

Industry Update

News and Information for NATA Members



January 2017

NATA board to hold annual meeting



The NATA Board has scheduled its annual meeting for Wednesday, February 15, from 11:30 a.m. to 1 p.m. Lunch will be provided so an RSVP is necessary. The meeting will be at NATA's offices, 7931 NE Halsey St, Suite 300, in Portland. If you are a member and would

like to join us to hear about and discuss the latest issues of the day, please [email](#) or call to RSVP, (503) 253-9898 or (800) 730-7282.

Employers need to use new version of I-9 form



By January 22, employers must be using the [revised I-9 form](#), published in mid-November by the U.S. Citizen and Immigration Services, to verify employment eligibility; until then, the 2013 version of the form can be used. Businesses can continue to visit [I-9 Central](#) to receive the latest news

on the revised form.

BOLI offers clarification on marijuana use



Based on some questions from members, NATA contacted Oregon's Bureau of Labor and Industries (BOLI) for some clarifications related to Oregon's recent

legalization of recreational use of marijuana. Here's what Jennifer Germundson, manager of BOLI's technical assistance for employers, told us:

"BOLI's Civil Rights Division will not investigate a complaint that stems from an employee's use of marijuana while at work."

"While marijuana is legal for adults, employers still have the right to enforce drug-free workplaces and to require pre-employment, random, and for-cause drug testing. Employers also have the right to address performance issues when there is reasonable suspicion that an individual might be under the influence while at work."

"Employers are also not required to accommodate the use of medical marijuana."

"Unfortunately, there is still not a means to determine if someone is under the influence of marijuana at work. Drug tests will show past use but not use that takes place in close proximity to a drug test. We generally advise employers to address performance and not go directly to reasonable suspicion."

"BOLI does conduct a 3-hour seminar on Workplace Drug and Alcohol Issues. A portion of this session addresses marijuana legalization issues."

Upcoming Events

NW Automotive Technicians Society
6:30 p.m. - January 23
Clackamas & Vancouver
[Click for Details](#)

Oregon BOLI Documentation, Discipline & Discharge Seminar
February 1
Portland
[Click for Details](#)

Oregon BOLI Legal Hiring Practices Seminar
February 1
Portland
[Click for Details](#)

Oregon BOLI Employment Law Update
February 2
Portland
[Click for Details](#)

Oregon BOLI Workplace Harassment & Discrimination Seminar
February 7
Portland
[Click for Details](#)

Oregon BOLI Employee Supervision Seminar
February 15-16
Portland
[Click for Details](#)

NATA Annual Board Meeting
11:30 a.m. - 1 p.m.
February 15
Portland

Oregon BOLI Wage & Hour / Payroll Issues

Unfortunately, it doesn't appear that that particular seminar is on BOLI seminar schedule for the first half of this year (see story below).

Employer training offered throughout Oregon



Oregon's Bureau of Labor and Industries (BOLI) offers a variety of seminars for employers throughout the state. Subjects include

employee handbooks, legal hiring practices, discipline and discharge, effective supervisory practices, etc. Registration for some classes is as low as \$35.

[Click here](#) for BOLI's class schedule through June.

Article highlights DEQ tests at shops



NATA member Jim Houser of Hawthorne Auto Clinic was featured in a recent *Portland Business Journal* [article](#) on "DEQ Too," the new program that allows allows motorists in the Portland and Medford areas to take care of required vehicle emissions inspections at participating businesses.

"You don't have to go to the DEQ," Houser says in the article. "That's pretty cool, and a lot of people are excited to hear that. It's working out great."

Oregon's DEQ Too program is open to any business that wishes to participate. For more details, visit:

<https://deqtoo.org/DEQToo/BusinessParticipants>.

There is a cost to purchase the transmission device, but no cost to enroll with DEQToo as a host. Certain terms and conditions must be adhered to. Once those are met, DEQ will add your company's name to the business participant list.

Obituary: James "Jim" Weston



James Merle Weston, long-time Portland area auto dealer, died December 26 at age 78. At his request, a private family gathering was held.

Weston was born in Altoona, Pa., but soon after his birth, his family moved to Viola, Ore. At Estacada Elementary, he met Sharon Hayden, later to become his wife of 60 years. As a young man, Jim helped his father raise and sell cattle, and distinguished himself as an outstanding athlete. After high school graduation, Jim and Sharon were married and Jim attended Portland State University. In 1957, he enlisted in the Oregon Army National Guard, and received his honorable discharge in 1963. Jim sold cars for eight years at an Oregon dealership where he went on to become general manager. In 1975, he assumed control and ownership of the Pontiac GMC Jeep dealership in Gresham, which became Jim Weston Pontiac was born. Today, the dealership employs more than 100 people. He is survived by his wife,

Seminar

February 22-23
Portland

[Click for Details](#)

Oregon BOLI Legal Hiring Practices Seminar

March 6
Ontario, Ore.

[Click for Details](#)

Oregon BOLI Developing An Employee Handbook Seminar

March 7
Portland

[Click for Details](#)

Oregon BOLI Wage & Hour Laws

March 7
Baker City, Ore.

[Click for Details](#)

Oregon BOLI Workplace Harassment & Discrimination Seminar

March 8
LaGrande, Ore.

[Click for Details](#)

Oregon BOLI Employment Law Update

March 8
LaGrande, Ore.

[Click for Details](#)

Oregon BOLI Dealing With A Difficult Employee Seminar

March 9
Pendleton, Ore.

[Click for Details](#)

Oregon BOLI Recordkeeping Requirements Seminar

March 14
Portland

[Click for Details](#)

Oregon BOLI Effective Supervisory Practices

March 15
Portland

[Click for Details](#)

Oregon BOLI Wage & Hour Laws

March 16
Salem

three children, four grandchildren and three great-grandchildren. In lieu of flowers, contributions may be made to the Weston Family Estacada Athletic Foundation at any U.S. Bank or Key Bank.

[Click for Details](#)

NATA makes absentee calendars available



Need a 2017 absentee calendar? [Click here](#) for a printable version.

Oregon BOLI Employment Law Update

March 29
Portland

[Click for Details](#)

Oregon BOLI Wage & Hour Laws

March 29
Eugene

[Click for Details](#)

New NATA members



Northwest Automotive Trades Association
networking + benefits

Four more businesses joined NATA in recent weeks. **Aaron's Autowerks, LLC**, is a European automotive repair and service shop on Phoenix, Ore.; **Dash Delivery, Inc.**, which offers delivery service from auto parts distributors to mechanics and retailers; **Leonardo Truck and Equipment Repair, Inc.**, is a family-owned truck and equipment repair business in Central Point, Ore.; and **USA Performance Auto, Inc.**, a second-generation automotive repair and restoration facility located in Northeast Portland. Welcome!

Oregon BOLI Employment Law Update

April 5
Ashland, Ore.

[Click for Details](#)

Oregon BOLI Employment Law Update

April 18
Eugene

[Click for Details](#)

Community college seeking automotive instructor



Portland Community College is looking for a full-time automotive instructor. [Click here](#) for more details.

Lobbying day for Measure 98 scheduled



February 20 has been designated "Measure 98 Lobby Day" at the Oregon Capitol Building in Salem. Oregon has an opportunity to increase high school graduation rate and improve technical career training, but lawmakers now need to fully fund Measure 98. [Click here](#) for a flier for more information about the lobbying day.

Need to reach us?

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