



January
2023

Industry Update

*News and Information for
Northwest Automotive Trade Association
Members*

Happy New Year from NATA!

NATA Brings Online Training To Shops

NATA is a proud partner of PAVE (Professional Automotive Virtual Education) and happy to bring low-cost online training to Oregon shops this month.



PAVE includes more than two dozen sessions over two days (January 13 and 14), including top instructors offering technical, management and collision training.

All sessions are available on-demand for 30 days, and you have access to easy downloadable training materials.

Don't miss out on this 2-day virtual event!

[Click here](#) for a 9-page schedule with all the details about the courses and instructors, or [click here](#) to get you and your team registered!

Ask NATA: Service Advisor Bonuses

A NATA member recently asked: If I offer a bonus to my service advisor, may I deduct unbilled parts from the bonus? May I deny a bonus based on excessive absences?

NATA contacted BOLI (Bureau of Labor & Industries) and received a very quick response (thank you, Charlie Burr). Item #2 & #3 of the



statute are most relevant to the member's question:

839-008-0015

Bona Fide Factors that May Be Considered in Paying Employees Performing Work of Comparable Character at Different Compensation Levels

Pursuant to ORS 652.220(2), employees may receive different levels of compensation for work of comparable character if the entire compensation differential is based on one or more bona fide factors related to the position in question. The bona fide factors that may be considered in determining the compensation differential between individuals are as follows:

(1) A seniority system that recognizes and compensates employees based on length of service with the employer. A seniority system utilized by an employer may be considered as a bona fide factor by the employer's successor in interest, as defined by OAR 839-005-0014;

(2) A merit system that provides for variations in pay based upon employee performance as measured through job-related criteria, for example, a written performance evaluation plan or policy that measures employee performance using a set numerical or other established rating scale, such as from "unsatisfactory" to "exceeds expectations," and takes employees' ratings into account in determining employee pay rates;

(3) A system that measures earnings by quantity or quality of production, including piece rate work;

(4) Notwithstanding any other applicable federal, state or local laws, workplace location considerations may include, but are not limited to, the following:

- (a) Cost of living;
- (b) Desirability of worksite location;
- (c) Access to worksite location;
- (d) Minimum wage zones; or
- (e) Wage and hour zones.

(5) Necessary and regular travel;

(6) Education considerations may include, but are not limited to, substantive knowledge acquired through relevant coursework, as well as any completed certificate or degree program;

(7) Training considerations may include, but are not limited to, on-the-job training acquired in current or past positions as well as training acquired through a formal training program;

(8) Experience considerations include, but are not limited to, any relevant experience that may be applied to the particular job; or

(9) Any combination of the factors described in subsections (a)–(h) of this section, if the combination of those factors accounts for the entire compensation differential.

Oregon Paid Family Leave Program Begins

Paid Leave Oregon is a new program that allows employees in Oregon to take paid time off for some of life's most important moments that impact our

families, health and safety. Employees and employers will pay contributions to support Paid Leave Oregon starting on January 1, 2023.



For more information, [click here](#) to download an employer guidebook; [click here](#) to download the required poster; or [click here](#) for a fact sheet about contributions.

Conference Focuses On Health, Safety

The Oregon Governor's Occupational Safety & Health Conference (GOSH), taking place March 6-9 at the Oregon Convention Center, is the largest safety and health conference in the Northwest. Oregon GOSH offers educational opportunities that equal the best in the country. The event attracts nationally known speakers, offering 160 workshops and sessions and more than 125 booths showing the latest safety and health products and services.

An awards ceremony and luncheon to acknowledge safety and health leaders in Oregon marks the conclusion of the conference.



The goal of the conference is to provide an educational forum where employers, safety and health professionals, safety committee members, line supervisors, manufacturers, and distributors can come to gain state of the art knowledge and skills leading to self-sufficiency in their occupational safety and health programs. Attendees come from all industries and class topics cover a broad range of timely safety and health issues.

For more information, visit <https://oregongosh.com/>.

Oregon Legislature Convenes This Month

The Oregon Legislative Session begins this month. New bills will be introduced in the coming weeks. You can [click here](#) to review new bills. If you see a bill of concern - let us know. Darrell Fuller is our lobbyist in Salem who represents our interests.

Our February newsletter will bring you more details of issues we will be addressing, including DEQToo fee



NATA Conducting Collision Wage Survey

Collision shops can help us provide the industry with current collision shop employee compensation trends by participating this month in our compensation survey by [clicking here](#).



Your shop's individual information will be kept confidential. Only aggregate data will be released. You need only provide your shop's city/town and zip code.

You will need two things in order complete the survey:

1. An understanding of the benefits your company offers employees (for example, the type(s) of medical insurance offered and the percentage of the premium paid by the company).
2. Information on how some or all employees are paid (i.e., hourly, flat-rate, salary), the dollar-rate that each receives, and/or their total annual compensation.

If you have that information before you begin, the survey should take you less than 15 minutes to complete.

Your participation is greatly appreciated. Share the link with your colleagues. The more shops that participate, the more reliable the data we can return to you.

In-person Tech Training Throughout Oregon



IN PERSON TRAINING
Training for Automotive Service Professionals



NATA is proud to partner with Baxter Auto Parts to bring in-person training from the Carquest Technical Institute to Bend,

Portland, and Medford starting in early February. **NATA members can save hundreds of dollars on the registration subscription.**



The nine classes (in each location) are held over the course of this year; each are four hours and are held in the evening.

A 1-year subscription to register is \$149 a month for up to six technicians, but NATA or TECHNet members can register for just \$99 per month. Contact NATA or Baxter Auto Parts for member information.

For more details and to register, download the flier for the location where you will want to attend: [Portland](#), [Bend](#) or [Medford](#).

Welcome, New NATA Member

NATA is pleased to welcome its newest member, **Gallagher Auto Spa**. With locations in Tualatin and Southeast Portland, the company specializes in detailing, ceramic coatings, paint protection film and window tint.



Do you know someone whose business would benefit from belonging to NATA? Refer a new member to us, and receive \$50 off your next NATA renewal!

Gathering To Remember Bruce Murray

A celebration of life will be held for Bruce Murray from Noon until 3 p.m. on January 14 at Glenn Otto Park in Troutdale. Murray, of Mahjor Murray in Southeast Portland, died



October 8 at age 79. Attendees are invited to bring their cars if the weather permits. A flier with details is available [here](#).

Absentee Calendars Available

Need a 2023 absentee calendar? NATA has you covered! You can [click here](#) (or visit our [website](#)) to download one...

EMPLOYEE ATTENDANCE CALENDAR		2023																																																	
<p>1. Reason</p> <p>2. Last of month</p> <p>3. Sick (Employee)</p> <p>4. Family business</p> <p>5. Accident - not at work</p> <p>6. Vacation</p> <p>7. Personal</p> <p>8. Leave of Absence</p> <p>9. Transportation</p> <p>10. Unknown (AWOL)</p>		<p>11. Reason</p> <p>12. Death (Family)</p> <p>13. Jury Duty</p> <p>14. Military</p> <p>15. Weather</p> <p>16. Medical</p> <p>17. Dental</p> <p>18. Prescription</p> <p>19. Other</p> <p>20. Other</p> <p>21. Other</p>																																																	
<p>Employee Name & # _____</p> <p>Address: _____</p> <p>City: _____ ST: _____ Zip: _____</p> <p>Phone: _____ SSN: _____</p> <p>Dept: _____ DOB: _____</p> <p>Position: _____ Hire: _____</p>																																																			
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Helpful Links To Oregon Agencies

If you're looking for information, help or training from Oregon regulators, here are the links you need:

The Oregon Bureau of Labor and Industry (BOLI) offers training seminars on such topics as wage and hour laws, discipline and discharge, and the latest developments in employment law. Details are available by [clicking here](#).



The Oregon Department of Environmental Quality invites businesses that handle hazardous waste to sign up for a free class covering basic management of such waste.

[Click here](#) for more details.

The Oregon Occupational Safety and Health Administration (OSHA) offers classroom workshops and online training. [Click here](#) for current class description and schedule.



*Wishing you a great start
to 2023!*

EDUCATION

BENEFITS

CONSUMER INFO

SHOP HELP

INSURANCE

Northwest Automotive Trades Association

15 82nd Drive, Suite 15
Gladstone, OR 97027

Phone: (503) 253-9898

[Send Us A Message](#)

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