



July
2023

Industry Update

*News and Information for
Northwest Automotive Trade Association
Members*



ASE announces leadership changes

ASE President and CEO Tim Zilke and Senior Vice President of Communications Trish Serratore have announced their plans to retire on December 31.



National Institute for
**AUTOMOTIVE
SERVICE
EXCELLENCE**

Zilke joined the National Institute for Automotive Service Excellence (ASE) in 1991 and was promoted to president and CEO in 2008. Serratore joined ASE in 1988 and was promoted to senior vice president of communications in 2008. She served six years as president of the ASE Education Foundation from 2012 to 2017, before rejoining ASE as senior vice president.

During the past 16 years of Zilke and Serratore's tenure, ASE has evolved significantly, defining standards and certification to better serve technicians, transportation service providers and the motoring public. A major accomplishment was the transition from paper and pencil to computer-based testing. This advancement increased the availability of professional testing from six nights per year to year-round, enabling the addition of 11 new ASE certifications.

"The ASE board is overwhelmed with gratitude for Tim Zilke building an impactful organization," Homer Hogg, ASE chair and vice president of Truck Service, Travel Centers of America, said. "Under his leadership, ASE has evolved, grown and introduced many new initiatives to support technicians, service repair business, education and our industry overall. The industry will also miss Trish Serratore and her passionate promotion of ASE and ASE certified technicians for so many years. As the familiar face of ASE, she too has always had the industry's best interests at heart. We wish Tim and Trish all the best in their retirements."

Dave Johnson has been named ASE president and CEO Designate, and will assume the

title and responsibilities of ASE president and CEO on January 1. Johnson brings over 30 years of automotive industry experience to ASE. He previously served as global director, service engineering operations at Ford Motor Company where he led all vehicle repair support activities. He is a proven executive with strong leadership and team-building skills. Throughout Johnson's career, he has delivered with innovation and a passion for the service experience and, most importantly, respect for the technicians that care for the customer.

"I look forward to working with the great ASE staff to serve our technicians, service providers and car owners and to communicating the amazing mission of ASE," Johnson said.

Donna Wagner has been named as the new vice president of industry and media relations for ASE. Wagner brings an extensive 30-plus year aftermarket background in education and parts supplier representation, including 12 years with the Car Care Council, to her new role at ASE. Her most recent position was assistant vice president of the ASE Education Foundation where she oversaw the field manager network and represented the organization in school, corporate and government relations.

Why NATA's involvement in Salem matters

NATA's lobbyist, Darrell Fuller, recently shared his [report](#) on the end of this year's legislative session. With that, he also provided three other documents, including [one](#) listing all the bills he tracked specifically for NATA, [one](#) listing the general business bills he tracked on behalf of all his clients, and one related to a newly adopted [DMV Dismantler Inspection policy](#).

We hope you will review these documents, but we wanted NATA members to read this example from Darrell that shows why having a lobbyist representing NATA matters:



At the risk of being self-serving, I'd like to share a story about a bill that went through the process this session. It is a clear "teachable moment" about the value of your membership in NATA, and the importance of associations being engaged in the legislative process with a professional lobbyist.

There is a national problem with counterfeit airbags being installed in vehicles. The counterfeiters know the airbags don't work. Sometimes the shops installing them know they don't work. Sometimes the shops are victims, just like the end consumer. There are also shops that don't replace airbags but tell their customers they have. And they bypass the vehicle's computer system so the airbag warning light doesn't get triggered. These are bad people. And an effort to go after them began. But the devil is in the details, often in the definitions section of a law. In this instance, all the national stakeholders agreed to a "California Compromise," language to be added to state laws to provide more tools to law enforcement and to allow regulators to go after bad actors on installing counterfeit or nonworking airbags. Dozens of states across the country began adopting the "California Compromise" language.

Then, here in Oregon, [Senate Bill 256](#) was introduced at the request of A2C2 (the Automotive Anti-Counterfeiting Council). This group is comprised of major vehicle manufacturers. You can read their testimony on SB256 [here](#). The summary of SB256 (written by the professional staff in the Office of Legislative Counsel) reads:

Prohibits person from knowingly or intentionally manufacturing, importing, distributing, offering for sale, selling, or leasing or otherwise transferring, or installing or reinstalling counterfeit automobile supplemental restraint system component, nonfunctional airbag or object that does not comply with federal standard for make, model and year of motor vehicle. Punishes violation of Act as unlawful practice under Unlawful Trade Practices Act.

*That sounds like something NATA should support. But then I read the actual bill. By design, the Oregon bill was **not** the California Compromise language. It was much more expansive. As originally written, SB256 would have made buying or selling **any** vehicle (equipped with an airbag when manufactured) unlawful unless it had a working airbag. You read that correctly: All vehicles bought and sold in Oregon would have to have a working airbag. The implications would have been staggering. As originally drafted, a vehicle in a dealer's inventory with an airbag warning light could not be sold to a consumer until the airbag was repaired or replaced, and we all know the cost of an airbag can be more than the value of the vehicle. The language was so strict that after an accident, a damaged vehicle couldn't even be sold to a dismantler without a working airbag. When I read that, I assumed I was just reading it wrong. I assume I just wasn't smart enough to understand the language.*

So, I began to alert other Oregon lobbyists, and I sent the bill (along with my analysis) to national trade associations and companies closely aligned with NATA values. These contacts included, among others: Emil Nusbaum, the Vice President of Government and Regulatory Affairs with the Automotive Recyclers Association, Catalina Jelkh Pareja with the Government Affairs Office at LKQ, and Catherine Boland of MEMA (the vehicle suppliers association).

Working closely with Emil (and Tom Holt with the Oregon Tow Truck Association), we were able to negotiate substantial changes to SB256, so that it closely reflected the California Compromise. In turn, other states are now reviewing their already-adopted laws to ensure the language doesn't stray from the California Compromise. After alerting other states of the language in Oregon's legislation, at least one state discovered they may need to amend their language to narrow the scope.

This was a group effort. I rely heavily on national associations for their expertise and legal prowess. At the same time, these large national associations rely on state organizations – like NATA, and NATA's lobbyist (that's me) – to protect and defend the industry at the state level. We are a great team, and in this case, our teamwork really made a difference for everyone in the auto repair, parts, dismantling and dealership industries in Oregon.

You can check for yourself. The original version of SB256 can be found [here](#), while the final version can be found [here](#). You can also read all the testimony submitted, including twice by NATA, by clicking [here](#). In the end, SB256 was passed by both chambers in Salem, and has gone to Gov. Kotek who has 30 days to sign or veto the bill.

Your membership in NATA really matters. What NATA does for the auto trades is crucial, and I am proud to be a small part of the work they do. I am proudly your eyes, your ears, and your voice at the Capitol in Salem.

The new becomes old, the old becomes new

Our members tell us they don't have time to filter through all the email they receive – and we 'get it.'

Beginning in August, this monthly INDUSTRY UPDATE will be delivered to you via mail. It will still be available to you digitally, and all issues are posted on our website www.aboutNATA.org.



New classes added around Oregon



IN PERSON TRAINING

Training for Automotive Service Professionals



New classes – a great value for NATA members – have been added in Portland, Bend and Medford as NATA continues to partner with Baxter Auto Parts to bring in-person training from the Carquest Technical Institute to the state this year – and beyond. More classes will be added as we move toward 2024. **NATA members can save hundreds of dollars on the registration subscription.**



The classes are each four hours and are held in the evening at each location. NATA or TECHNet members can register for just \$99 per month for up to six technicians.

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

Ask NATA: Forklift training information?

A member recently contacted our office to asking about forklift safety training videos. Forklift operators must have classroom instruction, hands-on training, and an evaluation to determine their competency. We no longer maintain that material on hand – but it's all available at no cost from OSHA. Here are the links:



Fact Sheet:

<https://osha.oregon.gov/OSHAPubs/factsheets/fs53.pdf>

Schedule of upcoming forklift training classes:

<https://www4.cbs.state.or.us/exs/osha/training/training/workshop/?individual=F>

Forklift Safety workbooks

<https://osha.oregon.gov/edu/workshops/Pages/materials.aspx>

Forklift Safety videos available from OSHA

<https://www4.cbs.state.or.us/exs/osha/film/av/index.cfm>

How to borrow videos from OSHA

<https://osha.oregon.gov/media/Pages/default.aspx>

Hillsboro Elks sponsoring poker run

Hillsboro Elks Lodge #1862 is sponsoring its first poker run, benefiting the Portland Honor Flight, on Saturday, July 29. [Click here](#) for a flier with more details, or [click here](#) to register.



About NATA <https://www.facebook.com/aboutnata>

Tips on warranty coverage

In the event that a customer is trying to question your work, you can protect yourself by documenting what you do to the vehicle. If you don't have a way to reproduce and validate your work, that can create a "we said-they said" argument. If you document it, you can show the customer and the warranty holder. Taking notes on what you fixed and how you fixed it, shooting a quick video on a phone to show the quality and extent of a repair and being transparent in how you talk to a customer can all help.



Another thought: If your customer is under warranty – either through a manufacturer warranty or aftermarket warranty- create a reminder shortly prior to the warranty expiration. Schedule a thorough inspection so the customer doesn't miss out on coverage. In the case of the dealer warranty- this may not get business for the independent now – but your customer will know you have their best interest in mind.



Thanks for reading NATA's Industry Update! Be the first to phone our office to win a \$100 gift card. (503) 253-9898.

Getting answers about Paid Leave Oregon

Paid Leave Oregon recently shared answers to these frequently asked questions:



How does Paid Leave Oregon work with the Oregon Family Leave Act (OFLA) and Family Medical Leave Act (FMLA), sick leave, and paid time off?

Employees must take leave under Paid Leave Oregon and OFLA and FMLA at the same time, if the reason for taking leave is the same for both. Paid leave benefits are in addition to other types of paid time off, such as sick leave, vacation time, short or long-term disability, or any other kind of paid time off. [This chart](#), designed in partnership with the Bureau of Labor & Industries (BOLI), shows the differences between Paid Leave Oregon, the Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA).

As an employee, can I opt out of paying for paid leave?

No. The law that created paid leave applies to all employees. There is no way for an individual employee to opt out. Most of us will experience life events when we need time to care for ourselves, or those we love. The goal is for all working Oregonians to be able to get benefits when they need them.

What happens if I don't ever use these benefits?

Your contributions for Paid Leave Oregon go into a state trust fund. In turn, this trust fund pays for benefits for when you or other working Oregonians need them. It's like an insurance policy. You do not get your car insurance payments back if you don't get in an accident. However, anyone who claims paid leave benefits will have to meet certain rules and conditions to make sure they are eligible.

How do we know if the fund will have enough money to cover everyone who claims paid leave benefits?

Employees and employers have been paying into the trust fund since January 2023. At this time, we expect the trust fund to be big enough to start paying benefits in September 2023. This is called being solvent. We expect to have about \$397 million in the trust fund before benefits begin.

Helpful links to employer information

Just as a reminder, here are links to information for Oregon employers:

- Key requirements: [Oregon OSHA's permanent rules for heat illness prevention](#)
- Key requirements: [Oregon OSHA's permanent rules for protection from wildfire smoke](#)
- [Oregon Minimum Wage Poster](#) – Effective July 1, 2023
- [Required Business Posters – Labor Law](#)

- [All in One Labor Law Poster](#)

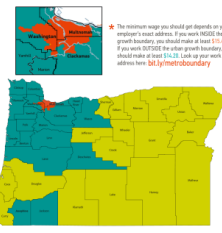
MINIMUM WAGE

You must be paid at least minimum wage.
The rate depends on where you work.

\$14.20 per hour
Standard
Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of Clackamas, Multnomah, & Washington

\$15.45 per hour
Portland Metro Area
Clackamas, Multnomah, & Washington

\$13.20 per hour
Nonurban Counties
Baker, Clatsop, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler




* The minimum wage you should get depends on your employer's exact address. If you work OUTSIDE the urban growth boundary, you should make at least \$14.20. If you work OUTSIDE the urban growth boundary, you should make at least \$15.45. Look up your work address here: bit.ly/metroboundary

- ▶ Every worker must be paid at least minimum wage. There are exceptions but they are uncommon.
- ▶ The minimum wage goes up every year. These rates are in effect from July 1, 2023 to June 30, 2024. The next minimum wage increase is on July 1, 2024.
- ▶ Tip credits are illegal in Oregon.
- ▶ Deductions are allowed if legally required or if you agree in writing and the deduction is for your benefit. Your paycheck must show this information.
- ▶ If you make close to minimum wage, you may qualify for the Earned Income Tax Credit. Visit eitc.outreach.org

CONTACT US

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Call: 877-245-2864
Email: BOLI_help@oli.labor.gov
Web: oregon.gov/boli
See below for more.



OREGON LAWS
Protect You At Work
July 2023 - June 2024

Has NATA Quoted Your Health, Dental or Vision Insurance?

Our NATA Health Plan rates are becoming more competitive all the time. Beginning this year, our health insurance plan will include life insurance coverage as well! Call Tere MacNaughton at (503) 253-9898 for quotes or more information.



Credit card processing at 1%, no contract

NATA and Bobby Walker put together a program that has been proven and tested by a few of NATA's members. Members are reporting savings with net effective rates as low as 1% for their credit card processing, including Interchange and Debit.



This program is designed specifically for automotive/truck service facilities using typical demographics and risk, and because Bobby Walker connects you directly, you are eliminating the middle man (most banks and Independent Sales Organizations) and BUYING DIRECT! With this program, junk fees are eliminated as well as the extra layer of costs an ISO brings. In addition, there is **no upfront or cancellation fees**, and new *terminals are provided at no cost*.

Call your NATA office at (503) 253-9898 to get started!

Schools have job openings

Clackamas Community College (CCC) is seeking a full-time automotive Instructor; please [click here](#) (and scroll down to "Automotive Instructor") for more information or to



apply.

CCC also has an opening for a part-time instructor in its Auto Body/Collision Repair & Refinishing program. [Click here](#) for more details about the position and how to apply.

CCC also has [posted an opening](#) for a part-time tool room lab tech.

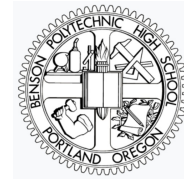
Clark College in Vancouver has a two openings for part-time lab techs in the Auto Department. The positions involve working with the students, supervising lab assignments and some general tasks in the shop. Hoping to find someone with a flexible schedule. [Click here](#) for details, or contact: Dannie Nordsiden, Manager of Technician Development (360) 992-2566 (office or (360) 907-4053 (cell)



Portland Community College (PCC) Sylvania Campus has an opening for a part-time Instructor in the Automotive Service Technology Department. [Click here](#) for more details.

PCC Sylvania Campus also has an opening for a full-time automotive Instructor for 1-year temporary position. [Click here](#) for more details.

Benson Polytechnic High School in Northeast Portland has [posted a job opening](#) for a full-time automotive instructor.



David Douglas High School in Southeast Portland has [posted a job opening](#) for a full-time automotive instructor.

Welcome new NATA members

NATA is pleased to welcome two new members to the association:

Your family fun adventures start with FAMILY FUN RV in St. Helens! New, used, consign, trade, service, and parts, with financing available.



Our newest Associate Member is Second Wind Coaching and Jeff Helzer, executive coach, whose motto is "Moving what matters into action."

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.



EDUCATION

BENEFITS

CONSUMER INFO

SHOP HELP

INSURANCE

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