the fire was being moved in.

MORE: http://www.ifw-net.com/index.tvt?_scope=IFW/News/Air%20Freight&id=2136&PSV=ar

AIR – BA WORLD-CARGO ADDS PEK CAPACITY: British Airways World Cargo has added capacity in China with the launch of daily flights to Beijing, effective last Wednesday. The addition of a new B777-service will provide its customers with an additional fifteen tons of capacity every week and greater access to the carrier's global network, which spans 200 destinations in over 80 countries.

MORE: <http://www.datamonitor.com/~dcac10d036184f96899043c31fc057a7~/industries/news/article?pid=6EB32D96-E18D-4346-A068-25D4279E397A&type=NewsWire>

AIR – US AIR FREIGHT UP 8%: International air freight and express shipments carried by US airlines increased 8% in April compared to April 2005. For the year air cargo up 6.4%.

MORE: http://www.americanshipper.com/SNW_story.asp?news=33885

AIR – US AIRLINES TRIM FLEETS: The six largest US airlines, hammered by five years of brutal losses, have streamlined their fleets and are flying fewer planes, helping them stage a recovery as they focus on profitability. After doggedly pursuing market share at any cost, the

big carriers are now focusing on the profitability of each route and flight. The so-called legacy airlines -- American Airlines, Continental Airlines, Delta Air Lines, Northwest Airlines, United Airlines and US Airways -- have abandoned many of the tactics that weakened them. They are unwilling to fly half-empty aircraft for the sake of feeding their nationwide networks to stay competitive. New statistics for 2005 show the legacy carriers' combined fleet was 2,747 aircraft, down 21% from six years ago according to Air Transport Association data.
 MORE: <http://news.airwise.com/story/view/1149500205.html>

AIR – OIL COSTS HIKE AIRLINE LOSS FORECASTS: Soaring oil prices will mean losses of USD\$3 billion for global airlines this year according to the International Air Transport Association (IATA). "Oil is the wild card. Prices are racing ahead of efficiency gains and robbing our profitability," says IATA Chief Executive Giovanni Bisignani. A 10% rise in revenues each of the last three years, and cost-cutting have raised the break-even fuel price from USD\$14 per barrel to USD\$50, says Bisignani, but that still making a loss in today's market of \$70 per barrel oil.
 MORE: <http://news.airwise.com/story/view/1149499647.html>

AIR – DELTA SEES BANKRUPTCY EXIT NEXT YEAR: Delta chief executive Gerald Grinstein expects the airline to emerge from bankruptcy by the middle of next year as it shaves costs and starts to turn a profit. "I think we've made remarkable progress. In the light of fuel at the levels that it's at, the company was still profitable in April. When the final numbers are out, I think you'll see a remarkable change in where Delta is, in relation to the rest of the industry."
 MORE: <http://business-times.asia1.com.sg/sub/shippingtimes/story/0.4574.197445.00.html>

AIR – QANTAS AND AIRBRIDGE CARGO TEAM: Russia's AirBridge Cargo has appointed Qantas Freight as its general sales agent and interline partner in Australia. AirBridge Cargo has similar agreements with Air Canada and Continental Airlines in North America and Nippon Cargo Airlines in Japan.
 MORE: http://www.americanshipper.com/SNW_story.asp?news=34108

AIR – AF-KLM CARGO UP IN MAY: Cargo activity for Air France-KLM rose 5.3% in May on a capacity increase of 2.0%, with the load factor up 2.0 points to 65.8%.
 MORE: <http://www.forbes.com/business/feeds/afx/2006/06/07/afx2798431.html>

AIR – CONTINENTAL CARGO UP IN MAY: Continental Airlines transported 87.1 million cargo revenue ton-miles in May, a 14.3% increase over May 2005.
 MORE: http://www.americanshipper.com/SNW_story.asp?news=33797

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| <p>YOU DESERVE IT – WE DELIVER IT http://www.allcovered.net We have logistics ALL covered.</p> | |

TRADE – KNOW WHAT YOU'RE SIGNING: Be careful of the freight carriage contracts you sign. See ways to limit your liability and protect yourself at no cost. See "Trucking" section.

TRADE – CON-WAY FORWARDING CLOSES: Con-Way employees showed up to work Monday only to find the doors locked. Con-way says it is ending operations of its domestic air freight forwarding subsidiary Con-way Forwarding. "Our core businesses are high-

performance surface freight transportation and global contract logistics," president and chief executive, Douglas W. Stotlar, said in a statement. "We believe that focusing our investments on these key segments is the right strategy for our enterprise and our investors, and offers the best opportunity for sustainable growth in revenues, profits and shareholder value."

MORE: http://www.bizjournals.com/sanjose/stories/2006/06/05/daily5.html?from_rss=1

MORE: <http://www.joc.com/lede/20060605/sections/air/w25728.asp>

TRADE – CON-WAY FORWARDING CLOSE RAISES RATING: Stock analysts raised their expectations for Con-Way after the announcement that Con-Way Forwarding was closing.

MORE: http://www.newratings.com/analyst_news/article_1290732.html

TRADE - INDIA'S TRUCK FREIGHT RATES UP: Truck freight rates in India are set to go up by 5-6% following the Rs 2 hike in diesel prices, according to the Indian Foundation for Transport Research & Training (IFTR). Freight rates have risen 15% since October 2005.

MORE: http://www.financialexpress.com/fe_full_story.php?content_id=129560

OCEAN – CTSA HIKES FUEL SURCHARGE: The 11 shipping lines of the Canada Transpacific Stabilization Agreement will raise their fuel recovery charges effective 1 July and go ahead with a planned second-stage freight rate increase. "Fuel Recovery Charges" will be: \$510 (from \$475) per 20-foot container; \$680 (from \$635) per 40-foot container; \$765 (from \$715) per 40-foot high cube container; \$860 (from \$805) per 45-foot container.

MORE: http://www.americanshipper.com/SNW_story.asp?news=33804

MORE: <http://www.joc.com/20060606/sections/ocean/w4505.asp>

OCEAN – TSA HIKING PEAK SEASON CHARGES: Shipping lines serving the busy route from Asia to North America will further increase the price of container shipments to the US East Coast in the upcoming peak season to cover higher costs. The Transatlantic Stabilization Agreement plans a peak season surcharge of \$ 400 per 40-foot container from Asia to the US East Coast and US Gulf Coast to \$ 500 effective July 15 and to \$ 600 from August 15 until November 15. The increased charge will apply to all containers moved through the Panama Canal or the Suez Canal, while the planned \$ 400 surcharge for West Coast shipments will remain unchanged.

MORE: <http://c.feedit.com/click/here.pl?j549534539&w=2283950>

MORE: http://www.americanshipper.com/SNW_story.asp?news=33888

OCEAN – NO PEAK SEASON JAM SEEN: Major container ports in the United States are operating smoothly, and importers foresee little of the congestion that has jammed gateways in the past, according to the June Port Tracker released by the National Retail Federation.

MORE: <http://www.joc.com/lede/20060607/sections/ocean/w44304.asp>

OCEAN - EU PORT SLOWED BY DATA GAP: One in five import containers at Europe's leading ports is missing vital information needed for onward transport. Paul Ham, business development manager for ECT, which operates Rotterdam's Delta terminal, said these containers could not be loaded until the correct documentation was received, adding to congestion issues at terminals. "They have to wait for another vessel or train, or they have to be trucked instead," he told delegates at the TOC Europe conference in Hamburg.

MORE: > [CLICK HERE](#) <

OCEAN – CMA-CGM SIGNS FOR SAV: French carrier CMA CGM has signed a 15-year agreement with the Port of Savannah, making Savannah its primary port-of-call in the South Atlantic. "We anticipate doubling our throughput in Savannah year-over-year given the changes in our network and continued strong demand," says Frank Baragona, president of CMA CGM (America).

MORE: <http://www.joc.com/lede/20060606/sections/ocean/w18230.asp>

OCEAN – ITALIA-MARITTIMA & ZIM PLAN SERVICE: Italia Marittima and Zim plan to launch a new weekly trans-Atlantic service early in August. The North Europe-US East Coast (NEC) service it will link the North European ports of Antwerp, Hamburg and Liverpool with New York, Norfolk and Savannah.

MORE: <http://www.joc.com/lede/20060608/sections/ocean/w14457.asp>

>>>>> **JUST FOR FUN** <<<<<

(These are shared by readers – Please share yours. Thanks. Mike)

25 THINGS YOU SHOULD HAVE LEARNED BY NOW

- 1)- If you're too open-minded, your brains will fall out.
- 2)- Don't worry about what people think; they don't do it very often.
- 3)- Going to church doesn't make you a Christian any more than standing in a garage makes you a car.
- 4)- It ain't the jeans that make your butt look fat.
- 5)- Artificial intelligence is no match for natural stupidity.
- 6)- My idea of housework is to sweep the room with a glance.
- 7)- Not one shred of evidence supports the notion that life is serious.
- 8)- It is easier to get forgiveness than permission.
- 9)- For every action, there is an equal and opposite government program.
- 10)- If you look like your passport picture, you probably need the trip.
- 11)- Bills travel through the mail at twice the speed of checks.
- 12)- A conscience is what hurts when all of your other parts feel so good.
- 13)- Eat well, stay fit, die anyway.
- 14)- Men are from earth. Women are from earth. Deal with it.
- 15)- No man has ever been shot while doing the dishes.
- 16)- A balanced diet is a cookie in each hand.
- 17)- Middle age is when broadness of the mind and narrowness of the waist change places.
- 18)- Opportunities always look bigger going than coming.
- 19)- Junk is something you've kept for years and throw away three weeks before you need it.
- 20)- There is always one more imbecile than you counted on.
- 21)- Experience is a wonderful thing. It enables you to recognize a mistake when you make it again.
- 22)- By the time you can make ends meet, they move the ends.
- 23)- Thou shalt not weigh more than thy refrigerator.
- 24)- Someone who thinks logically provides a nice contrast to the real world.
- 25)- If you must choose between two evils, pick the one you've never tried.

If you have curious, interesting, funny or thoughtful items to share in "Just For Fun", Email them to mike.miller@allcovered.net . Thanks.

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| Air Transport World = http://www.atwonline.com | Logistics News = http://www.logisticsnews.com |
| AirWise = http://news.airwise.com/index.html | Trucking Info = http://www.truckinginfo.com |
| American Shipper = www.americanshipper.com | The Trucker = http://www.thetrucker.com |
| Business Times of Asia = http://business-times.asia1.com.sg/ | eTrucker = http://www.etrucker.com |
| Journal of Commerce = http://www.joc.com | Traffic World = http://www.trafficworld.com |

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